

# 2021 | Sustainability report



**ELIX**  
POLYMERS

A member of  
Sinochem  
International





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## Message from the CEO

*For yet another year, I am delighted to present the 2021 ELIX Polymers Sustainability and Social Responsibility Report, an exercise in transparency which allows us to share the most significant progress we have made in these areas. The report has been prepared following the standards of the Global Reporting Initiative (GRI)*

2021 was a year of many challenges, difficulties and opportunities. A year in which the COVID-19 pandemic continued to impact our lives, but one in which we were able to get together once again and gradually go back to business as usual. Back to an ever-changing new normal, in which the ability to adapt, our talent and confidence in our teams and employees will be the key to successfully overcoming the challenges we face. My most sincere thanks to all the people who are part of ELIX for their daily work, commitment, effort and dedication.



Last year we continued to make significant progress in our strategic lines, with the aim of responding to the expectations of our stakeholders. ELIX wants to be part of the transformation towards a circular and sustainable model, making it an essential part of our purpose and business model.

Therefore, in this report you will find details on the actions we have taken to promote more sustainable solutions, with responsible business operations that affect the entire value chain, allowing us to reduce our ecological footprint and safeguarding the ethics of our business model, guiding our progress and objectives.

Our success would not be possible without the support and collaboration of the different actors that make up our ecosystem. For this reason, we are firmly committed to partnerships and collaborations that allow us to share and fulfil our commitments, multiplying the positive impact we have.

Within the framework of our commitment to offer more sustainable solutions, I would like to highlight the progress of the **E-LOOP** portfolio. **As a result of our responsible innovation programmes, we have launched a range of products onto the market that contain raw materials from mechanical recycling, chemical recycling and/or bio monomers under ISCC+ certification. These products have already been validated and chosen by our customers, offering successful solutions in different applications.**

We continue to implement the **Sustainable Operations** programme, with robust initiatives to reduce greenhouse gas emissions and reduce water intensity. As for the people who work in our facilities and the community in which we operate, our commitment is **to guarantee operations that are safe and respectful with the environment, something we endeavour to do day after day.**

Through this report, we want to share our commitments and progress with our employees, customers, suppliers, supply chain and stakeholders with whom we work on a daily basis. **Thank you all for your trust** and we hope that you find this document interesting.

**David Castañeda, CEO**





# 1 | 2021 in figures



# About ELIX



**+300**  
CUSTOMERS



**+40 GRADES  
+300 COLOURS**  
PRODUCTS



**0 %**  
SALES VOLUME  
(CAGR 2017-2021)\*

*\*Calculated using compound  
annual growth rate (CAGR).*



**+40**  
COUNTRIES



**€611.32 k**  
NEW INVESTMENT  
IN R&D&I



**0.55 %**  
R&D&I INTENSITY  
OVER TURNOVER

**98.89 %**  
CUMULATIVE SALES  
ORDER SUCCESS RATE

**92.5 %**  
PERFECT ORDER  
RATE

**94%**  
IMPROVEMENT IN THE ON TIME  
IN FULL (OTIF) RATE





## Our workforce



**264**

EMPLOYEES  
(+3.9 % COMPARED  
TO 2020)



**76**

EXTERNAL EMPLOYEES  
(-11.6 % COMPARED  
TO 2020)



**3**

WORKPLACE ACCIDENTS  
WITH LEAVE



**25 %**

FEMALE WORKFORCE  
(0 % COMPARED  
TO 2020)



**88.8 %**

EMPLOYEES ON  
PERMANENT  
CONTRACTS  
(+0.23 % COMPARED  
TO 2020)



**13,669**

HOURS OF TRAINING  
FOR OUR EMPLOYEES



## Our corporate responsibility



**€141.3k**

NEW INVESTMENT  
IN ENVIRONMENTAL  
PROTECTION



**0.18**

GREENHOUSE GAS EMISSIONS  
DUE TO PRODUCTION  
(T CO<sub>2</sub>-EQ / T ABS PLUS SALES)



**€2,076k**

SPENDING ON  
ENVIRONMENTAL  
PROTECTION  
(+31 % COMPARED TO 2020)



**91 %**

WASTE RECOVERED  
(0% COMPARED TO 2020)



**96.9 %**

EFFICIENT RAW MATERIAL  
CONSUMPTION RATE  
(-0.4 % COMPARED TO 2020)



**1.043**

ENERGY CONSUMPTION  
(KWH/T PRODUCED)  
(-2,4 % COMPARED TO 2020)

## Our suppliers



**741**

SUPPLIERS



**44 %**

SPENDING ON  
LOCAL SUPPLIERS  
(TARRAGONA)



**55 %**

SPENDING ON LOCAL  
SUPPLIERS (CATALONIA)





## 2 | About ELIX



*We offer a wide range of high-quality thermoplastic solutions for all types of customers. Our key factors are continuous improvement, innovation and personalized service, which allows us to develop tailor-made and more sustainable solutions.*

# Leader in the thermoplastic sector

ELIX is a company dedicated to the manufacture of acrylonitrile butadiene styrene (ABS) resins and derivatives, with experience spanning more than 45 years and an extensive international presence. From our plant in Tarragona (Spain) and with the support of our workforce, we offer tailor-made solutions for high-quality thermoplastic applications. We have the resources, skill and experience to create value for our customers and the industry in general.

*We are taking steps towards fully integrating sustainability into our business and we have made this a cross-cutting pillar of our business strategy. This allows us to remain leaders in the high-quality thermoplastics sector and participate in the transformation of the chemical sector.*

## Mission, vision and values

Our corporate policy defines the main guidelines that drive the business. It is a reflection of our essence as a company and our objectives and compel us to follow the corporate values as guides for managing the business.

### Vision

Our aim is to be the global leader in the specialized market in the thermoplastics field, acting as a customer-oriented company that offers a personalized service and a wide portfolio of products, while committed to environmental sustainability and promoting the professional development of our employees.





## Our mission, our commitments

### Customers

PROVIDE SOLUTIONS TO THE NEEDS  
OF CUSTOMERS THROUGH HIGH-QUALITY  
PRODUCTS AND SERVICES

BE A RELIABLE AND COMPETITIVE  
PARTNER WITH A GLOBAL PRESENCE

### People

GIVE RECOGNITION AND PROMOTE  
PROFESSIONAL AND PERSONAL  
DEVELOPMENT

GUARANTEE A SAFE AND COLLABORATIVE  
WORK ENVIRONMENT



### Company

SUPPORT THE GLOBAL EXPANSION OF ABS

FOCUS ON SAFE, EFFICIENT  
AND RELIABLE OPERATIONS

CREATE VALUE AND  
LONG-TERM GROWTH

### Society

SUSTAINABLE PRODUCTS

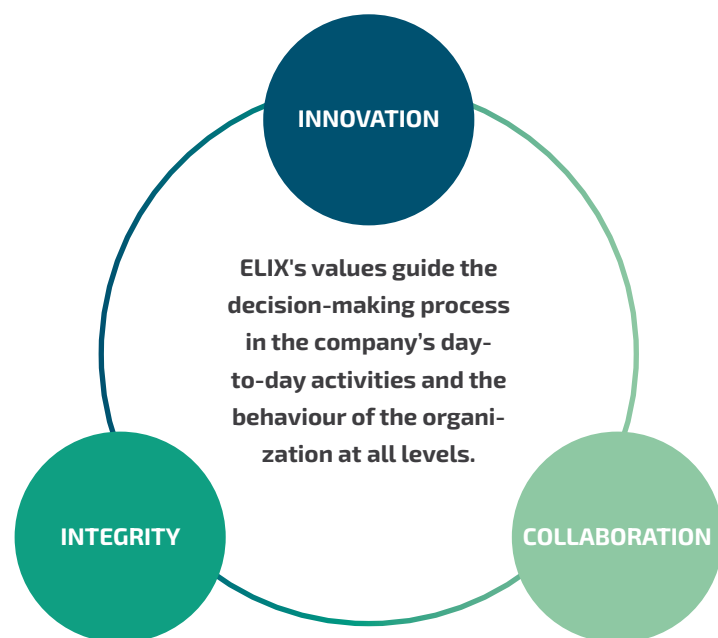
SUSTAINABLE, RESPONSIBLE AND  
SAFE OPERATIONS THAT CONTRIBUTE  
TO MITIGATING CLIMATE CHANGE

CONTRIBUTE POSITIVELY TO  
SOCIAL WELL-BEING



## Our values

- Remain open to new proposals
- Propose improvements in current processes
- Research and implement new tools
- Strive to find solutions to new needs



- Be aware of the missions and values of the company
- Behave in accordance with the missions and values
- Explain the reasons behind this behaviour (be an example)

- Be empathetic with colleagues
- Offer help selflessly
- Share essential information
- Listen to understand the needs of others
- Try to reach agreements to achieve common goals
- Work for the team

## Management and structure

ELIX is part of Sinochem International (Overseas) Pte. Ltd., a large Chinese state-owned public limited company, active in several strategic sectors, including the chemical sector. The parent of Sinochem International is the Sinochem Group.

ELIX has a high strategic value for Sinochem Group, since it acts as the group's foreign headquarters. The group provides ELIX, in turn, with the capacity to evolve beyond the production of ABS resins and derivatives and to become a new business unit, developing other product lines within Sinochem International.

ELIX's management team is made up of the CEO and four area directors; with the support of department heads and employees, the group of professionals as a whole ensures the preservation of ELIX's values in the achievement of our goals.





**DAVID CASTAÑEDA**  
CEO



**LUIS ALONSO**  
CFO



**CARLOS MÜLLER**  
BUSINESS DIRECTOR



**NOELIA VÁZQUEZ**  
PEOPLE & CULTURE AND  
COMMUNICATION DIRECTOR



**NARCÍS VIDAL**  
OPERATIONS & SUPPLY  
CHAIN DIRECTOR



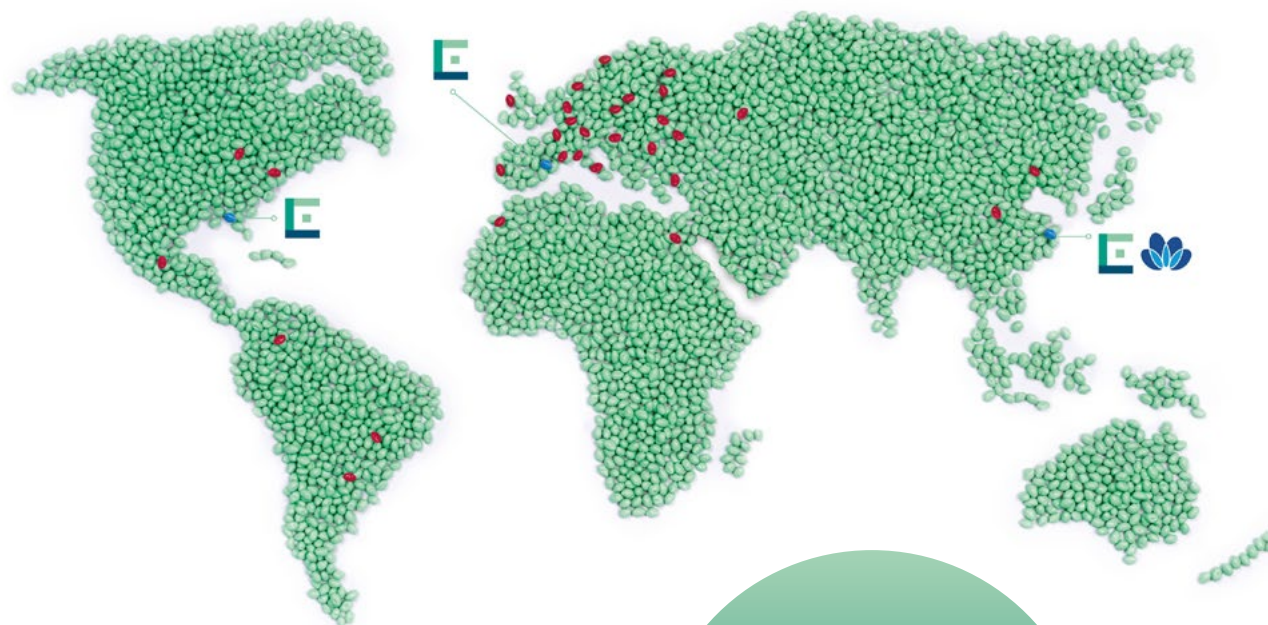
## Global Company

We operate from our central and production office in the South Tarragona industrial estate, the main petrochemical hub in southern Europe, sharing this strategic location with other international companies to create ChemMed Tarragona, the most important chemical industrial, logistics, academic and scientific cluster in southern Europe.

Although the European market accounts for around 90% of our sales, we are expanding our international presence, especially in the United States and Asia. For this we have logistics centres in Tarragona, Spain, and another two in the United States, in addition to an extensive network of salespeople, agents and distributors that operate with more than 300 customers in more than 40 countries. We also have a sales team in China, responsible for the ELIX product portfolio.

Being part of Sinochem International offers us a major opportunity to grow in the Asian market and continue to strengthen business relationships in the European and American markets, since it facilitates global collaborations with large manufacturers (OEM –Original Equipment Manufacturer) and their major customers on several continents.

## Markets where we operate



**Our portfolio of thermoplastic products is evolving towards sustainability, with an offering that has a lower environmental impact and incorporates more recycled material.**

***ELIX Polymers has a broad portfolio of thermoplastic products that can meet the needs of the most demanding markets.***





## Recognition from Sinochem International

After a vote cast by more than 40 Sinochem International directors, ELIX has been singled out from among all the companies that make up the group with two awards:

- **Growth Star Award.**  
Recognition to all the members of ELIX Polymers for the excellent work carried out in 2021, work that is reflected in the company's results.
- **Advanced HSE Work Award.**  
Recognition of the excellent cross-departmental coordination between all areas to guarantee a safe work environment while maintaining the company operational.

## Products

- **ELIX ABS:**  
ABS thermoplastic materials for specialized products and high added-value markets.
- **ELIX PC/ABS:**  
PC/ABS compound for the most demanding applications on the market.
- **Polymer modifiers:**  
these help modify and improve the properties of polymer blends and also of materials based on PC, ABS, PVC, SMA, etc.
- **ELIX CADON:**  
High strength material used for high impact needs.
- **ELIX E-LOOP:**  
More sustainable products which offer innovative up-cycling solutions.

At ELIX we are leaders in the ABS market, thanks to our experience, and we offer customized solutions for all situations.



# Markets



## Automotive

ELIX high performance products meet the stringent requirements of the automotive industry and are suitable for general purpose, high-temperature, low-emission, electroplating/chrome plating and pre-coloured applications. Our customers include global suppliers and the materials are approved by major original equipment manufacturers (OEMs) for interior and exterior applications.



## Healthcare

We offer leading solutions for the medical industry, with an emphasis on regulatory compliance, product safety and a global supply strategy. Our customers include the leading European and US injection moulding companies and global pharmaceutical companies. ELIX medical grades meet the stringent requirements of the medical device industry and include two biocompatibility grades ISO 19993 and USP class VI. The grades and devices have been approved and registered in the drug master file for use in medical and food contact applications in both the European and US markets.



## Consumer Goods

ELIX materials have been developed to meet the needs of the consumer goods market, such as new colours and finishes, UV and chemical resistance with tailor-made solutions and the best processability.



## Appliances

ELIX materials have been developed to meet the needs of the appliance market, such as new colours and finishes, UV and chemical resistance with tailor-made solutions and the best processability. ELIX has been working as an ABS supplier to the leading manufacturers of household appliances in Europe for several decades.



## Electrical and electronic devices

ELIX materials offer the best performance for electrical and electronic device applications, with a broad product portfolio that allows our customers to choose the most appropriate solution for their needs in terms of dimensional stability, heat distortion temperature and electrical properties.



## Building and construction

ELIX offers a variety of product solutions for the building and construction market. The industry increasingly demands durable, aesthetic, easy-to-use and high-performance products.

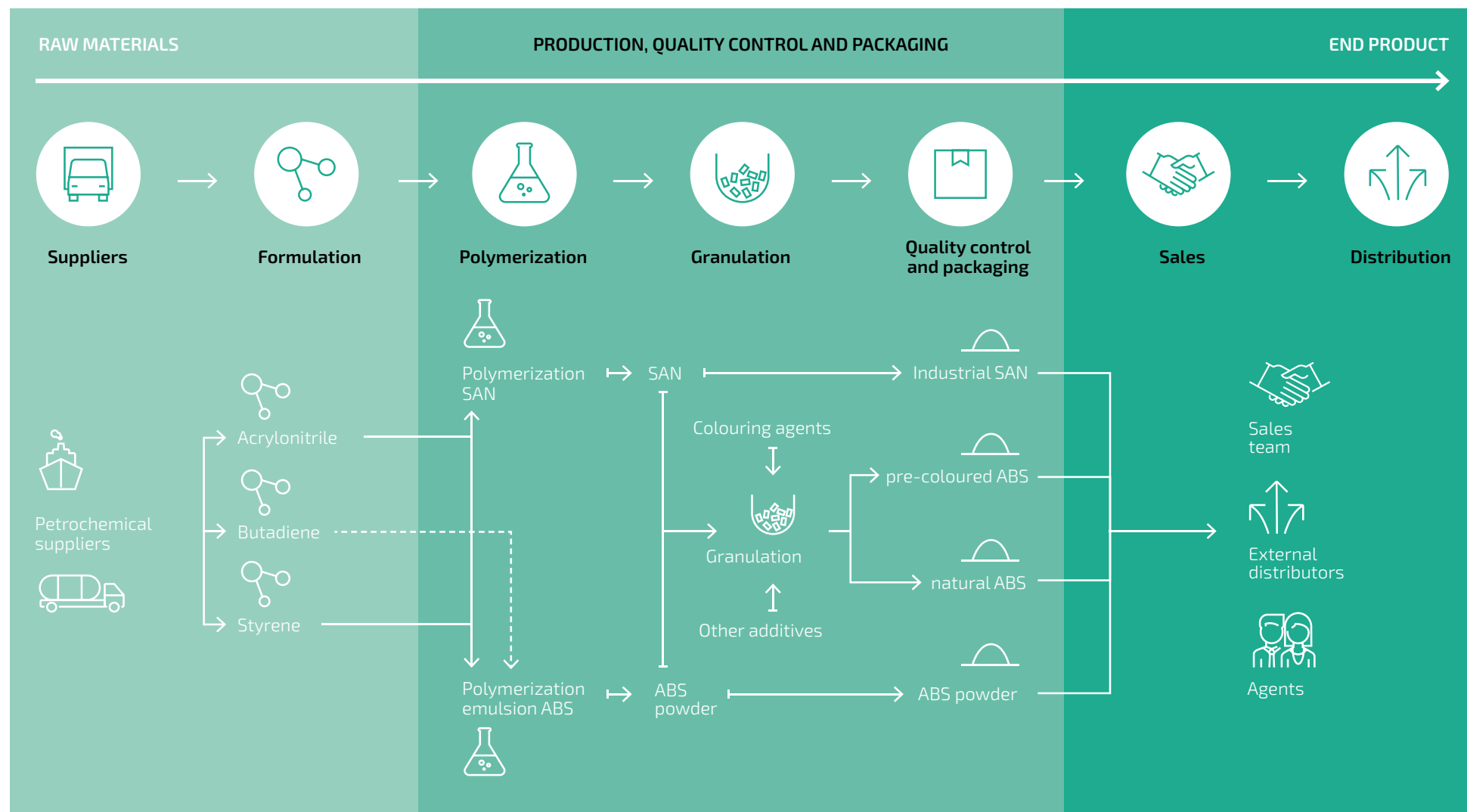


## Toys, sports and leisure

ELIX materials meet the requirements of the market thanks to their high levels of hardness and excellent surface quality, among other characteristics. We offer special grades that comply with food contact regulations in a choice of colours. ELIX has been working as an ABS supplier to the leading manufacturers of toys and skis in Europe for many years.



# Production process and value chain





# Partnerships for progress

*We establish partnerships with global, sectoral and local associations to learn about market trends and establish solid and lasting relationships with the entire supply chain. Relationships that allow us to remain a benchmark in the sector and move towards a circular economy.*

## Global



**PlasticsEurope:** business association that brings together the leading manufacturers of polymers in the plastics sector in Europe.



**Business Federation of the Spanish Chemical Industry (FEIQUE):** highest body representing and defending the interests of companies in the Spanish chemical sector.





## Sector-based



**Mav Cluster:** organization whose mission is to contribute to and promote the competitiveness of companies and organizations in the advanced materials sector and its associated technologies. This partnership enables us to develop circular economy and innovation pilot projects.



**MedPharmPlast:** European Plastics Converters sector group for companies in the plastic supply chain dedicated to medical devices and pharmaceutical packaging in Europe. This partnership provides us with information on the medical sector, its regulations and its trends.

## Local



**Chemical Business Association of Tarragona (AEQT):** encompasses all the chemical companies in the Camp de Tarragona and Tierras del Ebro counties. Its mission is to ensure the global competitiveness of the chemical industrial parks and contribute to the sustainable development of the local area. Our CEO and several ELIX employees actively participate in the various committees of this association.



**Tarragona Official Chamber of Commerce, Industry, Services and Navigation:** public law corporation that promotes activities to support business development and organizes actions of general interest for the commercial and business community of the region.



**Catalan Transport Users Council:** shared forum for exchanging knowledge related to transport and logistics, and to offer support on import or export procedures



# Ethics and governance

"Governance and ethics" is one of the strategic pillars of our sustainability strategy. There is an increasing demand worldwide for greater transparency and ethics in business and the chemical sector, in general, has a poor reputation.

In this regard, at ELIX we work to develop an organizational framework based on equality and ethics and we are committed to all our employees and the local community.

At ELIX, the values of ethics and transparency have always underpinned the entire organization. They are reflected internally in the Code of Conduct and in the relationships that the company establishes with its stakeholders.

*ELIX's sustainability strategy establishes the development of a Code of Ethics as a goal for the near future, one we hope to achieve in 2022.*



## Aspirational goal:

develop and disseminate our Code of Ethics.

## Code of conduct

The company's regulatory framework for professional and business relations and actions is established by the **Code of Conduct**, which defines integrity, honesty and transparency as the basis for preventing corruption and bribery.

We extend the Code of Conduct to our suppliers and collaborating companies by requiring them to sign a specific declaration. Meanwhile, all ELIX employees are aware of and have received information about the Code.



# Digitalization

The ELIX digitalization project, called DIGICOM, aims to improve traceability and transparency, generate value for our customers and establish collaborative relationships with suppliers.

Within the framework of this project, in 2021 ELIX implemented a new recovery system (*disaster recovery system*), which improves our reliability in computer and telecommunications systems, ensures our business systems remain operational and has laid the foundations for us to undergo cybersecurity audits. To do this, we have increased our security levels and improved our ability to resist cyber attacks.

We have also continued to work on digitalizing and optimizing our processes in the different areas of the company. Of note is update carried out of our maintenance systems in SAP. We also implement continuous improvements in our business intelligence systems in all ELIX departments.

In 2022, ELIX will continue to further digitalize its processes, especially in operations. Initiatives include the 3D digitalization of the plant's floor plans (Smart P&ID program for piping and instrumentation), and the end of technological renovation projects, as well as improvements in planning.

We will also continue to improve our cybersecurity levels and consolidate the work started in 2021 to provide mobility to the different business processes, such as operations (maintenance) and people management.

## Main projects of 2021:

### Cybersecurity

ELIX has drawn up a structured action plan based on the previous audit with the aim of achieving an index of 59.43 according to the ISO 27001 standard.

### Control Tower

Pilot test in the United States, which monitors events that could have an impact on market operations. It helps us monitor operations, detect deviations and take preventive actions to guarantee service to our customers.

### Resilience

The new risk matrix for our business operations was drawn up in 2021. The planned action plan has been carried out in this regard. This included an update of the Business Continuity Plan, which contains the measures developed to keep the business running, taking into account risks such as major malfunctions, supply problems, IT problems or pandemics.



# Customer service, a value that sets us apart

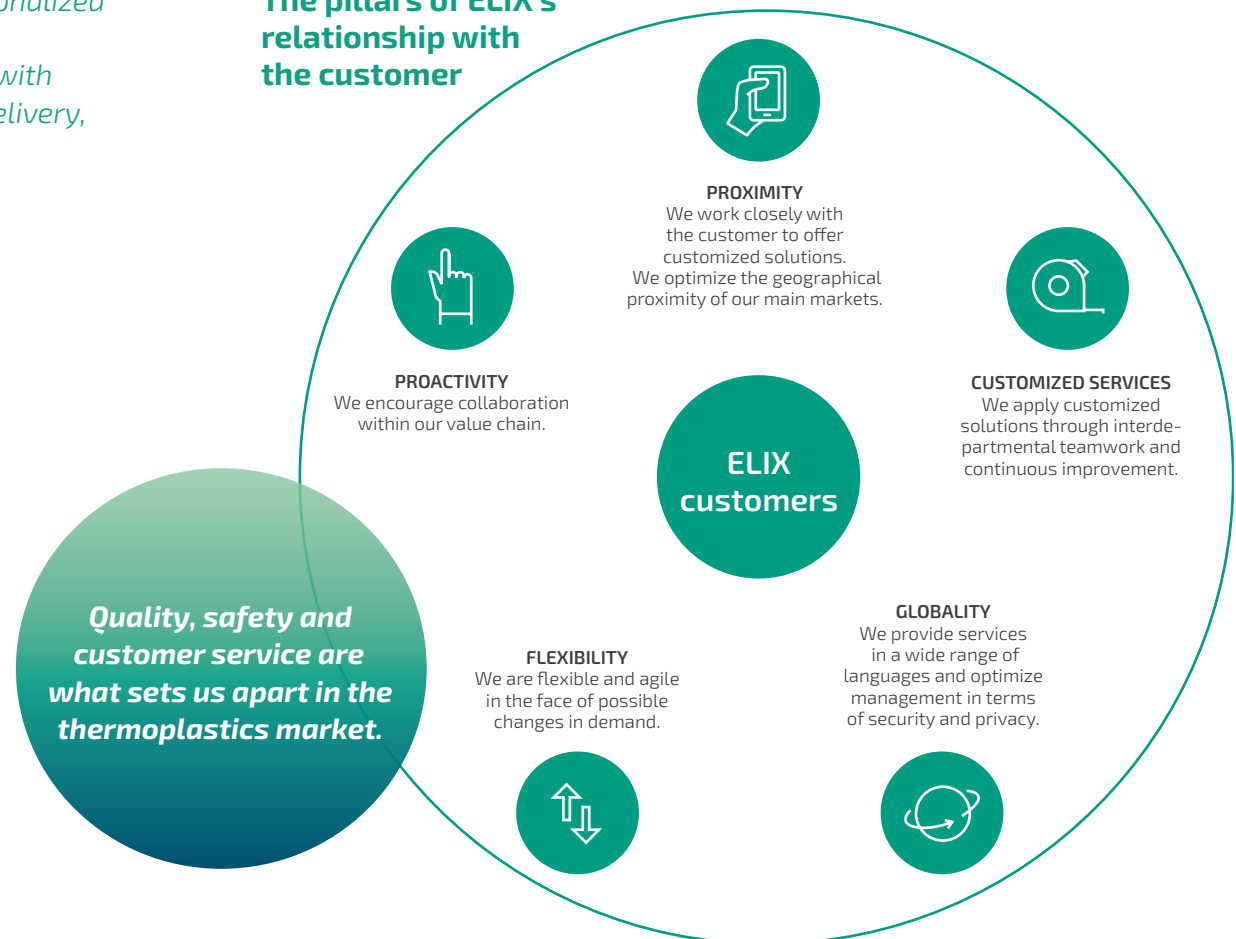
*At ELIX, our proximity to customers thanks to the personalized services we offer is as important as the geographical proximity of our main markets. Working hand in hand with our customers, from the product design phase to its delivery, allows us to develop high-quality, tailored solutions.*

## Our mission with our customers

- **Provide solutions to the needs of our customers through high-quality products and services**
- **Be a reliable and competitive partner with a global presence**

At ELIX we offer customers complete access to the experience we have gained over more than 45 years of work in the production and supply of ABS so they can fulfil their projects. Moreover, we integrate ourselves into their manufacturing process.

## The pillars of ELIX's relationship with the customer





The support we give our customers is comprehensive and ranges from the development of a product on demand to post-sale technical support to resolve doubts or queries. The main services we offer to ensure smooth and efficient interaction with our customers are:

- **Customer service:** management of all customer requirements regarding delivery, returns and specific needs.
- **After-sales technical support:** specialized support for customers on the correct handling and use of our products, as well as their characteristics and applications.

In 2021 we once again experienced an extremely volatile scenario in which we have had to overcome various disruptions in our supply chain and in which we increasingly standardized the way we managed our processes in terms of flexibility and resilience. To this end, we worked to promote continuous improvement initiatives and the digitalization of processes, giving us greater visibility and enabling us to get ahead of ongoing challenges.

We achieved a perfect order ratio of 92.50% for our type A customers, discounting the effect of having confirmed orders for a longer term than usual, but fulfilling the commitments made with our customers in the moment of receipt of the order, in an environment of high demand due to the lack of global market capacity. Without discounting this effect, the global ratio reached in 2021 was 84.9%.

In the first half of the year, our performance was affected by the lack of capacity due to high demand. However, this performance improved continuously during the year thanks to the actions we implemented.

Meanwhile, in 2021, transportation capacity decreased throughout the market. This had an impact not only on prices but also on the availability of shippers in the market, which forced us to cooperate more frequently and more transparently with our transport providers.

## ACHIEVED GOALS

INTERNAL CONTROL INDICATORS	2020	2021		2022
	Performance	Objective	Performance	Objective
Right first time (RFT), index of correctly manufactured material	99%	99%	99.18%	99%
Complaints received for manufactured batches	0.41%	0.36%	0.31%	0.29%

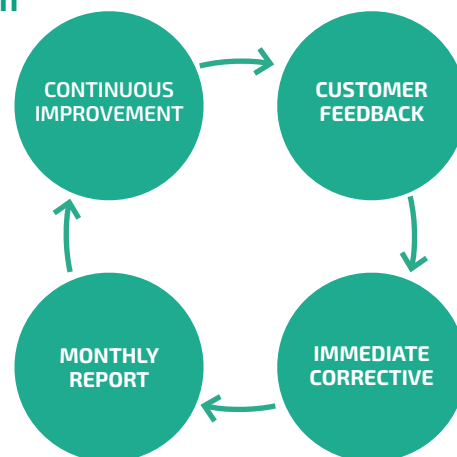
EXTERNAL CONTROL INDICATORS	2019	2020	2021	Objective for 2022
On time in full (OTIF) rate of orders delivered on time and with the correct quantity <sup>1</sup>	94.40%	93%	94%	93.20%
Perfect order rate, on time in full or with no incidents <sup>1</sup>	92.30%	91.3%	92.50%	89.50%

<sup>1</sup>. Measured for type A customers



## Evaluating customer satisfaction

At ELIX we implement continuous improvement actions and measure the satisfaction of our customers based on the overall analysis of the answers given by these to two key indicators and the implementation, if necessary, of specific improvement actions.



Customer satisfaction indicators:

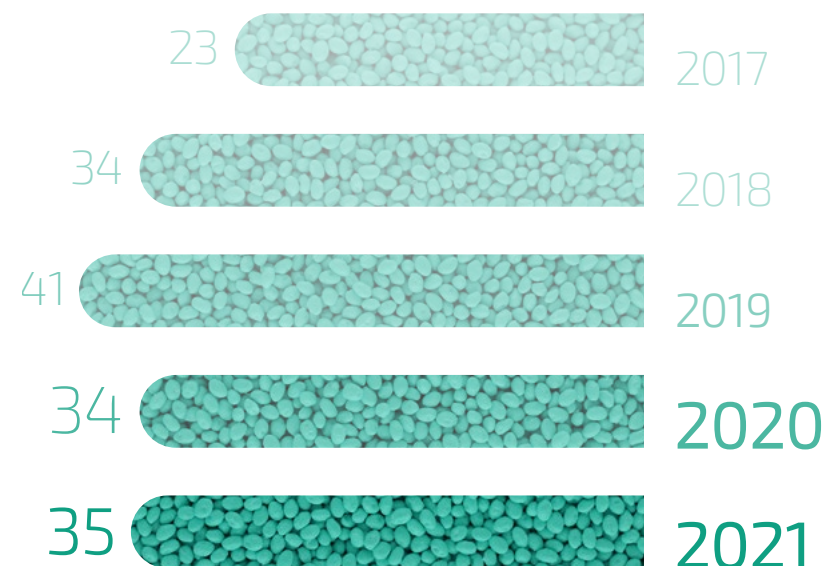
- **Net promoter score.** Indicator of overall satisfaction that we apply in an innovative way to the business to business (B2B) market. It measures customer loyalty based on recommendations derived from their response to a single question: How likely are you to recommend the product or service to a colleague?
- **Customer satisfaction score.** Operational performance indicator that evaluates customer satisfaction at key company-customer touchpoints, through a question regarding satisfaction and one asking for possible improvements if the level of satisfaction is low. We have two established touchpoints: complaints and delivery of samples.

The net promoter score indicator increased slightly in 2021 compared to 2020. Although we did not achieve our goal of 37, it is a positive result considering the difficult circumstances. We also reached out to more customers than in previous years to ask for feedback. The process of continuous improvement in customer service is helping us to identify the most relevant aspects on which we have to focus our efforts.

AVERAGE CSAT SCORE <sup>1</sup>	2019	2020		2021	2022
	Result	Result	Objective	Result	Objective
Complaints process	4.1	4.1	4.3	4.8	4.8
Sample sending process	5	4.5	4.7	4.7	4.7

1. CSAT (customer satisfaction score): annual average of the evaluations received from CSAT on a scale of 1 to 5, with 1 being very dissatisfied and 5 being very satisfied.

## OVERALL NPS

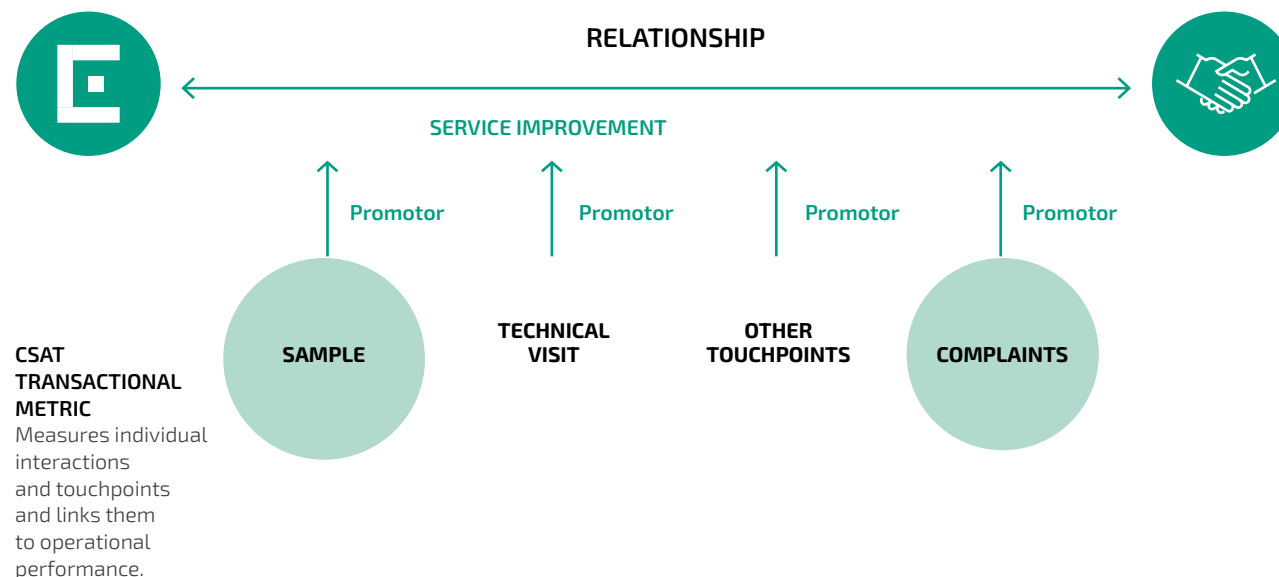




## Customer touchpoint

*Due to the actions carried out to improve satisfaction in relation to complaints and samples (two important customer touchpoints), in 2021 we managed to increase the level of customer satisfaction.*

Satisfaction indicators are measured from the responses of our customers regarding two aspects: complaints and sample sending.



### Complaints.

In 2021 we halved the time it takes to receive material samples for investigation, enabling us to more easily and quickly investigate incidents for our customers. We also implemented several changes so that the team can manage any complaint in a more efficient and coordinated manner. These changes have increased our customer satisfaction, as shown by the 17% increase in CSAT score compared to the previous year. In 2022 we will continue to work on being as fast and efficient as possible in dealing with any complaint that arises, since this is crucial for our customers.

### Samples.

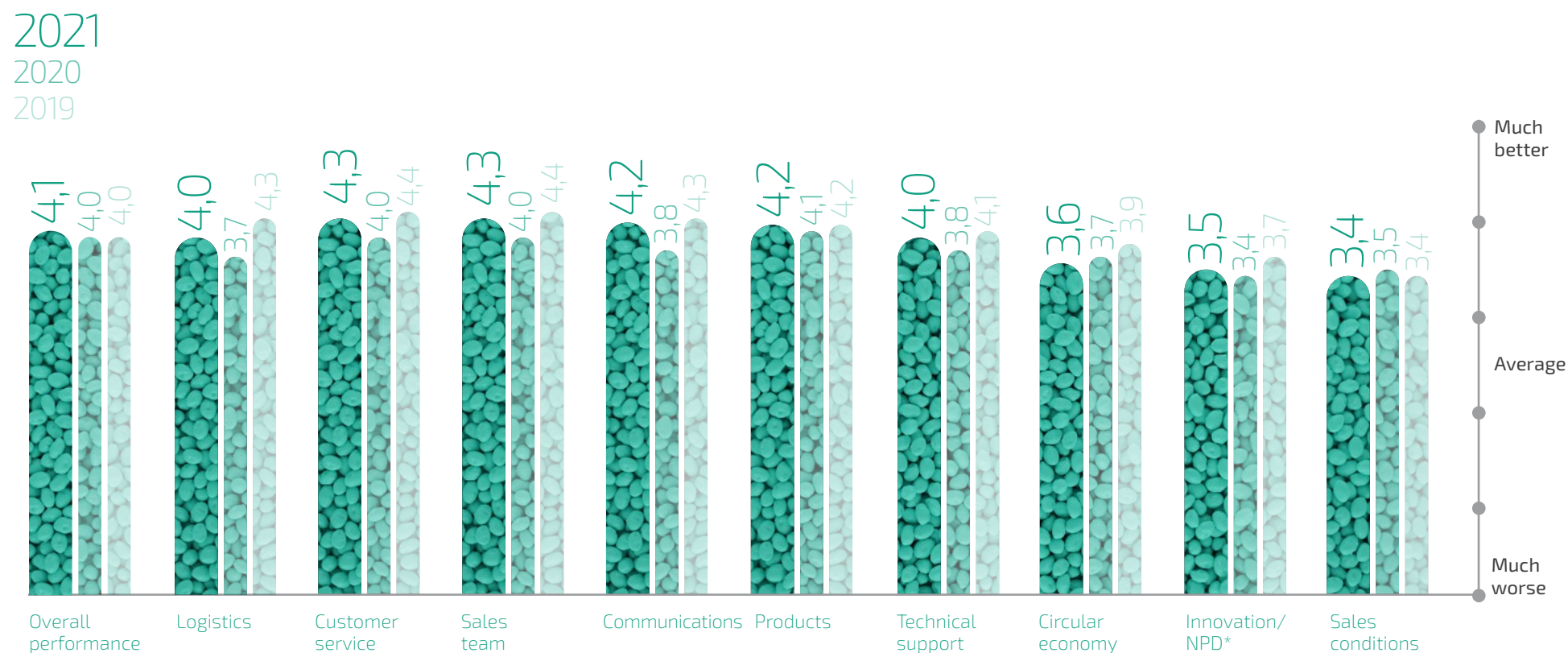
In 2021 we gave more visibility to the efforts we make throughout the customer experience at this touchpoint and also focused on increasing the levels of participation to know what customers really want. The actions undertaken during the year were successful and participation continues to increase. For 2022, we have introduced a satisfaction target (4.7) to ensure we maintain our focus and level of service. We will also evaluate the effectiveness of our current packaging for small material samples and collect more specific feedback from customers on how these arrive.



## Customer satisfaction

Within the framework of our Voice of the Customer 2021 programme, at ELIX we have increased the scope of the survey in order to reach more customers from the various market segments and countries we serve, asking a series of questions about our products and services to understand what aspects are key and how to best serve their needs. Participation has been high and we have received a number of helpful comments.

2021 was another challenging year for all, dealing with the effects of the pandemic and global complications in supply chains and transportation. At ELIX we worked hard to maintain our service levels despite adverse circumstances, ensuring our resilience and ability to serve customers. This work is reflected in the opinion of our customers and in how they value us compared to other suppliers.



\*NPD: New product development



## Certified quality

The quality of ELIX's management systems and manufacturing processes is guaranteed through certification. We maintain high quality standards, delivery times and optimal service levels through the certification of our quality management system according to the ISO 9001:2015 standard.

*In 2021 we carried out the first follow-up audit of our ISO 9001 and 14001 certifications and the second follow-up of the International Sustainability and Carbon Certification (ISCC). We also recertified our energy management system following the ISO 50001 standard.*

With regard to the *right first time* indicator, in 2021 we exceeded 99% (99.18%), which indicates that the percentage of error in the manufacture of our products the first time is less than 1% and that, therefore, the level of efficiency and quality is very high. For 2022, we have maintained the *right first time* target of exceeding 99%.

The indicator of complaints received in relation to the batches manufactured stands at 0.31% (lower than the established target of 0.36%). For 2022, ELIX has set a target of 0.29%.

The main initiatives related to quality implemented in 2021 sought to:

- **Improve the response time for the complaints received.** In 2021 the average response time was 26.6 days. ELIX's objective is not to exceed 20 days
- **Improve the waiting time for samples:** this involves reducing the time between the manufacturing and shipping of new samples and imitations to current and potential customers.

### Our certifications:







# 3 | Committed to sustainability



*In 2021 we began to develop ELIX's 2030 sustainability strategy and the action plan leading up to 2025, which will allow us to improve the company's global sustainability and reduce our social and environmental impacts.*

# Committed to sustainability,

Our vision of sustainability and our strategy affect the entire value chain, from the extraction of raw materials to the final consumer and focuses particularly on our local environment. The sustainability strategy is designed to help ELIX achieve an ideal vision of corporate sustainability, which we have defined in the form of these four principles:

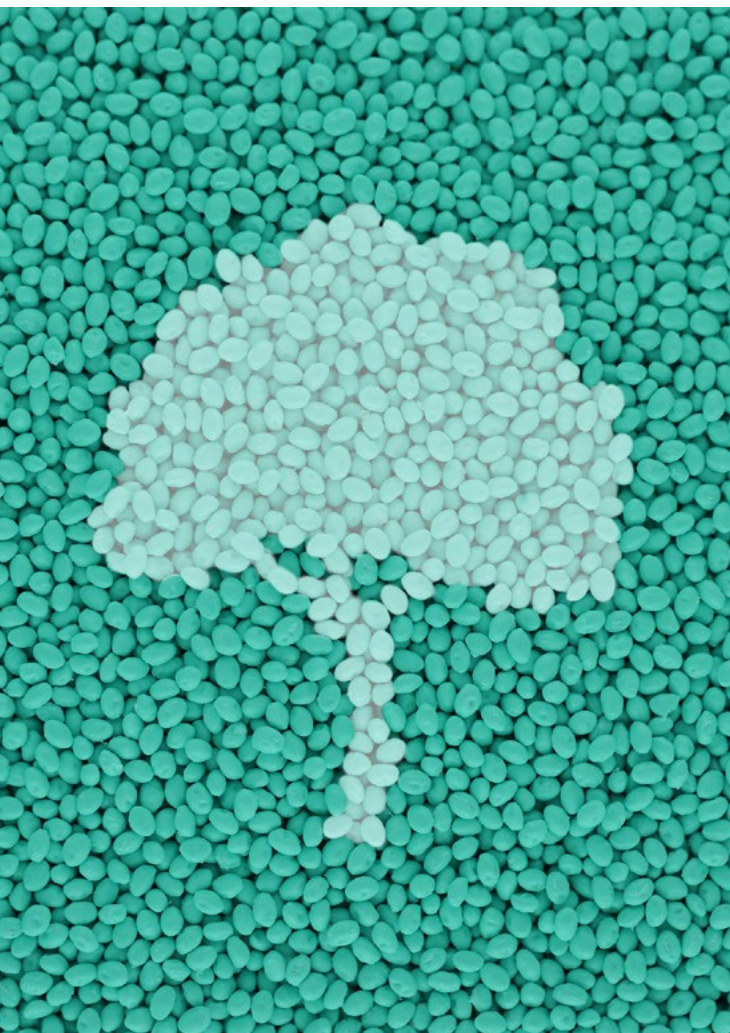
- Adopt ethical values.
- Lead the transition to a circular economy.
- Reduce our ecological footprint to a minimum.
- Commit ourselves to developing our human capital.

Our roadmap is based on the fundamental cornerstones of the UN Global Compact principles and Sustainable Development Goals (SDGs).



**OBJETIVOS  
DE DESARROLLO  
SOSTENIBLE**

ELIX contributes directly or indirectly to achieving the SDGs, 17 global challenges established by the UN in the 2030 Sustainable Development Agenda. There are ten goals which ELIX has responsibility and a greater capacity of influence over: five of the direct ones (key) due to its activity and the potential impacts it generates, and five of the indirect ones, relevant for the sector and the company's stakeholders. An eleventh goal, number 17, is cross-cutting and facilitating.





## Direct SDGs (key)



Ensure healthy lives and promote well-being for all at all ages: **minimize the negative effects of our products on the health of people.**



Ensure availability and sustainable management of water and sanitation for all: **innovative water distribution, management and efficiency solutions.**



**Promote inclusive and sustainable economic growth**, employment and decent work for all. Safe production and management of chemical products and application of labour standards.



Ensure sustainable consumption and production patterns: **help improve the quality and efficiency of production processes in all industries.**



Take urgent action to combat climate change and its impacts: **create resilience and adaptability for the sector and its supply chain.**

## Indirect SDGs (relevant)



Support the participation, contribution and **success of women** throughout the industry.



Ensure access to **affordable, reliable, sustainable and modern energy** for production, promote the storage of renewable energy and the development of infrastructure of this type.



Build resilient infrastructure, promote **sustainable industrialization and foster innovation** and resilience. Establish frameworks that promote industrial symbiosis.



**Conserve and sustainably use the oceans, seas and marine resources.** Establish partnerships throughout the value chain to reduce marine pollution of all kinds.



Improve operational management and expand support for projects to **halt environmental degradation and protect the most vulnerable ecosystems.**



# Strategic pillars

**ELIX's sustainability strategy** is based on four strategic pillars that establish the areas on which the company must focus to improve its positive social, environmental and economic impact in the long term and throughout its value chain.

Each pillar contains operational objectives, short-term goals whose achievement brings ELIX closer to its long-term goals.



Promote a **circular economy** system for plastics.



Ensure an **ethical business model** and a **positive contribution to the social well-being of people** throughout our value chain.



Work determinedly towards **adapting to and mitigating climate change**



Contribute to **mitigating the loss of biodiversity**.





P I. Ensure the good reputation of ELIX through communication	STRATEGIC PILLARS	OPERATIONAL OBJECTIVES			IMPACT ON THE VALUE CHAIN				CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS		
					Society	Suppliers and acquisitions	ELIX operations and transportation	Customers	Society	Key SDGs	Sector SDGs
Establish and communicate clear commitments to environmental protection and carbon neutrality.  Explain to shareholders and customers the positive impact and actions taken by ELIX	SP I. Promote a circular economy system for plastics	OO I.1 PPromote circularity as part of a new plastics economy, redefining plastic waste as a raw material and integrating renewable resources.			✓	✓	✓	✓	12		
		OO I.2 Improve energy efficiency and reduce water consumption.			✓	✓			6, 13	7	
	SP II. Work determinedly towards adapting to and mitigating climate change	OO II.1 Reduce our greenhouse gas emissions by 15% (compared to 2017) to reinforce and expand our climate change mitigation programmes.			✓	✓	✓		13	7	
		OO II.2 Analyse the risks of climate change for our company and our business.				✓			13		
Attract sustainable financing  P II. Use digitalization as a support programme  Use digital technology to achieve transparency and traceability  Leveraging CE using digital technologies  Improve efficiency in operations and logistics	SP III. Ensure an ethical business model and a positive contribution to the social well-being of people throughout our value chain	OO III.1 Contribute to generating a positive social impact to reduce social inequalities throughout our value chain and retain talent				✓		✓	3	5	
		OO III.2 Satisfy social demands for transparency, ethics and good governance as a means of improving our reputation and that of the chemical sector			✓	✓	✓				
		OO III.3 Promote an inclusive business model			✓		✓	✓	✓	17	9
	SP III. Contribute to mitigating the loss of biodiversity	OO III.1 Reinforce responsible innovation as a means of offering more sustainable solutions that reduce the consumption of raw materials and substances of very high concern				✓	✓	✓		1	
		OO III.2 Compensate the loss of biodiversity			✓				✓		14, 15
	P1 Circular plastics	P2 Responsible innovation	P3 Caring for climate	P4 Sustainable supply chain	P5 Growth profession-focused	P6 Ethics and governance			P7 Support for the local community		



# Programmes to implement the strategy

The strategy is executed through seven programmes (P1 to P7), whose lines of action will be progressively implemented in the short, medium or long term.

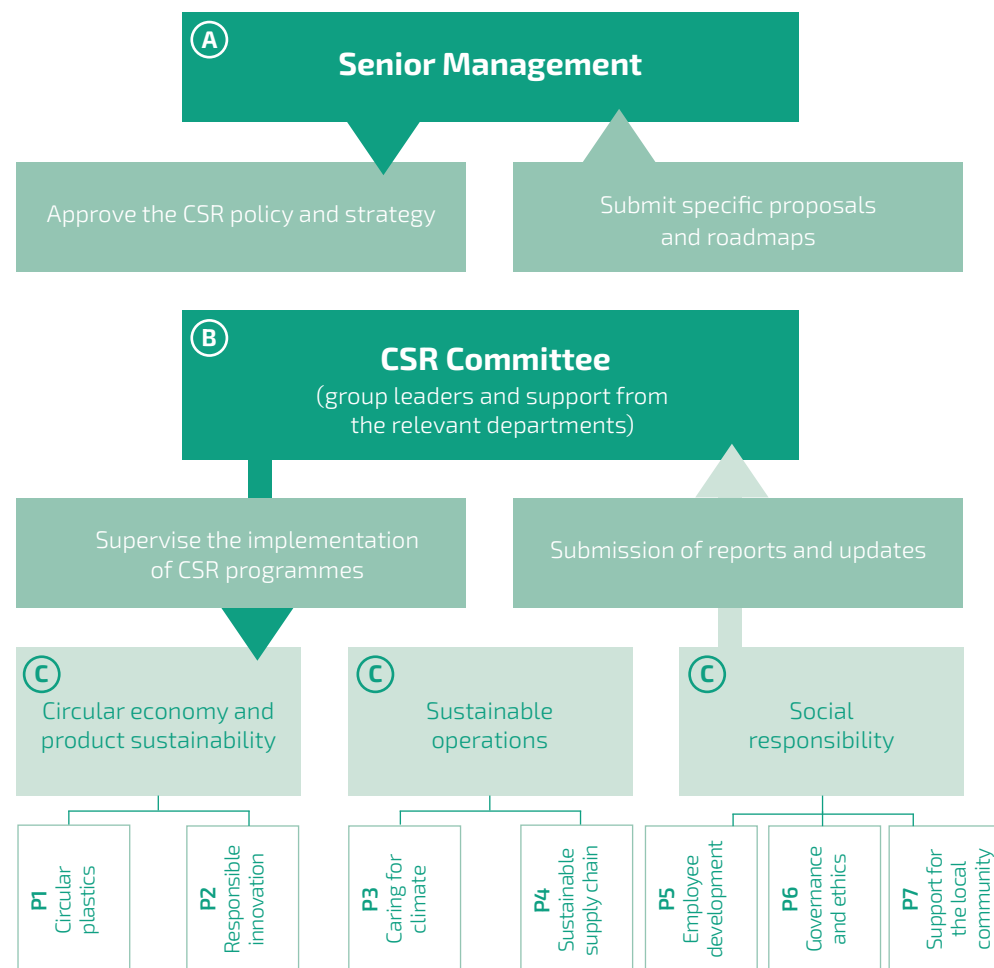
Each programme, in turn, contributes to the SDGs identified as key and relevant.

	SDG	PROGRAMME OBJECTIVES	LINES OF ACTION
<b>P1. CIRCULAR PLASTICS</b>	6, 12, 13, 17	<ul style="list-style-type: none"> <li>• Offer up-cycling solutions that maintain functionality in end-customer applications //</li> <li>• Establish a collaborative partnership with key stakeholders along the value chain to create new circular business models</li> </ul>	<ul style="list-style-type: none"> <li>• P1.1 Recover and reuse or recycle products and components from ABS and materials derived from ABS //</li> <li>• P1.2 Use raw materials from renewable or recycled sources //</li> <li>• P1.3 Strengthen collaboration along the value chain to create new circular business models //</li> <li>• P1.4 Improve customer and supply chain engagement to close material loops //</li> <li>• P1.5 Improve transparency and traceability of flows</li> </ul>
<b>P2. RESPONSIBLE INNOVATION</b>	12, 17	<ul style="list-style-type: none"> <li>• Reinforce responsible innovation towards a more sustainable portfolio, including research on the use of renewable and/or recycled raw materials for our products</li> </ul>	<ul style="list-style-type: none"> <li>• P2.1 Improve the sustainability of ELIX ABS materials</li> <li>• Promote the design of reusable and recyclable products.</li> </ul>
<b>P3. CARING FOR CLIMATE</b>	6, 13, 17	<ul style="list-style-type: none"> <li>• Reduce ELIX's environmental footprint: carbon footprint and water footprint by 15% compared to 2017 //</li> <li>• Include CC in ELIX's risk assessment and improve ELIX's adaptability to CC //</li> <li>• Contribute to CC adaptation by restoring coastal biodiversity in collaboration with stakeholders / local authorities</li> </ul>	<ul style="list-style-type: none"> <li>• P3.1 Reduce ELIX's environmental footprint by 15% (carbon and water footprint)</li> <li>• P3.2 Reduce the carbon footprint of ABS using CE strategies (Programme 1)</li> <li>• P3.3 Reduce ELIX's risks in terms of CC //</li> <li>• P3.4 Restore lost coastal and river ecosystems in local areas //</li> <li>• P3.5 Participate in international biodiversity loss and carbon emissions offsetting programmes</li> </ul>
<b>P4. SUSTAINABLE SUPPLY CHAIN</b>	3, 8, 12	<ul style="list-style-type: none"> <li>• Develop a purchasing policy capable of improving the social and environmental commitment of suppliers //</li> <li>• Better understanding of the environmental and social impacts of the ELIX Polymers supply chain</li> </ul>	<ul style="list-style-type: none"> <li>• P4.1 Establish a responsible purchasing policy //</li> <li>• P4.2 Mapping of critical outsourced services and main suppliers in terms of their impact on the business, but also on the company's environmental and social behaviour</li> <li>• P4.3 Promote carbon emissions and biodiversity loss offsetting within our supply chain</li> </ul>
<b>P5. EMPLOYEE DEVELOPMENT</b>	3	<ul style="list-style-type: none"> <li>• Improve ELIX's professional development and talent retention</li> <li>• Ensure and improve the quality of employment and the motivation of ELIX's employees</li> </ul>	<ul style="list-style-type: none"> <li>• P5.1. Promote the identification and retention of talent within ELIX by developing personal development plans //</li> <li>• P5.2. Update the Plan for Equal Opportunities between women and men //</li> <li>• P5.3. Promote the external training of young people and women by establishing more solid collaboration programmes with universities and vocational training centres //</li> <li>• P5.4. Continue and reinforce ELIX's commitment to the well-being, safety and working conditions of employees</li> </ul>
<b>P6. GOVERNANCE AND ETHICS</b>	3	<ul style="list-style-type: none"> <li>• Develop and expand the ethical values of the company</li> </ul>	<ul style="list-style-type: none"> <li>• P6.1. Draw up a code of ethics //</li> <li>• P6.2. Establish training on the Code of Ethics for ELIX employees and suppliers</li> </ul>
<b>P7. SUPPORT FOR THE LOCAL COMMUNITY</b>	3, 17	<ul style="list-style-type: none"> <li>• Improve ELIX's contribution to local communities across the value chain//</li> <li>• Contribute to preserve and regenerate local ecosystems</li> </ul>	<ul style="list-style-type: none"> <li>• P7.1 Better understanding of the NGOs and civil society association ecosystem by ELIX //</li> <li>• P7.2. Look for collaboration opportunities with local customers and stakeholders to develop a portfolio capable of contributing to the progress of the community //</li> <li>• P7.3. Together with other stakeholders, assess and disclose human rights violations of local communities in the value chain //</li> <li>• P7.4. Restore lost coastal and rivers ecosystems in the local area, in collaboration with stakeholders, local authorities or the administration</li> </ul>

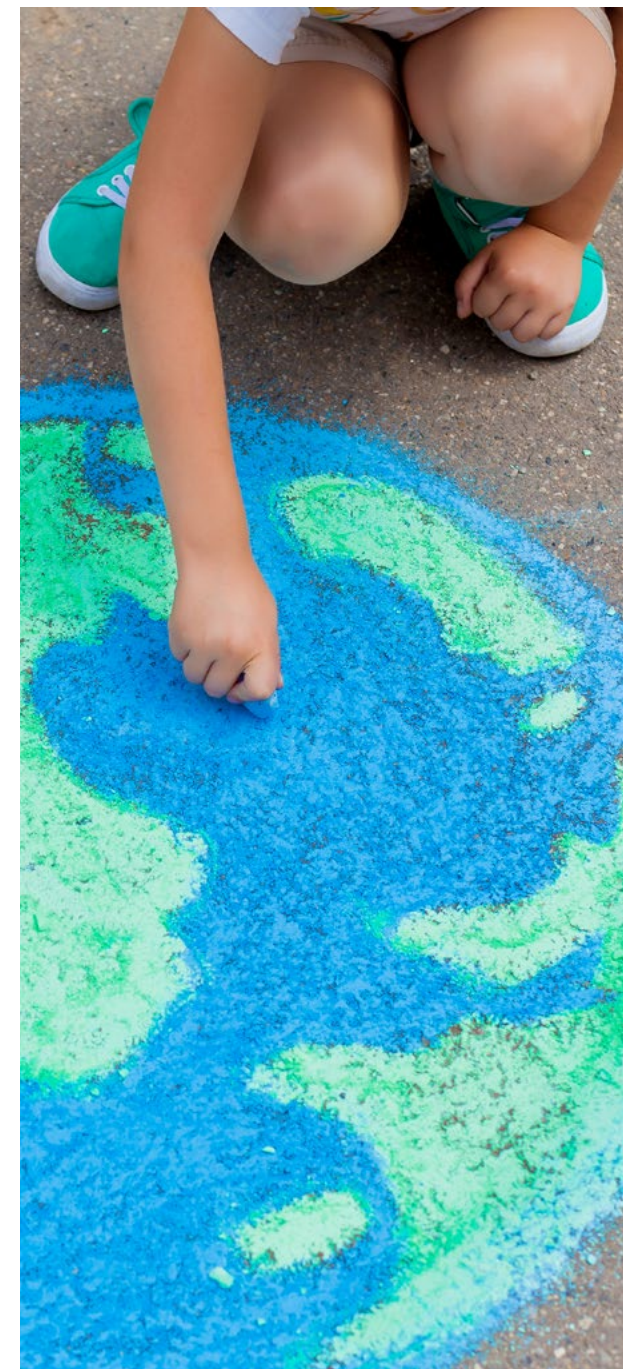


# Governance model

A new governance model has been defined to help monitor and implement the sustainability strategy and the action plan.



- A** Guarantee the communication and deployment of the CSR policy
- A** Ensure that the initiatives included in the CSR strategy are undertaken
- A** Approve CSR roadmaps and strategic initiatives
- B** Coordinate the different activities and working groups
- B** Coordinate reporting activities internally and externally
- C** Propose specific roadmaps for approval
- C** Execute specific projects and roadmaps
- C** Monitor and track progress





## Partnerships and membership of initiatives

Public-private-social partnerships are a key factor in the transition towards sustainability. Through partnerships and membership of initiatives, ELIX is part of an ecosystem in which projects with a positive impact on the environment are developed and shared.



### Responsible Care

Since 2008 we have participated in the global and voluntary initiative to contribute to the sustainable development of the chemical sector, Responsible Care, through which we are committed to continuous improvement in safety, health and environmental protection in all our operations.



### Business Charter for Sustainable Development

Non-governmental organization that works to promote world trade and investment based on free and fair competition. This organization, established under the auspices of the International Chamber of Commerce, defines 16 principles for the promotion of environmental management.



### EcoVadis

Independent rating agency specializing in sustainable development and performance monitoring. It provides supplier sustainability ratings for global supply chains.

The overall result obtained by ELIX places it at a level above its competitors and in the top 2% of companies evaluated with the highest score: it has obtained a **gold rating** for the fifth consecutive year.



### United Nations Global Compact

Provides a practical framework for business sustainability and puts at our disposal resources and management tools that help implement a sustainable business and development model.





#### Voluntary Agreement

##### **Programme of the Catalan Office for Climate Change**

Helps us set annual goals to reduce greenhouse gas (GHG) emissions, demonstrating our concern about climate change and our commitment to mitigate it.



##### **Styrenics Circular Solutions**

A joint value chain initiative and the unified driving force to make the circular economy a reality for styrenic plastics, including polystyrene, through innovative recycling technologies and partner-driven solutions.



##### **Operation Clean Sweep - Zero Pellets**

International initiative to minimize losses of pellets and microplastics and thus prevent their discharge into rivers and seas. Participating in this project compels us to improve operational precautions and avoid the dispersion of pellets and microplastics in our environment.



##### **International Sustainability & Carbon Certification**

ISCC is an independent organization responsible for the development, monitoring, review and continuous improvement of its certification system. The ISCC certification system covers all sustainable raw materials, including agricultural and forest biomass, biogenic waste, circular materials and renewable energy.



##### **Monitor empresarial de la Excelencia en Prevención, Seguridad y Salud (MEPS2)**

Establishes a valid measurement and benchmarking system for any organization that wants to know its degree of development and implementation in prevention matters.

With more than 5,000 certificates currently valid in more than 100 countries, ISCC is among the largest certification systems in the world. As a deforestation-free standard with a strong commitment to protect forests, land with a high-carbon stock and biodiversity, ISCC strives for a world where biomass and other raw materials are produced in an environmentally, socially and economically sustainable way.





## Dialogue and communication

This year, with the aim of creating a bond of trust and transparency, strengthening the ELIX brand among our stakeholders, and promoting more participatory communication, improving corporate results, we have drawn up the new Strategic Communication Plan for 2021.

This plan is implemented through a series of actions that convey our strategy, mission and vision, as well as our values and principles. In addition, these actions reinforce the recognition of our team of people and projects.

### Strategic lines of the 2021 corporate communication plan:

- Strengthen bonds at the local level.
- Become a leader (ELIX brand) in the global arena.
- Pursue excellence in our corporate image.

### Strategic lines of the 2021 internal communication plan:

- Strategic communication of transformational projects.
- Encourage more participatory communication.
- Promote a culture of development and meaning.
- Drive the employee brand and the employee experience.



# Stakeholders and communication channels



## Customers

Corporate website, digital newsletters and corporate catalogues, technical digital newsletters, social media, international fairs, events, press releases, articles, announcements, audiovisual materials, sales and technical visits to customers, visits to the Tarragona plant, annual customer survey.



## Employees

Corporate intranet and email, employee portal, corporate bulletins, communication boards, participatory internal platforms, audiovisual materials, social media, departmental meetings, informational activities, internal events and digital screens, ELIX al día, ELIX DNA, virtual coffee breaks, coffee with the CEO, ELIX Colaboradores.



## Industry Associations

Participation in committees and specific technical seminars, courses, meetings.



## Company

Weekly, monthly and annual corporate reports, sustainability report, strategic meetings.



## Contractors (staff at ELIX facilities)

Operational communications by email, meetings, communication boards, indicator panels, internal events, training spaces.



## Public administration

Periodic contact through formal notifications, bulletins issued by the administration, face-to-face meetings, email, telephone.

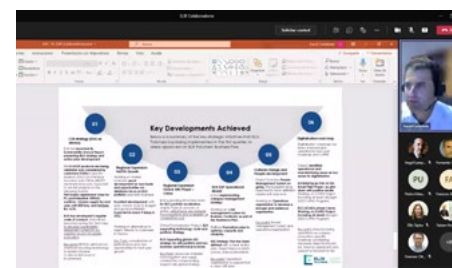


## Internal communication



### ELIX al día.

New internal news channel with the latest company news and projects.



### ELIX Colaboradores.

New monthly communication channel that aims to inform area managers and middle managers about the most relevant issues.



### ELIX DNA.

New action of the Strategic Communication Plan, which consists of a series of conferences and talks with a high motivational impact which are aimed at reinforcing our DNA as a company. In the first session we had a very special guest, David Meca, world swimming champion.



### "A coffee with David".

New space for dialogue between our CEO, David Castañeda, and people from different areas of the company. Once a month, our CEO calls together a group of people to exchange opinions, ideas and thoughts. Participants can ask questions, from both a professional and personal perspective, clarify doubts and discuss business or company issues. Due to the pandemic, all sessions have been held online using the Teams platform.



### Virtual coffee breaks.

Team-building activity and meeting space to foster interpersonal relationships and promote the emotional well-being of the team.



We are working on the **Wiki ELIX project** for 2022, a collaborative tool for easily and effectively managing all the accumulated knowledge here at ELIX. It is an open space, in which representatives from different areas are responsible for creating and editing useful content for the rest of the people in the company.

## External Communication

ELIX's external communication is based on transparency, with the aim of strengthening relations with our different target audiences in order to give visibility to the company and increase the reputation of the brand and that of our products and services. In 2021, our external communication included the following:

- **Attendance at fairs.** Due to the consequences of the COVID-19 pandemic, participation from the sector in international fairs was low; even so, we were able to exhibit our products and services in three of the most important fairs for our strategic markets: Pharmapack, specialized in the medical sector, the PIAE fair, focused on the automotive sector and FAKUMA, the most important fair in Europe for the plastics sector.

- **Webinars.** To continue creating bonds of trust with our customers in 2021, we organized several webinars, which allowed us to transmit more technical and specialized information to our customers. The following webinars were held:

- **"Improving productivity and aesthetics with ELIX high fluidity ABS".** Focused on the advantages of using highly fluid ABS material in the production process and the aesthetics of the final part.
- **"Material solutions for chromed automotive parts".** This webinar looked at the solutions offered by ELIX in terms of ABS materials for chromed automotive parts. The main functional and design requirements of a chrome automotive part were discussed, using a front grille as a case study.
- **"Pre-colour your success".** Participants discovered how pre-coloured ABS materials can improve productivity and aesthetic performance for moulders and OEMs, while reducing risk and cost.

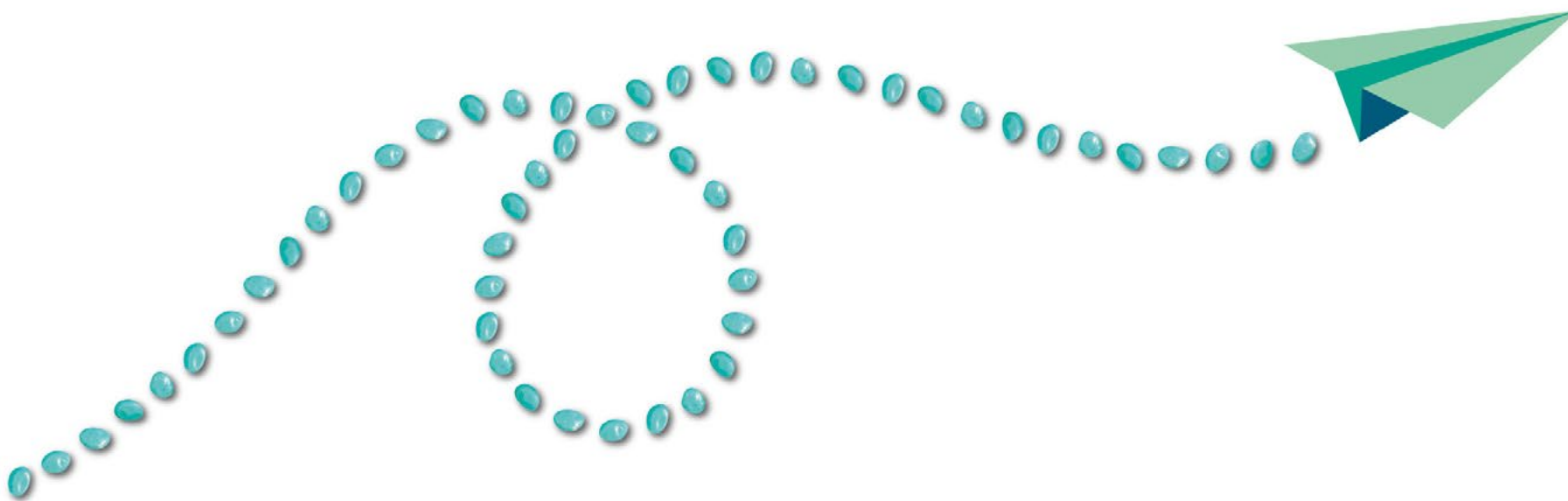
- **Online Communication** To help promote a stronger bond in our business relationships, ELIX has taken an increasingly proactive approach to its online communication. In 2021 our newsletters have strengthened communication between supplier and customer and we have published:

- **4 quarterly corporate newsletters** aimed at customers, suppliers and distributors, with news about ELIX products, services and activities.
- **4 newsletters focused on more technical content**, with the aim of facilitating and bringing ELIX's technical service a little closer to our customers.
- **2 medical bulletins with the aim of creating stronger links** with customers and potential customers in this strategic market.



- **Renewal of catalogues.** 2021 has been a year of changes at ELIX and we wanted to revamp our image in all company catalogues. E-LOOP kicked off this renewal in terms of design and content. We updated the 6 catalogues of our product portfolio and we designed a new catalogue for the product portfolio of the consumer goods sector.
- **Website usability.** Continuous improvement and content enrichment with news and product developments.

*In 2021  
we launched our  
website in Chinese with  
the aim of reinforcing part  
of the global strategic plan  
in relation to the growth and  
positioning of our company in  
the Chinese market, hand  
in hand with Sinochem  
International.*





# #WomenWithChemistry

## #WomenWithChemistry

Women from ELIX have joined the #WomenWithChemistry initiative of the Business Federation of the Spanish Chemical Industry and the Chemistry and Society Forum, an initiative that aims to make science and the chemical industry visible as a stable and quality job opportunity for new generations of women. The [video](#) of our #WomenWithChemistry, showcases women from ELIX Polymers who have made science and the chemical industry their profession and who today act as role models for future generations, in the hope that today's girls and young women will be inspired to choose chemistry as a career option.



Meanwhile, the Chemical Business Association of Tarragona has launched "La teva Química", a campaign of testimonial videos that provides a platform for workers in the petrochemical sector to share their experiences and what their day-to-day work is like. A total of 16 employees from the sector have participated in the campaign, including Natalia Zarza, ELIX's first plant operator, who shares her experience in the company through a video.

The objective is to recognize and emphasize the value of all the people who make up the Tarragona petrochemical sector, who, thanks to their high levels of talent, training and dedication, have managed to make it an international benchmark and a driving force in the region. Likewise, the campaign seeks to transmit to the surrounding community, in a transparent and direct manner, the reality of the sector at the hands of the most credible witnesses there are: the industry workers themselves, those who go to work at the facilities every day and who best know the way the industry works, the measures and protocols that are applied, the degree of commitment of companies in terms of safety or impact reduction, etc.

ELIX is present on three **social media platforms** (LinkedIn, Twitter and YouTube), digital channels that help optimize relations with the public and disseminate all the company's new developments. ELIX dynamically broadcasts content on these channels, enhancing the company's visibility and expanding its digital community.



In 2021, ELIX obtained **1,189 new followers on LinkedIn**, a 25.45% increase compared to 2020, and transformed its community of professionals into a very valuable asset.



Meanwhile, the number of followers on **Twitter**, increased by 10% compared to 2020. Since it is a very dynamic social media platform, at ELIX we are proactive and respond to user interactions.



With regard to our **YouTube channel**, the number subscribers increased by 17.46% compared to 2020. At ELIX we publish videos in which the main stars are our employees. This audiovisual content is a key element in improving the reach of our social media publications.





# 4 | E-LOOP, sustainable solutions



*E-LOOP is the brand of our circular innovations and more sustainable solutions and includes all circular economy initiatives in products, design and services.*

# E-LOOP, sustainable solutions

## Our mission with society.

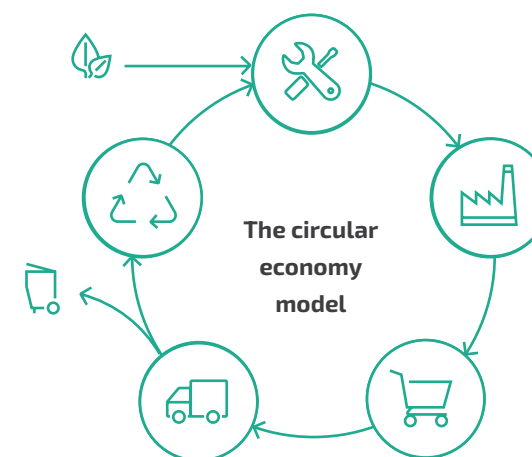
### Sustainable products

ELIX Polymers has launched the **E-LOOP** brand for its circular economy activities. The goal is to catalyse small, and therefore more efficient, locally implemented ABS recovery loops.

In the circular economy, waste is a resource and collaboration is a means. Through strategies for the recovery of ABS or other by-products, increased recirculation and the establishment of partnerships throughout our value chain.

We see the circular economy as a tool for the recovery

and subsequent reuse of generated waste, as well as a way to include raw materials from renewable sources. Therefore, ELIX's transition to this new economy is underpinned by innovation to make waste a resource. Collaborating with other companies, whether they are from the same sector or not, is a means to achieve circularity.



## Strategic programmes from the ELIX sustainable solutions portfolio:

- Circular plastics.
- Responsible innovation.

**We are innovating in mechanical recycling and incorporating ISCC certified raw materials to improve the sustainability of our portfolio without losing quality or performance of the finished product.**





# Circular plastics

At ELIX Polymers we want to become a key player in the circular plastics industry, capable of creating closed cycles and new business models.

## Aspirational objective:

Ensure that 25% of the products used in our solutions offer a sustainable advantage by 2025. We understand sustainable advantage as the inclusion of greater recycled mechanical, chemical or renewable content in our products, or a reduction in the intensity of the material and therefore an improvement of our environmental footprint.

## Priority lines of action:

### Mechanical recycling

Mechanically recycled ABS and ABS/PC blends with properties equivalent to raw material destination applications with high material requirements. The business model is based on the high quality and delivery reliability of recycled raw materials.

- Recover and reuse or recycle products and components from ABS and materials derived from ABS.
  - Mechanical recycling: identify potential sources or partners.
  - First available material: E-LOOP H801 MR.
  - Under development: materials with post-consumer recycled ABS content.
- Determine suppliers and purchases to guarantee volume of supply. The source and suppliers for the first material, E-LOOP H801 MR, have been approved. Other sources of ABS have also been evaluated.
- Monitor mechanical recycling certificates.





# ISCC

International Sustainability  
& Carbon Certification

## Certified raw materials

With 100% the same properties as virgin products, incorporating circular and bio-based raw materials. ISCC+ certified product portfolio, which uses the mass balance model to ensure traceability and transparency in the supply chain.

- Use of raw materials from renewable or recycled sources.
- ISCC PLUS certified.
- Identify potential sources or partners. Different suppliers are evaluated for the main monomers (ACN and STY, with contracts in force) and other polymers (PC, SAN).
- Incorporation of renewable and bio-based raw materials in line with the ELIX CE strategy. The first deals with customers have been finalized for 2022 with STY and ACN certified monomers: deals involving sectors such as consumer goods and health. First sales of ISCC certified product by ELIX.
- Creation of synergies with the Sinochem group.
- Renewable sources from raw materials: identify potential sources or partners. Some renewable sources have been validated and others have been identified for the coming years.



## E-LOOP H801 MR, made partly with mechanically recycled material, is now available

Since the launch of the E-LOOP brand in February 2021, various materials and new developments have already been added to its product portfolio. One of the first product launches within the group of mechanically recycled materials is the E-LOOP H801 MR, a counterpart to the standard ELIX ABS H801 high-temperature, high-strength grade. This new grade has been formulated using post-industrial recycled polycarbonate as a complement to the virgin ABS product.

The material is available for new projects and is used primarily for interior and exterior painting applications; however, it can also be used as a pre-coloured alternative. High quality and security of supply were the two main goals during development: a material with a lower carbon footprint, but with properties equivalent to standard fossil-based grade has been created.

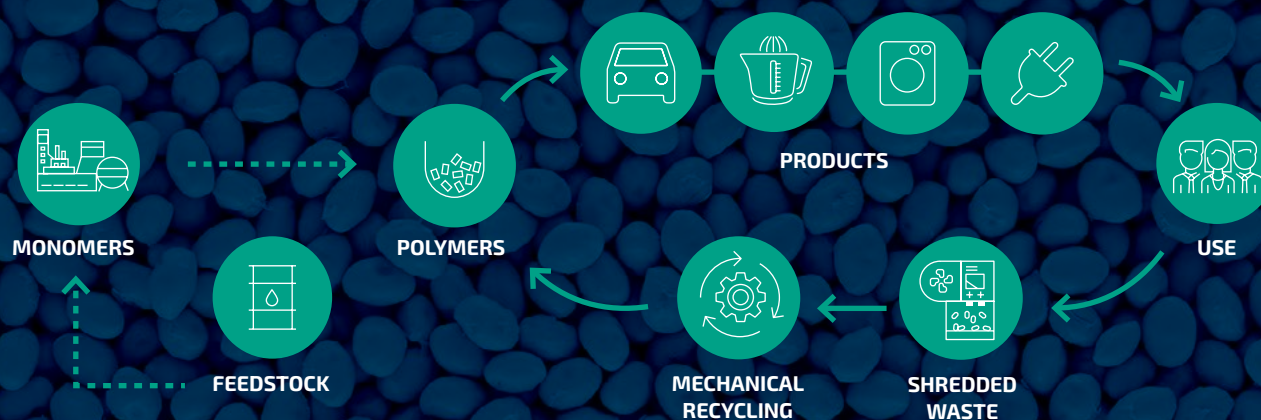
Several tier companies and paint suppliers have validated the paintability of the new E-LOOP H801 MR grade. Through the use of various paint systems, tests have been carried out based on the Daimler DBL 5425 and BMW GS94007 standards in order to verify the paintability of the plastic substrate.

The performance demonstrated in all cases is equivalent to the standard alternative, including adhesion and surface quality characteristics. Furthermore, the PVD metallization decorative process was validated by one of the largest companies in the production of lighting systems for the automotive industry with excellent results.

PVD painting and metallization validation tests are part of the high quality requirements that ELIX applies to the development of mechanically recycled materials with no loss of properties compared to standard resin, for use in high-requirement parts. Along the same lines, emissions tests have also been carried out and high-quality material cards have been generated for mould filling simulation software.

ELIX E-LOOP H801 MR has already obtained approval from a leading global automotive group for use in exterior painting applications. ELIX is working on obtaining approvals from other OEMs. Various colours are currently being developed for automotive OEMs for pre-coloured interior applications.

### Mechanical recycling





## Partnerships for circularity



**AnQore, OCI** and ELIX Polymers announced in 2021 that a major European consumer goods manufacturer will use ELIX E-LOOP ABS, a versatile, low-carbon footprint product with uses ranging from toys and air filters through to water treatment and engineering materials. This action will allow the company to considerably reduce the carbon footprint of its products and will contribute to a more sustainable value chain.

The ABS is made using econitrile, a sustainable version of acrylonitrile launched by AnQore which, in turn, is produced using OCI's sustainable ammonia. All chemically recycled or bio-based products are ISCC PLUS certified (International Sustainability and Carbon Certification). ELIX Polymers was the first producer of ABS and ABS-based materials in the world to obtain ISCC PLUS certification for its production facility in Tarragona, Spain. Meanwhile, AnQore is the first company in the world to introduce this type of sustainable acrylonitrile in its product portfolio in order to promote responsible supply and the circular economy.



ELIX, together with BASF and Aguas Industriales de Tarragona, SA (AITASA), participated in the latest edition of the **Circular Economy Hotspot Catalonia**, an event which brings together the main European actors involved in the transformation of the current economic and productive model to showcase the innovative projects that are being launched in Catalonia to promote the circular economy. The presentation by three companies, grouped together as members of the Chemical Business Association of Tarragona, showcased the projects that have made the chemical industry of Catalonia an international benchmark, with pioneering industrial applications in areas such as saving resources, reducing the environmental impact, waste recovery and synthesizing plastics and circular materials.



Since 2020 we have been members of this initiative which has the objective of improving the circularity of polymers derived from styrene. It is a **joint alliance of the industry** that implies creating new business models and establishing collaborations to recover and recycle these types of plastics.



The agreement with **Repsol**, signed in 2020, reinforces the ties between the two companies to continue collaborating in achieving the objectives within their respective sustainability strategies, accelerating the implementation of circular solutions and offering society products made from more sustainable materials.



Within the framework of this European H2020 programme, we cooperate with industrial companies that participate in the plastic value chain to improve their recycling processes. Among them, recycling companies, engineering companies, chemical industries and OEM industries, as well as technology and research centres.



# Responsible innovation

At ELIX we continue to design a portfolio of more sustainable products in accordance with the high standards of the industry. We increase the amount of recycled material in our products and their recyclability, and we also reduce the substances considered to be of concern.

We apply different methodologies to each and every one of our solutions according to their characteristics and needs for the development of value-added products, prioritizing environmentally friendly manufacturing processes and specific customer requirements.

## Aspirational objectives:

- Ensure that 100% of our products are recyclable and free of substances of high concern.
- Invest in R&D and technology, by implementing projects that improve circularity and sustainable products.

*At ELIX we are constantly looking for solutions that generate a positive impact throughout the value chain, focusing on reducing the impact of our products during their use.*





## Priority lines of action:

### Improve the sustainability of ELIX ABS materials.

- Development of new products following the **Value Sensitive Design** methodology. It is an eco-design tool (in accordance with ISO 14006), and is, therefore, based on the life cycle of a product, which allows us to assess any solution in relation to 17 social, 26 environmental and 9 economic aspects throughout its service life (from design to final disposal). In this way we can objectively compare the impact of different products. We introduce value sensitive design in the initial stages of product development and we do so with the participation of the customer. It is therefore also a customer service and loyalty tool, since it enables them to be involved in the design of their products ensuring these are more adapted to their needs, optimizing their processes and improving their competitiveness.
- **Carbon footprint and life cycle assessment**, as optional tools to improve processes, use optimal materials and make environmental comparisons between products. They help us to develop products with Ecolabel certification (ISO 14021) and to offer an additional service to the customer in the evaluation of different solutions. We are implementing a project with Anthesis-Lavola to calculate the CO<sub>2</sub> footprint and life cycle assessment of standard ABS and of the different materials that contain renewable and bio-based raw materials (ISCC certified) and mechanical recycling.
- Reduce the **intensity of the material** as a benefit in the final application.

### Promote the design of recyclable and reusable products.

- **LCA methodology** to promote circular plastics.
- **Technical support for customers to evaluate recyclability.** A variety of content has been developed to cover this point: [a series of 4 videos](#), a webinar and conferences to present the E-LOOP materials and solutions.
- **Identify strategic research projects of the European Union**, with Next Gen funds, some of which will go to circular economy projects. Different joint projects with other companies and technology centres are being evaluated.
- Ensure that 100% of our products are **recyclable and free of substances of high concern**.





## Solutions tailored to customers

At ELIX we jointly develop optimal solutions with our customers tailored to their specific needs. Our customer service, based on trust and professionalism, carries out research on sustainable solutions that specially apply to each of our customers. This close relationship and complicity allow us to offer value-added services that make ELIX stand out from its competitors.

ELIX is developing new **ABS and ABS blends**, in fossil-based resources are replaced with raw materials of biological or circular origin. As a result, in 2020 the company obtained the ISCC PLUS certificate at its production plant in Tarragona, which represents a major step forward in its responsible innovation strategy for the circular economy.

*ELIX is the first manufacturer of ABS and ABS blends certified through the ISCC PLUS system, a certification that we have renewed for the second year.*

**ISCC PLUS** is a global certification system that covers all sustainable raw materials, including recycled and bio-based materials. The certificate provides traceability throughout the supply chain and verifies that the total amount of certified raw material (input) corresponds to the equivalent amount of circular ABS or ABS blend produced (output). It also promotes the responsible use of sustainable resources through close collaboration along the supply chain.

An aspect worth highlighting about the ISCC certificate is that it applies to the entire ELIX catalogue, with the same characteristics as our usual high-quality pre-coloured products and in compliance with the strictest regulations and standards.

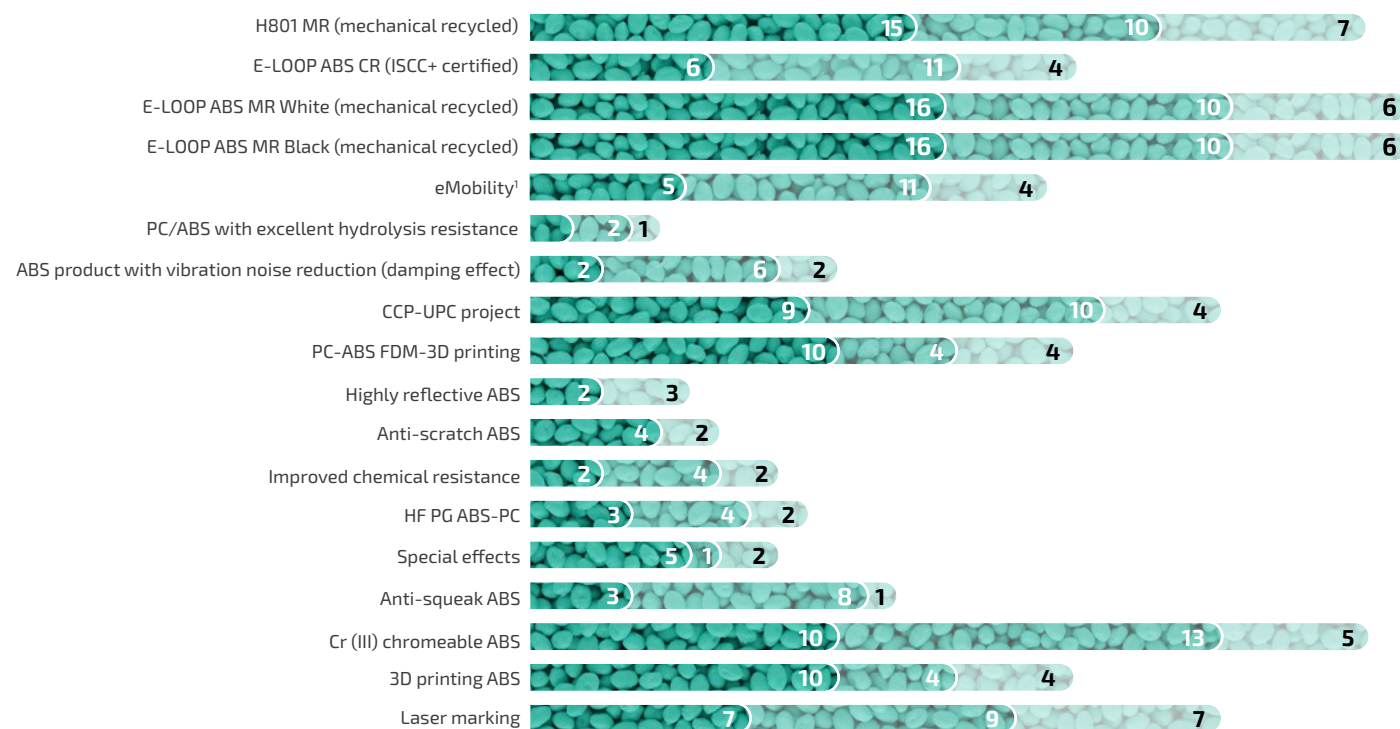
Meanwhile, we have continued to support customers during the **Cradle to Cradle** certification processes for their applications with regard to ABS. This enables our customers to certify that their final product uses ABS with specific characteristics in relation to its sustainability and content.



## Sustainable projects

In 2021 we evaluated three new value sensitive design projects, both with high sustainable performance. Using this methodology ensures that our products have a positive social, environmental and economic impact, even if it is low.

The three projects belong to the E-LOOP Circular Plastics initiative and obtain a high rating, since they incorporate recycled material from mechanical recycling and the incorporation of ISCC certified raw materials.



1. 2020 Products



## Investment in R&D&I

ELIX is a company with a strong innovative character in which different development and innovation projects are implemented in collaboration with other companies and technology centres.

### Internal projects launched in 2021:

- Vibration noise reduction (damping effect).
- Very high fluidity ABS with improved mechanical performance.

### Internal projects completed in 2021:

- ABS and ABS/PC with permanent anti-static properties (AT and ESD).
- Material for chrome plating with higher PC content for the Chinese market.

*As well as development and innovation projects in collaboration with other companies and technology centres, at ELIX we also develop internal R&D projects.*

## Projects (in progress)

### CIENT-GRAPHOS CDTI I+D

Automation

**6** TECHNOLOGY CENTRES

**8** COMPANIES

### RIS3CAT-LLAVOR TRANSPORT

Implementation and adoption of additive manufacturing and 3D printing in the transport industry

**4** TECHNOLOGY CENTRES

**5** COMPANIES

### RETOS FUND 3D-CDTI

Development of 3D printing materials for moulds and functional tools for industrial application.

**1** TECHNOLOGY CENTRE

**3** COMPANIES

### HFFR ABS-RETOS-FLASHCTDI I+D

Development of a flame retardant bromine-free ABS.

**2** TECHNOLOGY CENTRES

**1** COMPANY

### CCP-UPC: INDUSTRIAL R&D DOCTORATE PROJECT

Development of halogen-free flame retardant materials.

**1** TECHNOLOGY CENTRE

**1** COMPANY

### E-MOBILITY

ABS adapted for the electric mobility industry.

**1** TECHNOLOGY CENTRE

**2** COMPANIES

### PRECAT20: CIRCULAR ECONOMY

Incorporation of more sustainable raw materials (E-LOOP portfolio).

### ABS FOR EMI5G – SMART5G

New materials for 5G applications.

**1** TECHNOLOGY CENTRE

**2** COMPANIES



## DEGREE OF ACHIEVEMENT OF TARGETS

R&D&I INVESTMENT INTENSITY		2021	2022
	Objective	Performance	Objective
R&D&I investment (% of turnover)	0.40%	0.24%	0.25%
R&D&I expenditure (% of turnover)	0.60%	0.55%	0.55%
Renewal to create a more sustainable catalogue (% of sales volume)	35%	36.75%	37%

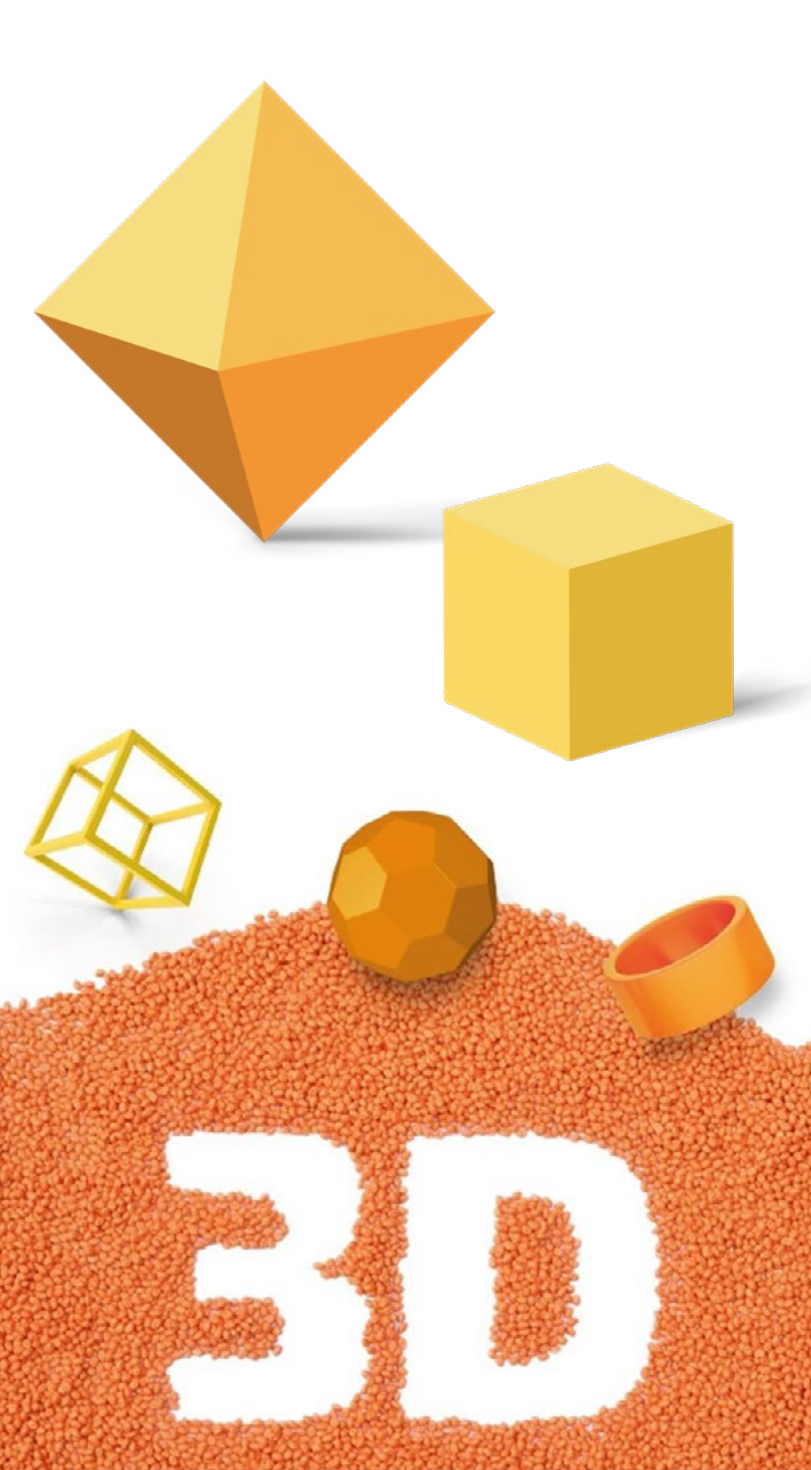
In 2021, the R&D expenditure and investment targets were not achieved, since the denominator (sales/turnover) was higher than expected while expenditure and investment remained within the budget. For 2022 the R&D target has been reduced to 0.8% (sum of both 0.25% and 0.55% respectively) as higher sales are expected while the R&D budget will remain the same. On the other hand, the catalogue renewal target has been increased (to 37%) because the first E-LOOP brand deals are starting to happen.

## INVESTMENT AND EXPENDITURE ALLOCATED TO INNOVATION AND DEVELOPMENT

	2019	2020	2021
Investment	900,322 €	626,960 €	611,320 €
Expenditure	603,628 €	1,033,338 €	1,418,240 €
R&D investment and expenditure as a percentage of turnover	0.86%	1.01%	0.79%







## Successful participation of ELIX in the FUND3D research project on 3D printing

ELIX participates in the FUND3D research project, created in 2018, financed by the Spanish Ministry of Science and Innovation and co-financed by the European Union, with the aim of promoting technological development, innovation and research. The purpose of the project is to develop and validate 3D printed and post-processed materials in order to build moulds or functional tools with an industrial application. Research focused on the development of new thermoplastic compounds and post-print treatments to improve dimensional stability, machining and thermal performance, and electrical and thermal conductivity.

The FUND3D project includes **different lines of research:**

- **Development of 3D printing materials** that meet the specifications imposed on tools for electrical applications, rubber injection moulds and moulds for processing thermoset composite polymers.
- **Development of 2.85mm filaments for 3D printing** and evaluation of their ability to print on open source equipment, both for desktop and industrial use.
- **Investigation into the effect of process variables and 3D printing strategies** on the mechanical properties and surface finish of printed products.
- **Study of post-printing treatments** to improve the thermomechanical and functional characteristics of printed products, with special emphasis on the possibility of combining 3D printing technology with processing technologies and thermosetting resins.

Manufacturers of filaments, 3D printers and end parts have already validated ELIX grades for fused filament fabrication, better known as fused deposition modelling. ELIX has developed a broad product portfolio with a general purpose grade (ELIX ABS-3D GP), a high impact resistant grade (ELIX ABS-3D HI), an ABS/PC blend (ELIX ABS/PC-3D) and a grade suitable for food contact and medical applications (ELIX ABS-3D FC). The products can be used for prototypes, replacement parts and also for mass-production functional parts.





# 5 | Caring for climate



*Caring for climate is ELIX's environmental programme aimed at contributing to two of our sustainability objectives: promoting the transition to a circular economy and minimizing our ecological footprint.*



# Caring for climate

**Our mission with society. Sustainable, responsible and safe operations that contribute to mitigating climate change.**

At ELIX we have taken a step forward in our commitment to tackling climate change, harnessing the potential of already implemented energy efficiency and waste management programmes and adopting renewable energy technologies and circular economy and carbon offsetting strategies to reduce our GHG emissions from 2017 to 2025 by at least 15%. We will also assess our main climate change risks to avoid economic losses and major disruptions.

We have an environment and sustainability policy and an energy policy in place. Our environmental management system is certified in accordance with the ISO 14001 standard; the energy management system is governed by the ISO 50001 standard.



## Aspirational objectives:

- Reduce ELIX's environmental footprint by 15% (carbon and water footprint)
- Reduce the carbon footprint of ABS using circular economy strategies (Circular Plastics programme).
- Reduce ELIX's vulnerability to climate change.

## Objectives for 2025:

- Reduce our carbon footprint and water footprint by 15%.
- Improve ELIX's ability to adapt to climate change.
- Contribute to climate change adaptation by restoring local coastal biodiversity.



### Lines of action:

- Reduce the environmental footprint.
- Reduce the carbon footprint of ABS using circular economy strategies
- Reduce ELIX's risks in the face of climate change.
- Restore lost coastal and river ecosystems in local.
- Participate in international biodiversity loss and carbon emissions offsetting programmes.

To assess the progress and performance of the environmental protection measures implemented by ELIX, we have a system of indicators for monitoring the environmental aspects identified as significant.











The identification of significant environmental aspects is defined in the procedure for determining environmental aspects. The methodology for identifying environmental aspects adopted by ELIX is based on a life cycle assessment, through the definition of areas and their associated environmental vectors, where the possible impacts on the environment are located: atmosphere, water, soil, natural resources, etc. The processes, products and services are then analysed in order to identify the potential environmental risks of the different areas associated with each environmental vector. When evaluating the significant environmental aspects, both environmental and organizational criteria are taken into account.

*To monitor environmental data, ELIX draws up a monthly Safety and Environment Report, which is sent to all employees.*



### DEGREE OF ACHIEVEMENT OF THE 2021 OBJECTIVES

The environment. Significant environmental aspects:

	OBJECTIVE	2021
 <b>SPECIFIC CONSUMPTION NATURAL GAS (Powder area)</b> kWh/t powder	11.46	✗ 15.60
 <b>SPECIFIC CONSUMPTION NATURAL GAS (SAN Area)</b> kWh/t SAN	35.1	✓ 32.9
 <b>SPECIFIC CONSUMPTION ELECTRICITY (Granulation area)</b> kWh/t ABS	249.9	✓ 249.7
 <b>SPECIFIC CONSUMPTION COMPRESSED AIR (Granulation area)</b> Nm <sup>3</sup> /t ABS	211.3	✓ 190.2
 <b>SPECIFIC CONSUMPTION STEAM (Powder area)</b> t/t powder	1.09	✗ 1.10
 <b>SPECIFIC CONSUMPTION STEAM (Granulation area)</b> t/t ABS	0.019	✓ 0.016
 <b>SPECIFIC CONSUMPTION ELECTRICITY (Powder area)</b> KWh/t powder	225	✗ 258
 <b>SPECIFIC GENERATION SAN GLUE WASTE</b> t/t SAN + sales	0.145	✓ 0.140
 <b>SPECIFIC GENERATION WASTEWATER ↑ TOC</b> m <sup>3</sup> / t powder	1.769	✗ 1.828
 <b>SPECIFIC GENERATION WASTEWATER ↓ TOC</b> m <sup>3</sup> / t ABS + sales	NA	NA 1.125

**ENERGY CONSUMPTION** (see "Energy efficiency" SECTION)



## Wastewater generation

- With a low total organic carbon content: the generation of this water flow is monitored.
- With high total organic carbon content: A Plan, Do, Check and Adjust (PDCA) (A3) study is ongoing.

## Waste generation:

- SAN glues: The PDCA (A3) study could not be started in 2021. The forecast is for it to start in 2022.

## 2022 TARGETS

Specific consumption natural gas (powder area)	14.62 nm <sup>3</sup> / t powder
Specific consumption electricity (SAN area)	95.22 kWh/ t SAN
Specific consumption electricity (powder area)	252.30 kWh/ t powder
Specific consumption electricity (granulation area)	249.66 kWh/ t ABS
Specific consumption natural gas (SAN area)	32.935 nm <sup>3</sup> / t SAN
Emissions to water (powder area)	2,700 mg/ l TOC
Specific generation wastewater high TOC	1.733 m <sup>3</sup> / t powder
Specific generation wastewater low TOC m <sup>3</sup> / t ABS + sales	
Emissions to air (powder area)	100 mg/ nm <sup>3</sup> CO

## Main environmental investments

- **Tank renovation 4/5 (€94,000).** ELIX Polymers has different tanks for collecting wastewater with a low organic load that is generated through the activity itself. In 2021 tank 4/5 underwent renovation, a thorough clean and the structure was fixed. These tasks were carried out to ensure the facilities remained in perfect condition and to prevent leaks which could potentially lead to groundwater contamination.
- **Change of batches without stopping on lane 5 (€5,000).** Project to reduce concrete waste by optimizing change of batches
- **Replacement of the mechanical lock with a *flushing* system Poli 1 agitator (€18,000).** This replacement increases the reliability of the process due to better closure of said locks. These locks are also more effective, prevent possible breakages and reduce the chances of polluting gases from being emitted into the atmosphere.
- **New transport line from SAN 2 to silo BA10BA15 (€19,000).** A new fixed line has been installed for the pneumatic transport of pellets from SAN 2 to the silo, in order to eliminate the need for internal transport by tank truck (displacement of a truck to our facilities to transport the material just a few metres). The impact on CO<sub>2</sub> emissions reductions is around 2,000 kg of CO<sub>2</sub> equivalents per year.
- **Change of analogue card racks and TCD balance screen (€3,000).** The objective is to increase the reliability of the TCD synthesis system, an intermediate product from our process that would generate hazardous waste.
- **Actions to improve safety, the environment, energy efficiency and processes (€1,500).** Implementation of the Kaizen Inbox, a tool which allows all ELIX employees to suggest improvements in the workplace, participating in its evaluation and development. In 2021, some of the actions implemented included reducing industrial air consumption and minimizing the risk of fire or explosions.



# Efficient consumption of raw materials

The circular economy and sustainability also promote the efficient use of resources to ensure the least amount of loss during the transformation of raw materials into a final product. At ELIX we use a raw material consumption rate indicator that measures the efficiency of the process.

## EFFICIENT RAW MATERIAL CONSUMPTION RATE

2019	2020	2021	VARIATION 2020-21
96.8%	97.3%	96.9%	-0.40 %

For the fifth consecutive year, the raw material consumption rate stands at around 97%.<sup>1</sup>

## MAIN RAW MATERIAL CONSUMPTION (t)

	ORIGIN	2019	2020	2021	VARIATION 2020-2021
Acrylonitrile	Non-renewable	19,293	19,162	22,800	19%
Butadiene	Non-renewable	16,817	16,641	19,200	15%
Styrene	Non-renewable	55,369	55,144	64,400	17%
Styrene	ISCC certified raw materials	0	0	0.70	
<b>Total</b>		<b>91,479</b>	<b>90,946</b>	<b>106,401</b>	<b>17%</b>

<sup>1</sup> The efficiency of each plant is measured as follows: waste + scrap + off-spec (SAN/powder/COMP) / production (SAN/powder/COMP).





# Energy efficiency

The following actions were carried out in 2021 within the framework of the energy programme:



## Electrical consumption

Study into the installation of Naturvolt modules to optimize the shape of the sinusoidal wave.



## Gas consumption

Optimization of the operational parameters of the RTO plant.



## Compressed air consumption

Optimization of adjustment parameters for pneumatic transport and silo recirculation.



## Steam consumption

- Regulation of steam consumption in the drying process through online monitoring of powder humidity.
- Annual review plan for steam traps.
- Leak control programme and identification of idle consumers.

## The objectives of the energy management system for 2022 are:

- Drawing up of a strategic plan aligned with the global strategy of sustainable operations.
- Review of the various key energy consumption performance indicators based on 2021 data.
- Create more segregated performance models (by production unit).
- Review of the electricity consumption performance model based on the type of product manufactured.
- Review of water consumption performance models as part of the target of reducing the water footprint.
- Analysis of critical operational control parameters.



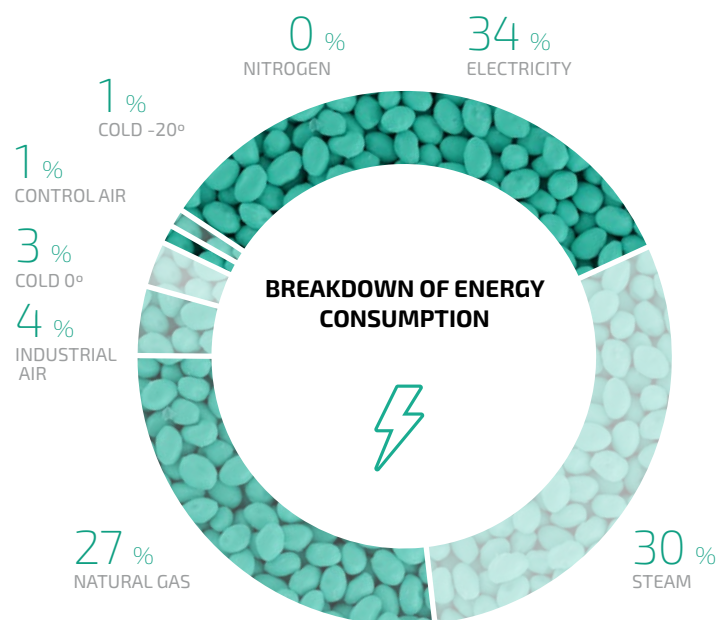
## SPECIFIC ENERGY PERFORMANCE OBJECTIVES

Description	Initiatives	Reduction
Overall reduction of the specific energy cost, based on consumption €/t ABS+sales	Objective subject to compliance with the other established objectives, as well as the execution of planned energy improvement actions and the implementation of operational control procedures. Applying these procedures could lead to an increase in the detection and elimination of idle consumers in the plants.	1%
Improved energy performance of electricity in SAN Area with respect to LB (MWh)	Installation of a Naturvolt module to optimize the shape of the sinusoidal wave (the most interesting option Trafo D of SAN 2 with payback period < 4 years).	4%
Improved energy performance of natural gas (SAN and TAR) with respect to LB (Nm <sup>3</sup> )	Start-up of the automatic transition system in SAN plants (phase 1 in SAN 2).  Optimization of false air flows to the combustion chamber of the TAR plant (adjustment of the air inlets to the gas jets for the granulation area).	5%
Improved energy performance of steam in the Powder Area with respect to LB (t)	Regulation of steam consumption in the drying process through online monitoring of powder humidity (phase 1 start-up of the SCL-NDC line control system). Subsequently, if the results are positive, automation of the drying temperature regulation process (temperature of the hot air inlet to the dryer and temperature in the resting chamber).  Optimize C1 (get the dryer to work at 850 rpm in C1 to obtain drier powder, reduce the thickness of the layer)	3%
Improved energy performance of industrial air in the Granulation Plant with respect to LB (Nm <sup>3</sup> )	Optimization of adjustment parameters for pneumatic transport and silo recirculation.  Transport of finished product from Calle 6 by means of a compressor instead of industrial air.	3%
Overall reduction in the specific consumption of demineralized water compared to the previous year (m <sup>3</sup> /t ABS)	Reuse of dryer condensate (potential reduction of more than 6% of the water footprint compared to 2021).  Installation of double mechanical seals with a closed block system in the loading pumps of centrifuges 2/3 and Novotex cooling of the 4 <sup>th</sup> cascade (potential reduction of 5,760 m <sup>3</sup> /year of demineralized water between both pumps, based on 8,000 h/year with a use of 90% and a consumption of 400 l/h per seal).	5%



ENERGY CONSUMPTION	2019	2020	2021	VARIATION 2020-2021
Plant total (kWh/year)	107,440,445	108,475,783	122,287	12.7%
Total (kWh/t ABS produced)	1,094.6	1,069.42	1,043	-2.4%

91% of the company's energy consumption is due to the use of electricity, steam and natural gas.



## Reduction of our carbon footprint

ELIX follows an environmental protection strategy with the aim of minimizing the impact of its activity. This strategy is implemented through a series of initiatives which ensure it has a positive impact on the different environmental vectors.



### The carbon footprint of the company

ELIX has once again renewed its adherence to the Voluntary Agreement Programme, of which it has been a part since 2016, promoted by the Catalan Office for Climate Change to reduce greenhouse gas emissions, beyond what is required by the legislation.





## The carbon footprint of the product

This past year we calculated the carbon footprint of our product by carrying out a Life Cycle Assessment (LCA) based on the ISO 14040 and ISO 14044 standards. We did so under the "cradle-to-gate" principle, that is to say measuring the impact from the extraction of the raw materials up to the delivery to the customers. The calculation takes into account three different scopes: scope 1 (direct emissions), scope 2 and scope 3 (indirect emissions).

The main difference from last year is that this year's calculation includes the footprint values of the main raw materials from our suppliers.

This calculation has been validated by the Anthesis group, a global sustainability company that helps cities, businesses and other organizations define their sustainability strategies and measure and improve their environmental impact.

## CARBON FOOTPRINT OF THE PRODUCT (KG CO<sub>2</sub>)\*

	2019	2020	2021
Raw material consumption	2.868	2.837	2.525
Emissions to air and water	0.047	0.046	0.000
Energy consumption	0.224	0.228	0.210
Transport	0.123	0.132	0.105
Transport of product to the customer	0.103	0.113	0.082
Transport of raw materials and waste	0.02	0.02	0.02
Waste management	0.001	0.000	-0.002
<b>Total</b>	<b>3.26</b>	<b>3.24</b>	<b>2.84</b>

\*Includes sales of ABS, intermediate products, off-spec and scrap.

*For 2022, we have set ourselves the goal of carrying out the Life Cycle Analysis (LCA) of our different grades, especially the E-LOOP grades, in order to investigate the environmental performance of these more sustainable products and compare it with polymers of fossil origin.*





# Efficient water consumption

We work to improve our efficiency in water consumption and reduce the vulnerability of drainage basins in the face of freshwater depletion. Our 2030 sustainability strategy sets an ambitious target of reducing water consumption by 15% compared to 2017.

The water consumed by ELIX comes entirely from third parties, specifically from the AITASA plant. Three types of water are consumed:

- Industrial water.
- Demineralized water.
- Drinking water.

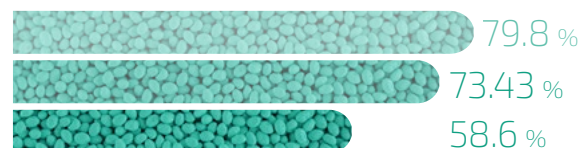
At ELIX we use cooling water in a closed circuit, so there is no water consumption in the process.

***In 2021 we notably increased efficiency in water consumption.***

TOTAL WATER EXTRACTION (m <sup>3</sup> )	2019	2020	2021	VARIATION 2020-2021
Surface water	0.00	0.00	0.00	
Groundwater	0.00	0.00	0.00	
Sea water	0.00	0.00	0.00	
Produced water	0.00	0.00	0.00	
Third party water (industrial water)	130,993.40	125,878.85	116,516.00	-7.4 %
<b>Total</b>	<b>130,993.40</b>	<b>125,878.85</b>	<b>116,516.00</b>	<b>-7.4 %</b>

	2019	2020	2021	VARIATION 2020-2021
<b>WATER CONSUMPTION RELATIVE TO PRODUCTION (m<sup>3</sup>/t produced)</b>	1.35	1.24	0.99	-20.2 %

## INDUSTRIAL WATER



**100 %**  
AÑO BASE  
2013

- 2018
- 2020
- 2021



At ELIX we generate two streams of wastewater, one with a high organic content and the other with a low content. These are treated through the Covestro Industrial Park wastewater management and control system, which is responsible for managing the water of the entire industrial park and with whom we have a waste management contract.

- The **water low** in organic content is the result of our cleaning processes; it is collected in an internal plant, where we carry out a physical-chemical pre-treatment to separate the sludge (filter cake) from the water, which is sent to the Covestro wastewater plant.
- The **water high** in organic content is generated in the precipitation and drying plant and is sent directly to a specific tank in the park, to be treated in an external treatment plant.

The final wastewater from the Covestro Park is discharged into the sea through the AITASA outfall, shared by the entire Tarragona chemical industry. Covestro periodically carries out analyses of the pollutants in the water coming in and out of ELIX. We also carry out a strict control of the pH, TOC and suspended solids of our wastewater.

The industrial park is involved in a project to build a common wastewater treatment plant for some of the companies in the Tarragona petrochemical estate, with the aim of complying with the best available techniques (BAT-AELs) for the discharge of wastewater into the receiving environment, established by the BREF CWW (common waste water). The construction of this plant was completed in 2021 and it is expected to become operational in 2022.





# peration Clean Sweep®



Con el apoyo de:



## We continue to implement the Zero Pellets Loss programme

Firm in its commitment to sustainability and the economic, social and environmental performance of the plastics sector, ELIX maintains its adherence to national and international initiatives, creating partnerships and collaborations that allow it to build a new business system capable of developing and sharing projects which have a positive impact on the environment.

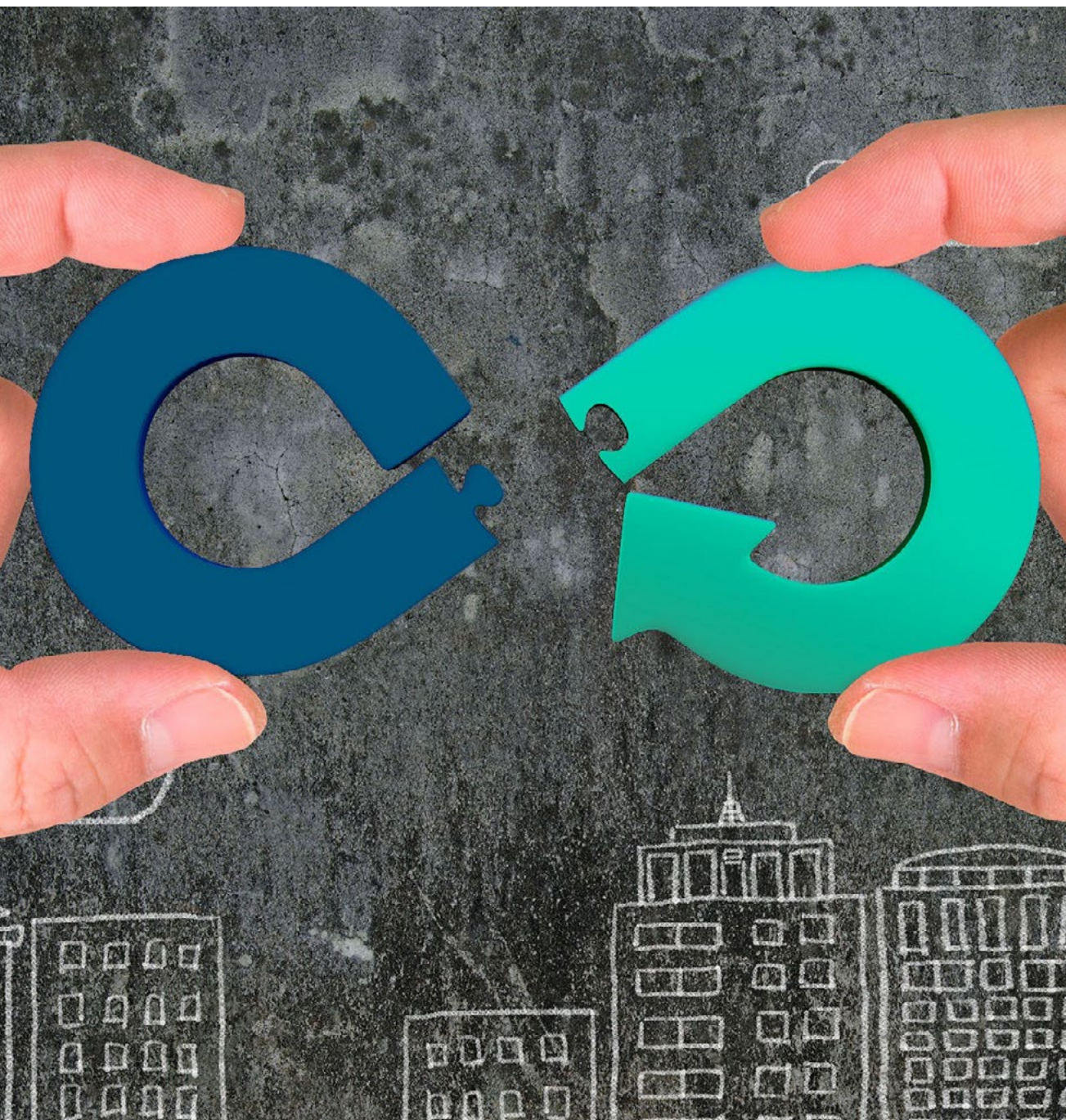
In 2017, the company joined the international programme **Operation Clean Sweep (OCS)**, internally known as the Zero Pellets Loss project. This membership demonstrates the company's commitment to achieve SDG 14 for the protection of life below water, increasing its efforts to eliminate the loss of pellets and dust and prevent these materials from reaching rivers and oceans. The programme applies to both polymer and composite manufacturers as well as shippers, bulk terminal operators, processors and recyclers. This ensures that every stage of the supply chain is covered.

Within the framework of the action plan, in 2021 ELIX applied different measures to achieve its objective:

- **Implementation of the project in the Technical Laboratory:** : review of operating procedures based on information about the project, implementation of measures to prevent losses of microplastics and putting up of posters to raise awareness.
- Drawing up, in conjunction with the other members of the Chemical Business Association of Tarragona, of the **Guide to Good Practice in the loading and unloading areas**, to achieve zero loss of dust and pellets during these operations.
- Implementation, at the pellet and powder loading and unloading points, of the **Guide to Good Practice for the Transportation Area** (loading and unloading) and informational talks for loading operators.
- **Awareness-raising campaign on the Zero Pellets Loss project** for all operations staff, as part of the annual training plan.

Since the start of the Operation Clean Sweep programme in Spain, the industry has had the support of the Sub-directorate General for the Protection of the Sea of the Ministry for the Ecological Transition, a joint effort that has recently culminated in the official support of the programme by the ministry. Several European legislative developments currently exist aimed at regulating the loss of pellets to prevent them from reaching the environment, which contemplate the possibility of using the Operation Clean Sweep programme as a monitoring tool as long as it is accompanied by certification from an independent organization. In this regard, it is worth highlighting the pioneering initiative of the Spanish industrial sector in the development of a certification scheme led by ANAIP and AENOR, with the support of Plastics Europe, which was launched in 2019.





## Waste management and recovery

At ELIX we work to find solutions to the global demand for waste recovery. The management we carry out is gradually integrated into the framework of the circular economy, in which ELIX has been making progress for many years.

WASTE GENERATED	2019	2020	2021	VARIATION 2020-2021
Total (t)	3,108	2,841	4,117	44.9%
Reduction (t waste/t produced)	3.2%	2.8%	3.51%	

In accordance with our continuous improvement plan, we re-view production processes to reduce waste and losses.

In the first quarter of 2021, production problems resulted in the discarding of various batches of intermediate product as waste, which increased the amount of waste generated and had a negative impact on the raw material efficiency rate. This waste has been generated in through the company's own activity and has been managed correctly.



## DESTINATION AND MANAGEMENT METHODS OF THE GENERATED WASTE (T)

WASTE	Type	Destination	Management method	2019	2020	2021
Wood	NH	R	Recycling	74.525	57.841	73.934
Paper and cardboard	NH	R	Recycling	28.369	31.32	46.216
Plastic remains	NH	R	Recycling	22.92	29.84	32.66
Scrap metal and cables	NH	R	Recycling	77.28	34.86	126.25
Glass	NH	R	Recycling	0.24	7.406	0
Misc.	NH	R	Preparation for reuse	65.5674	48.911	47.382
Absorbents	H	D	Incineration (with no energy recovery)	4.376	1.911	12.9
Contaminated packaging of hazardous substances (bulk containers, drums)	H	R	Preparation for reuse	15.112	10.87	12.984
Contaminated packaging of non-hazardous substances (bulk containers)	NH	R	Preparation for reuse	3.15	6.99	9.84
Contaminated empty bags	H	D	Incineration (with no energy recovery)	3.416	4.797	5.536
Grafted polybutadiene	NH	R	Incineration (with energy recovery)	118.38	53.32	254.36

### Type of waste

- H Hazardous
- NH Non-hazardous

### Destination

- R Recovery
- D Disposal



## DESTINATION AND MANAGEMENT METHODS OF THE GENERATED WASTE (T)

WASTE	Type	Destination	Management method	2019	2020	2021
Non-stabilized polybutadiene	H	R	Preparation for reuse	39.662	31.1	448.235
Filter cakes	NH	D	Transfer to a landfill	201.54	243	307.46
Water with non-halogenated solvents	H	R	Preparation for reuse	292.92	307.94	389.7
Aerosols	H	R	Preparation for reuse	0.52	0.72	0.344
Thermoplastic with excess lubricant	NH	R	Preparation for reuse	5.05	2.25	0.909
SAN glues	H	R	Preparation for reuse	114.823	92.787	126.902
Residual monomers	H	R	Preparation for reuse	169.24	129.98	167.84
Laboratory reagents	H	D	Incineration (with no energy recovery)	0.096	0.2	0.02
Used oils	H	R	Preparation for reuse	2.72	1.96	2.16
ABS thermoplastic/secondary SAN	NH	R	Recycling	1,823.278	1,721.217	1,980.938
Fibre cement	H	D	Transfer to a landfill	31	0	0
Other occasionally generated waste	NH H	NA	NA	13.82	21.78	56.211



### MAIN WASTE MANAGEMENT METHODS (t managed/t of waste generated)

	2019	2020	2021
Incineration (with no energy recovery)	0.25%	0.25%	1%
Disposal	8%	9%	8%
Recovery	92%	91%	91%
Preparation for reuse	23%	22%	30%
Recycling	65%	67%	55%
Incineration (with energy recovery)	4%	2%	6%

\* Includes hazardous and non-hazardous waste.

### WASTE MANAGEMENT METHODS FOR HAZARDOUS WASTE

	2019	2020	2021	VARIATION 2020-2021
Disposal (t) (landfill and incineration)	38.9	6.9	63.64	-82.2 %
Recovery (t)	635.0	575.4	1,159.98	-9.4 %
<b>Total (t)</b>	<b>673.9</b>	<b>582.3</b>	<b>1,223.62</b>	<b>-13.6 %</b>

More than  
90% of our  
waste is  
recovered.





### WASTE DIVERTED FROM DISPOSAL DUE TO RECOVERY OPERATIONS (T)\*

	2019	2020	2021
<b>Hazardous waste</b>			
Preparation for reuse	635	594	1,160
Recycling	0	0	0
Incineration (with energy recovery)	0	0	0
Other recovery operations	0	0	0
<b>Total (t)</b>	<b>635</b>	<b>594</b>	<b>1,160</b>
<b>Non-hazardous waste</b>			
Preparation for reuse	74	58	62
Recycling	2,027	1,886	2,260
Incineration (with energy recovery)	118	53	254
Other recovery operations	0	0	7
<b>Total (t)</b>	<b>2,219</b>	<b>1,997</b>	<b>2,583</b>

\*All waste management takes place off-site.

### WASTE DIRECTED TO DISPOSAL (T)\*

	2019	2020	2021
<b>Hazardous waste</b>			
Incineration (with no energy recovery)	8	7	62
Transfer to a landfill	31	0	0
Other elimination operations	0	0	2
<b>Total (t)</b>	<b>39</b>	<b>7</b>	<b>64</b>
<b>Non-hazardous waste</b>			
Incineration (with no energy recovery)	0	0	0
Transfer to a landfill	202	243	311
Other elimination operations	0	0	0
<b>Total (t)</b>	<b>202</b>	<b>243</b>	<b>311</b>

\*All waste management takes place off-site.





## Minimization of waste between batch changes in the Granulation plant

ELIX carries out different circularity measures to prevent the generation of waste, especially plastics. The implementation of these actions goes beyond the company's own activity and affects the activities of the entire cycle in order to manage the significant impact of the waste generated.

In the Granulation plant, a type of waste called *mazacotes* (lumps) is generated. These lumps are generated in the process of starting and stopping the extruders until the appropriate conditions for granulation are reached. The lumps are made off-spec ABS.

In order to reduce waste generation, several projects have been developed in recent years to minimize shutdowns (micro-breakdowns, process problems, etc.). Having achieved a high level of reliability in the extrusion system, the next step has been to find ways to continue improving and minimizing the generation of mazacotes.

In 2021, an A3 analysis was started with a multidisciplinary team that included the Quality, Production and Maintenance departments, as a result of which an opportunity for improvement has been identified:

**an intervention in the batch change processes** to continue improving and minimizing the generation of mazacotes. Until now, each change required a shut-down of the facility that caused the generation of 150 kg of waste from mazacotes. Therefore, several measures have been implemented so that a significant percentage of batch changes can be carried out with stoppages, maintaining the product within specifications and without generating other types of waste.

The application of these measures in a pilot test facility allowed 50 batch changes to be carried out with no stoppages, 45% of the total number of batch changes, preventing the generation of 7,500 kg of mazacotes.

In 2022, the plan is to deploy these measures to the other facilities, with an estimated impact of 300 batch changes per year, which would lead to reduction of 50,500 kg of waste.

## Packaging Waste Prevention Plan

The Packaging Waste Prevention Plan sets out the strategy for reducing packaging outside our facilities, namely in the areas of distribution and logistics. For example, we have replaced certain packaging with tankers to ship our products within the European Union.

The decision on the type of packaging for the products we ship is unique and exclusive to the customer, which forces us to work together if we want to reduce the impact of the waste we generate outside our facilities.

### PACKAGING WASTE PLACED ON THE MARKET

	2019	2020	2021
Kr/Kp Spain	0.0190	0.0191	0.0196
Kr/Kp European Union	0.0180	0.0172	0.0178
Kr/Kp outside the European Union	0.0253	0.0250	0.0247
Kr/Kp ELIX	0.0187	0.0184	0.0188

The K/Kp ratio provides information on the quantity of containers placed on the market by ELIX, which allows us to implement improvement actions to prevent and reduce their impact on the environment.



# Protection of air quality

## Point sources of pollution

ELIX has four point sources of pollution in which regulatory controls are carried out according to the frequency established by the applicable legislation; in addition, we carry out voluntary self-assessments.

We verify compliance with the established regulatory limits through monthly monitoring.

*Our emission levels are well below the legal limits.*

## Control of fugitive emissions

ELIX voluntarily implemented in 2015 the LDAR fugitive emissions control programme, which consists of the inventory, detection and reduction of emissions of volatile organic compounds. Each year the inventoried points are monitored and any new detected points are added.

These checks show that our facilities have a level of airtightness. Leak frequency is an indicator which measures the percentage by which the definition of a leak (>100 ppm) is exceeded. In 2021, the value for this indicator at ELIX was 0.20%.

As a reference, most companies in the sector are in the 0.7–3% range of the leak frequency rate.

### ANNUAL AVERAGE NOX PER POINT SOURCE FOR EACH PLANT (MG/NM<sup>3</sup>)

	2021	Percentage of permitted emissions	Legal limit
SAN 2	123.53	27%	450
TAR	125.18	36%	350
RTO	17.93	5%	350

### ANNUAL AVERAGE CO PER POINT SOURCE FOR EACH PLANT (MG/NM<sup>3</sup>)

	2021	Percentage of permitted emissions	Legal limit
SAN 2	4.83	5%	100
TAR	21.4	21%	100
RTO	50.43	50%	100





## 6 | Professional growth of employees



*At ELIX Polymers we strive to offer good working and living conditions to our employees. We reinforce skills acquisition and training, are committed to diversity and prioritize occupational health and safety.*

# Professional growth of employees

## Our mission with people

- **Give recognition and promote professional and personal development.**
- **Guarantee a safe and collaborative work environment.**

Being a leading company in the thermoplastics sector is the result of the work of an entire team, without which ELIX would not be able to come through difficult moments nor evolve towards new business challenges in innovation, circular economy and digitalization.

To be able respond to the challenges of the future, and continuing with our firm commitment to improve our services to our employees, in 2021 we restructured the Human Resources and Communication Department, based on a new management approach that involved merging the two areas. The Department of Human Resources and Communication has now become the Department of People, Culture and Communication.

In the area of People, Culture and Communication, our lines of action, rules and procedures in people management are based on the guidelines offered by the business plan. Examples include:

- Code of Conduct.
- Description of each job position (RH-003).
- Staff recruitment procedure (RH00005).
- Internal promotion procedure (RH00006).
- Onboarding procedure (RH-0001).
- Training and development (RH-0002).
- Supplementary agreement and its regulations (collective variable remuneration, flexible hours, remote working and telecommuting and internal promotion procedure).





#### Aspirational objectives:

- Create a safe workplace in an environment of well-being.
- Improve the level of employee satisfaction.
- Develop a culture of leadership based on the company's values.
- Increase the presence of women in operational and management areas and update our Equality Plan.

#### Objectives for 2030:

- Improve ELIX's professional development and talent retention.
- Ensure and improve the quality of employment and growth of ELIX's employees.





Since 2016, at ELIX we have operated under the Management by Missions project. The main objective is to clearly link the company's mission with the missions of the different areas. In 2021 we were able to integrate the overall or shared missions into the missions of each role or the contributions of all the people who are part of the company. Each role has defined its specific contributions in relation to ELIX's priority stakeholders, which are subsequently converted into specific projects implemented during the year.

### WORKFORCE AS OF 31 DECEMBER

	2019	2020	2021	VARIATION WITH RESPECT TO 2020
<b>Total employees</b> 1,2	248	254	264	3.9%
Men	192	194	201	3.6%
Women	56	60	63	5.0%
<b>External employees</b>	97	86	76	-1.3 %
Men	90	79	69	-2.9 %
Women	7	7	7	11.1%

1. With the exception of this table, the rest of the indicators shown in this section do not include external workers, since we do not directly manage them.

2. The data shown in this section refers to the workforce located at the headquarters in Tarragona (Spain), the company's only offices. Included in the total number of employees are those who are semi-retired; these employees have not been included in the rest of the tables since, despite continuing to work for ELIX, their dedication is different from that of the rest of the employees.

3. Partially retired staff are excluded

### WORKFORCE BY CONTRACT TYPE AS OF 31 DECEMBER<sup>3</sup>

	2019	2020	2021	VARIATION WITH RESPECT TO 2020
<b>Workforce on permanent contracts</b>	94.7%	88.6%	88.8%	
<b>Permanent</b>	215	209	221	5.7%
Men	162	159	166	4.4%
Women	51	50	55	10%
<b>Temporary</b>	12	27	28	3.7%
Men	8	18	21	16.7%
Women	4	9	7	-22.2 %

### WORKFORCE BY WORKING HOURS AS OF 31 DECEMBER

	2019	2020	2021	VARIATION WITH RESPECT TO 2020
<b>Workforce on full-time contracts</b>	95.6%	96.6%	100.0%	
<b>Full-time</b>	217	228	249	9.2%
Men	170	177	187	5.6%
Women	47	51	62	21.6%
<b>Part-time</b>	8	8	0	-100 %
Men	0	0	0	0%
Women	8	8	0	-100 %



# Managing and developing talent

ELIX implements an internal policy on personal and professional growth, which enables the company to involve its workforce in decision-making. From the shared missions to the day-to-day operations of our activity, to our Lean philosophy, ELIX's workforce contributes to improving our operations and activities, enabling the company to progress towards achieving its business goals and remain a benchmark in the thermoplastics sector.

We support our employees in their professional growth, we detect their training needs, we encourage their participation and integration in the organization and we promote a healthy work-life balance, in order to create dynamic and motivated work teams.

## Main projects implemented in 2021

- **Talent Management System Project**, with the aim of fostering continuous dialogue between managers and their teams.
- **Focus Manager Project**, focused on promoting and enhancing the leadership qualities of both team managers and the employees specifically chosen to develop leadership skills.
- **New and updated Equality Plan.**

ELIX Polymers has opted for a **hybrid flexible working schedule** for those positions which naturally allow for this flexibility to be incorporated. After a period of study, analysis and negotiation with the worker's legal representatives, a model has been defined that responds to the needs of those employees who have the option of adopting this mode of work, allowing them to better balance their personal lives with their professional goals. The hybrid flexible model combines aspects of remote work and office work with a degree of flexible hours at the beginning and end of the day.

For ELIX, all these pieces must fit into a scenario in which measures are also prioritized that guarantee efficient time management, digital disconnection and the freedom to choose between working on-site or remotely, depending on the tasks and needs of each employee. We also have the necessary technology that allows us to ensure a relationship model between employees that means they can work as a team and feel part of a whole on a day-to-day basis. These improvements were consolidated in 2021 and are constantly updated. Along these lines, a *Guide to Good Practice* has been drawn up to ensure the successful implementation of the new hybrid flexible working schedule, which complements the existing protocol on digital disconnection and remote working.





## Promoting a Lean culture

One of ELIX's missions is to promote the personal and professional development of employees through a Lean culture, reinforcing the skills and abilities of leaders based on a series of values, principles and continuous improvement techniques that enable them to help their teams grow and improve their own management processes from within.

An example of this commitment is the 2021 Lean Seminar, which was held online in December, and was attended by representatives from different areas of the company with the aim of enhancing their ability to implement continuous improvement techniques. During the seminar, the participants learned first-hand about the experience of other colleagues in the implementation of the Hoshin Kanri or Arrows methodology and A3, the company's standard problem-solving tool.

At the end of the seminar a vote was held among all attendees on the best A3, in recognition of their efforts, commitment, perseverance and teamwork. In this edition, the number of A3s presented more than doubled, with an increase of 108% and participation was up by almost 14%. The winning project of 2021 is entitled *Optimization of packaging procurement*, a successful example in which several improvements have been implemented in order to face future challenges with a greater guarantee of success.

## 6. Professional growth of employees

2021 Sustainability Report

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### NEW HIRES BY AGE

	2019	2020	2021
Age under 30 years	0	4	4
Age between 30 and 50 years	8	14	22
Age over 50 years	1	4	3
<b>Total</b>	<b>9</b>	<b>22</b>	<b>29</b>

### NEW HIRES BY GENDER

	2019	2020	2021
Men	6	14	23
Women	3	8	6
<b>Total</b>	<b>9</b>	<b>22</b>	<b>29</b>

### TURNOVER RATE BY AGE

	2019	2020	2021
Age under 30 years	0	0%	2%
Age between 30 and 50 years	6%	2%	8%
Age over 50 years	9%	4%	7%

### TURNOVER RATE BY GENDER

	2019	2020	2021
Men	11%	5%	14%
Women	4%	1%	3%

### ABSENTEEISM

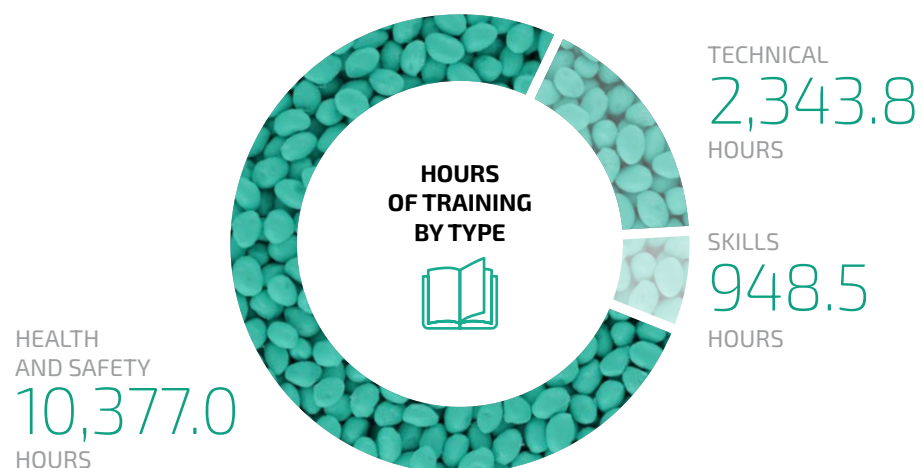
	2019	2020	2021
Absenteeism rate	2.89	2.03	1.99



## Training for development

ELIX has a training and development system in place that focuses on the personal and professional growth of its teams. We have a training and development procedure that ensures that all the training needs of the teams are managed and carried out in an efficient and appropriate manner. Training needs are identified during the last quarter of the previous year and included in the **training plan** for the current year.

*In 2021 we continued with the "Implementation of the Skills and Abilities Matrix" project, focused on increasing the leadership abilities of middle managers.*



### TOTAL EMPLOYEE TRAINING HOURS

	2019	2020	2021
	6,931	5,825	13,669

### AVERAGE NUMBER OF TRAINING HOURS

	2019		2020		2021	
	Men	Women	Men	Women	Men	Women
Senior Managers	52.3	41.0	18.7	46.2	54	39
Qualified, technical and admin staff	52	57	51.9	23.3	43	47
Operators	16	22	16.2	10.5	26	35
Sales staff	67	13	6	5.5	183	111

### INVESTMENT ALLOCATED TO TRAINING

	2019	2020	2021
	102,534.87 €	81,839.31 €	77,392.15 €

There is also the option of arranging ad hoc training sessions, depending on the needs of the situation and the day-to-day business. There is also a system for assessing the effectiveness of training actions.

The onboarding plans for new hires contain an initial training programme, both on technical and safety aspects.



## Occupational health and safety training

The OHS Service itself defines a training profile for each job position based on the corresponding risk assessment. The training content, designed and validated by this OHS Service, is based on a practical approach that focuses on the tasks of the job position.

A plan is established for the whole year and the health and safety training is given by risk prevention experts and the managers of the facilities, during paid working hours. In some cases, specialized companies are contracted to impart the training, after prior approval by the OHS Service.

In 2021, the total number of health and safety training hours amounted to 2,822, which corresponds to 11.66 h/employee.

## Social benefits

ELIX is governed by the General State Collective Agreement for the Chemical Industry and the 3rd Complementary Agreement signed at the end of 2021 by the company and the Workers' Committee. The signing of this agreement is a step forward in our growth as a company, as we adapt to the constant changes around us. Many improvements have been introduced, including measures that improve social benefits, such as partial co-payment of medical insurance (Adeslas), and work-life balance measures, such as flexible working hours.

The OHS Service has also designed a new 30-hour training course on basic occupational risk prevention which is offered online to new hires. This accounts for 20% of the total training hours.

It is worth highlighting the implementation of a new online platform which allows workers from external service companies to complete training on basic safety principles and specific risks at ELIX, before they start work at our company's premises.

As of 31 December 2021, 93% of ELIX employees are covered by the aforementioned Agreement, while the remaining 7%, made up of senior managers, are covered by specific agreements.

### Main social benefits offered by ELIX:

- Assistance for employees continuing their studies.
- Home purchase loans.
- Assistance for people with physical or intellectual disabilities.
- Loyalty or seniority-based compensation.
- Social canteen.
- Pension plan.
- Health and life insurance..
- Education allowance and study achievement awards for children of employees.
- Nursery allowance.
- Christmas hamper.
- Tourist apartments.



# Diversity and equal opportunities

In 2012, ELIX approved its 1st Equality Plan, based on the legislation in force at that time, essentially contained in Organic Law 3/2007, of 22 March, for effective gender equality. This has been implemented over the course of the last few years. As a result of important legislative developments in the field of equality, including those contained in Royal Decree 901/2020, of 13 October, on the content of equality plans and their registration and in Royal Decree 902/2020, of 13 October, on equal pay between men and women, on 27 October 2021, ELIX set up the Negotiating Committee for the 2nd Equality Plan.

During the last quarter of 2021, the Equality Committee worked on and negotiated the content of the *Diagnosis of the situation*. With this agreed by both parties, the next step is to define the objectives, actions and monitoring and evaluation methods of the 2nd Equality Plan, which is expected to be approved during the first quarter of 2022.

As a sign of our commitment to gender equality, we work to promote the inclusion of women in our sector. We participate in the Inspira STEAM project, a volunteering programme for professionals organized by the University of Deusto, in collaboration with the Rovira i Virgili University, to foster interest in scientific-technological careers among primary school girls.

Through the Professional Growth Programme, ELIX strives to offer suitable working conditions for its employees and guarantee job security, in addition to reinforcing training, education and awareness as a means of attracting talented young people and women.

ELIX has a protocol in place to handle harassment in the workplace. One of the actions agreed within the framework of the Negotiating Committee of the 2nd Equality Plan is the drafting of an exclusive protocol against sexual and gender-based harassment, in accordance with the provisions of current legislation. This action has been agreed as a priority measure of the 2nd Equality Plan, to be executed during the first half of 2022.

FEMALE WORKFORCE	2019	2020	2021
	24.4%	25%	25%

DIVERSITY IN THE GOVERNING BODIES	Number of people	Percentage
Women	5	27.8%
Men	14	72.2%

PRESENCE OF WOMEN BY JOB CATEGORY	2019	2020	2021
Senior Managers	25.0%	27.8%	26.3%
Qualified, technical and admin staff	57.0%	51.7%	50.6%
Operators	2.4%	3.1%	9.0%
Sales staff	60.0%	66.7%	66.7%



REMUNERATION	2019		2020		2021	
	Men	Women	Men	Women	Men	Women
Average ELIX salary* compared to the official average salary	5.3	3.8	4.0	3.5	4.0	3.8

\* Calculated as the average of the company's total wage bill.

ELIX has collaborated with special employment centres for many years, to promote the employability and job placement of people with disabilities as part of the measures contained in the Law on Social Integration of the Disabled. Specifically, we work with the special employment centre La Amistad Montesol SL from whom we purchase our Christmas hampers and with Anwar Protección SL for work clothes. In 2021 we incorporated a person with a disability certificate into our workforce, to bring the total number of people with disabilities in our workforce to three.

## PRESENCE OF WOMEN BY JOB CATEGORY AND AGE

	2019	2020	2021
<b>Senior Managers</b>			
Age under 30 years	0.0%	0%	0.0%
Age between 30 and 50 years	62.5%	61.1%	57.9%
Age over 50 years	37.5%	38.9%	42.1%
<b>Qualified, technical and admin staff</b>			
Age under 30 years	12.7%	3.4%	6.0%
Age between 30 and 50 years	68.4%	78.7%	78.3%
Age over 50 years	19.0%	18.0%	15.7%
<b>Operators</b>			
Age under 30 years	4.0%	3.1%	2.1%
Age between 30 and 50 years	68.8%	60.6%	64.6%
Age over 50 years	27.2%	36.2%	33.3%
<b>Sales staff</b>			
Age under 30 years	0.0%	0.0%	0.0%
Age between 30 and 50 years	100.0%	100.0%	100.0%
Age over 50 years	0.0%	0.0%	0.0%



# Occupational health and safety, a priority

The occupational safety and serious accident prevention policy guarantees the safety of our production processes and the health of our employees, through the prevention of occupational hazards, the implementation of a safety culture through risk analysis processes, the mechanical integrity of our equipment and safe work practices, always under strict compliance with legal requirements.

The safety management system includes the description of the general organizational structure, as well as the responsibilities, procedures, practices and resources that enable the implementation of the occupational safety and serious accident prevention policy.

**In 2021, the new 2022-2024 Strategic Health and Safety Plan was drawn up and approved.**

## Strategic Objectives:

- Demonstrate the clear commitment of the senior management team to health and safety.
- Generate a safe and sustainable collaborative work environment.
- Promote clearly defined and committed leadership in the area of health and safety at all levels.
- Foster a culture of safety through agreed practices between senior management and workers.
- Generate an effective and inclusive form of communication on health and safety within the organization.

## Strategic projects:

- Implementation of the ISO 45001 health and safety standard. Reinforce the current safety management system according to the recommended standards to create a safe and sustainable work environment.
- Develop a Process Safety Management System to improve the safety and reliability of equipment and facilities.
- Update the Organization-Based Safety Programme.
- Internal communication plan on health, safety and the environment. Include safety aspects in the company's internal communication plan.



We have a **Health and Safety Committee**, made up of prevention officers and a joint representation of the company, which meets ordinarily every quarter and extraordinarily to discuss the actions carried out in the area of health and safety, exceptional issues or proposals suggested by employees. On a monthly basis, the Department of Health, Safety and the Environment publishes a report that includes the main indicators for the preventive management, industrial safety and the environment initiatives.

The implementation of the management system includes legal compliance with current regulations on the preventions of occupational risks<sup>1</sup>, serious accidents<sup>2</sup> and industrial safety<sup>3</sup>. The scope of this system covers all ELIX employees and activities and, through the coordination of business activities, service companies that carry out activities on our premises. ELIX has its own OHS service, audited by third parties in accordance with current Spanish legislation.

External workers hired by ELIX through commercial relationships are covered in the same way as other members of the organization, so the same health and safety principles are applicable to them.

1. Law 31/1995, of 8 November, on Occupational Risk Prevention and its implementing regulations.

2. Royal Decree 840/2015, of 21 September, which approves control measures for risks inherent to serious accidents involving hazardous substances.

3. Law 9/2014, of 31 July, on the industrial safety of establishments, facilities and products.





**Actions carried out in 2021:****Measures derived from the Explosion Protection Document:**

- Replacement of ATEX degasser mechanical seal (polymerization).
- Installation of metal separation systems in extrusion lines (granulation).
- Replacement of the mechanical seal with flushing system in the agitator of the polybutadiene reactor (polymerization).

**Occupational risk prevention improvements: ergonomics.**

- Dryer filter change system (polymerization).
- Change of batches directly on extrusion lines (granulation)

**Occupational risk prevention improvements: industrial safety.**

- Temperature limitation systems in granulation water circuits (granulation).
- Installation of protection system for covered ventilators (granulation).
- Assembly of a new SAN 2 transport line to BA10 silos (polymerization).

**Occupational risk prevention improvements: hygiene (exposure to chemical agents, lighting and noise)**

- Gas extraction systems to reduce exposure to chemical agents (granulation).
- Lighting improvements in outdoor areas.
- Automatic solution preparation system (polymerization).
- Installation of a self-cleaning filter to reduce exposure to chemical agents (polymerization).

**Implementation of measures derived from a review of the process safety study (HAZOP).**

- Monomer storage tanks (polymerization).
- Degassing system for extrusion lines (granulation).
- Installation of sprinklers at the tanker unloading bay (polymerization).
- Modelling and simulation of processes (polymerization).

**Fire protection system improvements.**

- Replacement of sectorization and emergency exit doors.
- Improvement of the public address system.
- Expansion of the network of explosivity analysers (polymerization).
- Extinguishing system in SAN reactors (polymerization).
- Expansion of the fire detector network.
- Automatic extinguishing system in electrical rooms (polymerization).





*The management of COVID-19 has enabled the production facilities to remain operational to meet customer demand.*

## Prevention and management of COVID-19

During the pandemic, ELIX has focused on preventing the spread of COVID in the workplace, managing possible cases, confirmed cases and close contacts, and, at the same time, guaranteeing the safe maintenance of operating facilities.

Throughout 2021, based on the impact of the different waves, presence in the workplace was restricted to the company's own staff and that of the maintenance companies. Everyone else carried out their work from home, having been provided with all the technical means necessary (computer, headphones, software, connectivity, etc.) to guarantee appropriate working conditions. ELIX has facilitated the carrying out of PCR or antigen tests whenever necessary.

A COVID Committee, formed by the Heads of the People, Security and Operations areas, has managed the crisis situation on a weekly basis, defining protocols, deciding on actions based on the evolution of the pandemic and allocating the necessary financial, material and personal resources. The workers' representatives and prevention officers have participated at all times and have coordinated where necessary with those responsible for health and safety of the service companies with staff at ELIX.

The management of the pandemic has required the definition of numerous internal procedures in accordance with the legislation and protocols issued by the Ministry of Health, the Generalitat de Catalunya and the Health Surveillance Prevention Service, as well as sectoral guidelines for the chemical industry issued by the Business Federation of the Spanish Chemical Industry (FEIQUE). These internal procedures have been adapted in accordance with the official documents, as well as to the different stages of the pandemic.

The procedures have involved, among other things, adapting the different spaces to prevent the spread of the virus (capacity, distances, protection with screens, ventilation, etc.), establishing communication and case management protocols and issuing personal protective equipment (approved surgical masks, gloves, hydrogel, tissues, cleaning material, etc.). All new hires have been provided with specific online training on the prevention and protection measures established at ELIX.

It is worth highlighting the intense internal communication action that has been carried out, with the publication of preventive and protection measures in videos and infographics and a weekly communication addressed to the entire organization with information on guidelines and the internal impact of the pandemic. All information related to COVID-19 can be found on the ELIX intranet, available to the entire group.



## Healthy company strategy

In 2021, the implementation of ELIX's corporate strategy as a healthy company through the Feel Good programme was adapted to context of the SARS-CoV-2 pandemic. The Feel Good programme is aimed at ensuring the physical and emotional well-being of both those who have worked remotely and those associated with the operational and occupational prevention processes, who have come to work on-site without interruption.

*To commemorate World Heart Day, celebrated on September 29, and with the aim of promoting healthy lifestyle habits, from the Feel Good well-being programme we encouraged our employees to participate in a series of virtual training seminars, organized by the Spanish Heart Foundation.*

The **main actions carried out in 2021** are detailed below.

### ○ Management as a Healthy Company:

- **Participation in the 3rd Solutia-Asepeyo Healthy Work Environment Observatory** to learn about strategies and practices that contribute to the development and implementation of measures to improve the work environment.
- **2018-2020 Collective Health Report:** Inclusion of new indicators on physical and psychological health and analysis of trends based on data on absenteeism due to common contingencies and an epidemiological study by the external health surveillance prevention service.
- Review of ELIX's 2019-2021 **Healthy Company Strategy** and diagnosis of the situation.
- Definition of the **new 2022-2024 strategy for ELIX's Well-being area**, based on the diagnosis of the situation and aligned with the 2030 Corporate Sustainability strategies.

### ○ Promoting health:

- **Healthy breakfast for all:** on Wednesdays, fruit and nuts.
- **Monthly communications** "Your health comes first", under the agreement signed with the Spanish Association Against Cancer.
- **Active Breaks:** online sessions for those working remotely.
- **Safety Day.**
- Three online seminars to **promote heart-healthy habits in the workplace.**
- Online participation in the **Fun Run for the Heart online.**
- Communication campaign on **European Heart Day.**
- **Flu vaccination** campaign.
- **Communication campaigns.**
  - International Day of Sport.
  - Prevention of exposure to the sun.
  - Prevention of colon cancer.
- **Awareness on digital disconnection to promote the responsible and careful use of information technologies**, three sessions in collaboration with PRL Innovación.





## Resilience, the theme of Safety Day

Under the slogan "Resilience, health and safety: anticipate crises, be prepared and respond", the ELIX team participated in the various activities organized as part of **Safety Day 2021**, which focused on promoting the need to adapt to changes and to emerge stronger from difficult situations, such as the pandemic.

### Activities carried out:

- Healthy breakfast.
- Introduction to the seminar by David Castañeda (CEO) and Esperanza Pérez (Health, Safety and Environment Manager).
- Presentation on "Resilience, health and safety", given by Mr Manuel Bestratén, former technical adviser of the National Institute for Safety and Health at Work and founder of Mieses Global.
- Workshop entitled "How to develop personal resilience".
- Act of recognition for the service companies.
- Act of recognition for participation in Unsafe Situation Alerts.
- Virtual escape room on risk prevention.
- Asepeyo Prevención driving simulator.

During the day, an act was held to recognize the **dedication and proactivity of employees in the continuous improvement of the safety conditions of the workplace**. In this regard, Óscar López, shift manager assistant, and Francisco Javier Tortosa, plant operator, received in 2019 and 2020, respectively, the Prize for the Greatest Dedication to the Unsafe Situation Alerts programme, as the employees who raised the most number for these alerts.





## Main actions taken in occupational health and safety

### Minimization of risks in critical operations

ELIX's OHS service, together with the production staff, has identified and evaluated the critical tasks performed by the staff. This process evaluated the planned aspects and fulfilled its objective 100%. In the same sense, the company has drawn up a critical operating procedure and has updated part of the planned occupational risk prevention procedures, defining the safety criteria that affect the opening of lines. This action has led to the achievement of 50% of the project objective, which will continue in 2022 with the implementation process.

### Improvement in the hygiene of working conditions

ELIX has evaluated exposure to carcinogenic products in production area job positions, through an external prevention service. In the context of the plan, carried out during the first and second quarters, background exposure measurements were taken by job position, which were complemented with additional randomly taken measurements. In the absence of the definitive action plan, the objective is considered 90% achieved.

### Improvement in safety training

The company has implemented a new online tool for basic occupational risk prevention training for new hires with an equivalent of 30 hours of training. ELIX, which has contracted an online training platform specialized in this subject, has set up its own course that complements and expands on the basic on-site training. The course is aimed at new hires in the operations area. With the launch of the tool and the implementation of the course content, the company deems the project to be 100% complete.

### Optimization of the health and safety system

ELIX continues to work to obtain safety certifications. In 2021, it implemented 50% of the action plan to achieve ISO45001 certification in 2023. It also carried out a gap analysis, processed the report and drew up an action plan that is 60% executed and 80% complete. In this regard, the company is ahead of schedule in fulfilling the requirements and is working to achieve the objective of implementing it in 2022 and certifying it in 2023.

### Optimization of document management

The company has made progress in its process of digitalizing its occupational risk prevention management with SmartOsh. It has prepared the occupational risk prevention questionnaires for their inclusion in this system and has defined the requirements for preparing the digital tool to evaluate these measures. The objective has been partially achieved by up to 65%.

### Increased intrinsic safety and reliability of equipment and facilities

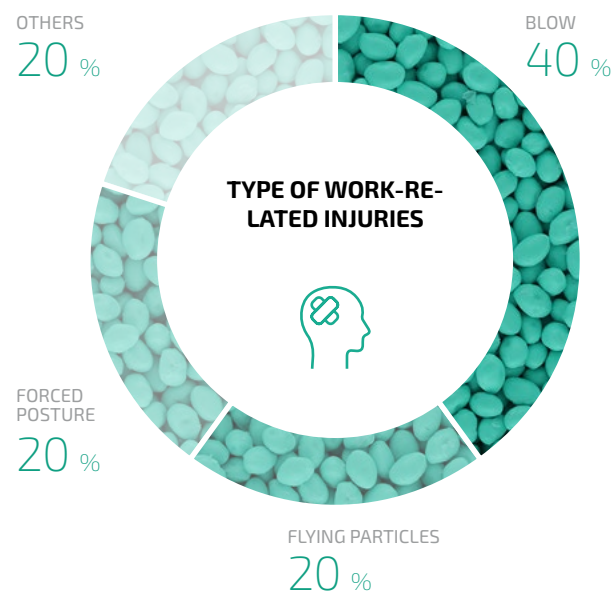
ELIX guarantees compliance with the Explosion Protection Document, which identifies the aspects of the facilities that could generate explosions, ignitions, etc. and suggests possible improvements. At the same time, the company follows facilities and equipment review plans (in accordance with the risk-based inspection requirement), carrying out checks that go beyond those required by this inspection. Methodologies are applied to more frequently inspect the equipment that offers the greatest risk of contributing to an industrial accident, involving factors such as temperature, toxicity, corrosiveness or the hazardous nature of a product.

### Guaranteed correct management of process safety

ELIX ensures safety in production processes and works to control risks in its facilities. For this reason, is drawing up a process safety strategy, which includes HAZOP risk analysis, **the level of safety integrity**, etc., in addition to various recommendations to prevent hazards in the activity carried out by the company. The document will be included in the process safety management system in order to guarantee excellence in the management of industrial process risks.



## Accident rate



### Preventive actions carried out:

- 10 tidiness and cleanliness audits carried out by a team made up of operations managers and shift managers.
- 768 preventive safety observations (+171 % compared to 2020).
- 5 internal emergency drills at the polymerization and granulation production plants
- Annual drill, in accordance with the legal regulations on serious accidents.
- 38 unsafe situation alerts (–7.3% compared to 2020).

With the dual aim of creating a culture of continuous improvement through the ideas and proposals of our employees and of improving the management of the Unsafe Situation Alert programme, **we have created a new tool: the Kaizen Inbox**. This tool enables all employees to be involved in matters of health and safety, the environment, improvement of standards and energy savings.

During 2021, the OHS Service also carried out a review of some of the models of approved personal equipment and made work clothes, chemical protection gloves and mechanical protection gloves available to workers. The selection involved a participatory process. Of note, with regards to the management of personal protective equipment, was the consolidation of the use of vending machines.

Also, as part of the preventive planning for 2021, a measurement plan was implemented to evaluate exposure to physical and chemical agents in matters of industrial hygiene (chemical products, noise, electromagnetic fields, etc.). In 2021, the entire programme of measurements of background chemical agents and measurements of specific tasks was carried out.





### Coordination of preventive activities

In 2021, the audits on the coordination of activities of our regular service companies were resumed. The document management derived from the coordination of business activities is carried out on the internet platform called Egestiona. This project, undertaken jointly with AEQT, has resulted in a complete review of the criteria for classifying and validating companies in accordance with legal regulations, the accreditation of workers and work teams. In 2021, 306 companies and 2,475 workers were handled.

All staff from the service companies receive training on the specific on-site risks at ELIX, actions in the event of an emergency and the main instructions for prevention and coordination. At the beginning of 2021, intense work was carried out, together with the IT and Telecommunications Department, on digitalizing the training for these service companies, with the development of a new specific online training platform. This process of integration was completed at the start of the second quarter of 2021.

HEALTH AND SAFETY INDICATORS	2019	2020	2021
Number of accidents with medical leave	0	3	3
Number of accidents without medical leave	5	5	1
Frequency rate*	0	8.19	7.56
Severity rate**	0	0.61	0.28

HEALTH AND SAFETY INDICATORS (COMPARED WITH THE SECTOR AVERAGE)	2021
AEQT frequency rate*	2.99
FEIQUE frequency rate*	4.82
AEQT severity rate**	0.50
FEIQUE severity rate**	0.34

\* Calculated as frequency rate =  $106 \times \text{number of accidents} / \text{number of hours worked}$ .

\*\* Calculated as severity rate =  $103 \times \text{number of days lost} / \text{number of hours worked}$ .





## 7 | Sustainable supply chain



We extend our commitment to social responsibility to the entire supply chain and work to evaluate it with suppliers using sustainability criteria.

# Sustainable supply chain



The impact of COVID-19 on our supply chain was felt from the very start of the pandemic, since with as many customers as suppliers around the world, we felt the effects very early on. In 2021 these effects continued and were aggravated by a geopolitical situation that disrupted all flows of materials and transport worldwide.

Both in purchasing and in the supply chain, we reinforced our risk and resilience systems, enabling us to guarantee the continuity of operations without our customers feeling the impact.

At ELIX, we actively work on a transport strategy plan that allows us to provide a stable service in the future regardless of market difficulties. We have also strengthened our sales and operations planning process, making them more flexible so we can adapt to the volatile situations of today and tomorrow.

## SPECIFIC OBJECTIVE FOR 2021

### Performance

Implement a responsible purchasing project	Achieved
Map the key outsourced services and the main suppliers according to their impact on the business and on the company's environmental and social performance	Ongoing (forecast for 2nd quarter of 2022)

## SPECIFIC OBJECTIVE FOR 2022

Sustainable purchasing project

- Selection of control and monitoring tool
- Map of critical suppliers
- Establish the basis for the aspirational objective and its analysis

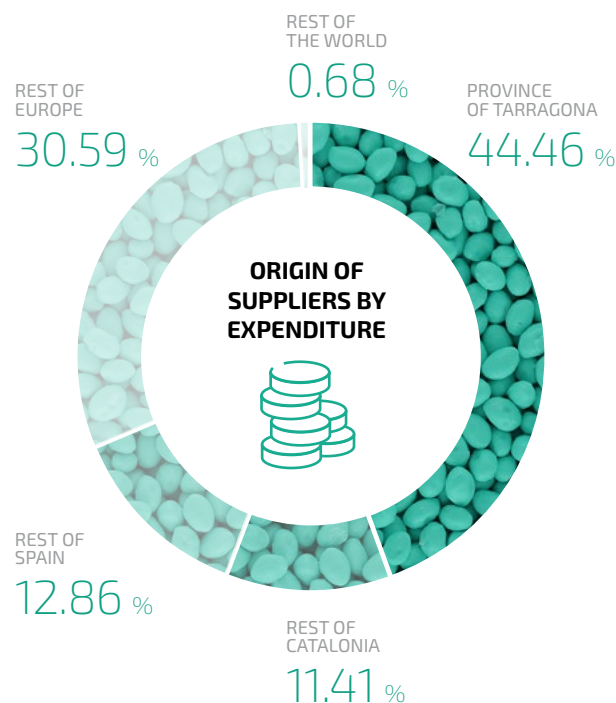


Thanks to our supply chain, we are able to procure all the materials needed for ELIX to operate and to distribute our products all over the world. The sustainability strategy for the supply chain focuses, above all, on the initial part of the chain, because we believe that the raw materials, services and packaging that we use for our activity, as well as their transportation, have an environmental and social impact at source that we could minimize through responsible purchasing, while the impacts of the rest of the chain are already contemplated in the other programmes of the strategy. For this reason, our intention is to only work with suppliers that offer us products that are respectful of the environment and people.

ELIX's purchasing policy continues to prioritize, as far as possible, the purchase of materials and products close to our production centre to promote the development of the local economy and, simultaneously, reduce emissions derived from transport.

***We contribute to the development of the local economy by allocating 55% of our expenditure to suppliers in Catalonia.***

COMPOSITION OF THE SUPPLY CHAIN	Number of suppliers	Percentage of suppliers	Expenditure (€M)	Percentage of Expenditure
Province of Tarragona	110	15%	104.0	44.46
Rest of Catalonia	236	32%	26.7	11.41
Rest of Spain	179	24%	30.1	12.86
Other European countries	173	23%	71.5	30.59
Rest of the world	43	6%	1.6	0.68



TYPE OF SUPPLIER	2021
Raw materials	75
Packaging	17
IT and Telecommunications	35
Transport	19
Logistics	5
Subcontractors	41
External services	230
Energy	1
Technical purchases	318
<b>Total</b>	<b>741</b>





**741**  
SUPPLIERS



**14.85 %**  
SUPPLIERS  
FROM THE PROVINCE  
OF TARRAGONA



**31.85 %**  
SUPPLIERS FROM THE  
REST OF CATALONIA



**€104 M**  
TOTAL AMOUNT  
SPENT BY ELIX ON  
LOCAL SUPPLIERS IN  
TARRAGONA  
(44.46% OF THE TOTAL)

*As part of Safety Day,  
ELIX granted its 2019 Security  
Award to the companies IPSUM  
Proyectos Industriales, SL and  
KAEFER Servicios Industriales, SAU  
and its 2020 award to its Service  
Companies, in recognition of their  
implementation of good practices  
in preventive matters as regular  
collaborators at the ELIX  
facilities.*

## Sustainable purchasing project

The procedure we have established for approving raw material suppliers requires the certification of management systems based on ISO standards and fully complies with the LTD Regulations, which governs the use of raw materials coming from the European Union.

In 2021, ELIX began to develop its Sustainable Purchasing Project, which consists of including sustainability criteria in the selection of new suppliers.

The project has four phases, which will run until 2023. In 2021, the first phase of creation, approval and publication of the Purchasing Code of Conduct was approved and finalized.





## Sustainable Purchasing Project Phases

### Phase 1. Purchasing Code of Conduct.

- Creation and publication of the new Purchasing Code of Conduct.
- Updating of the current supplier evaluation procedure.

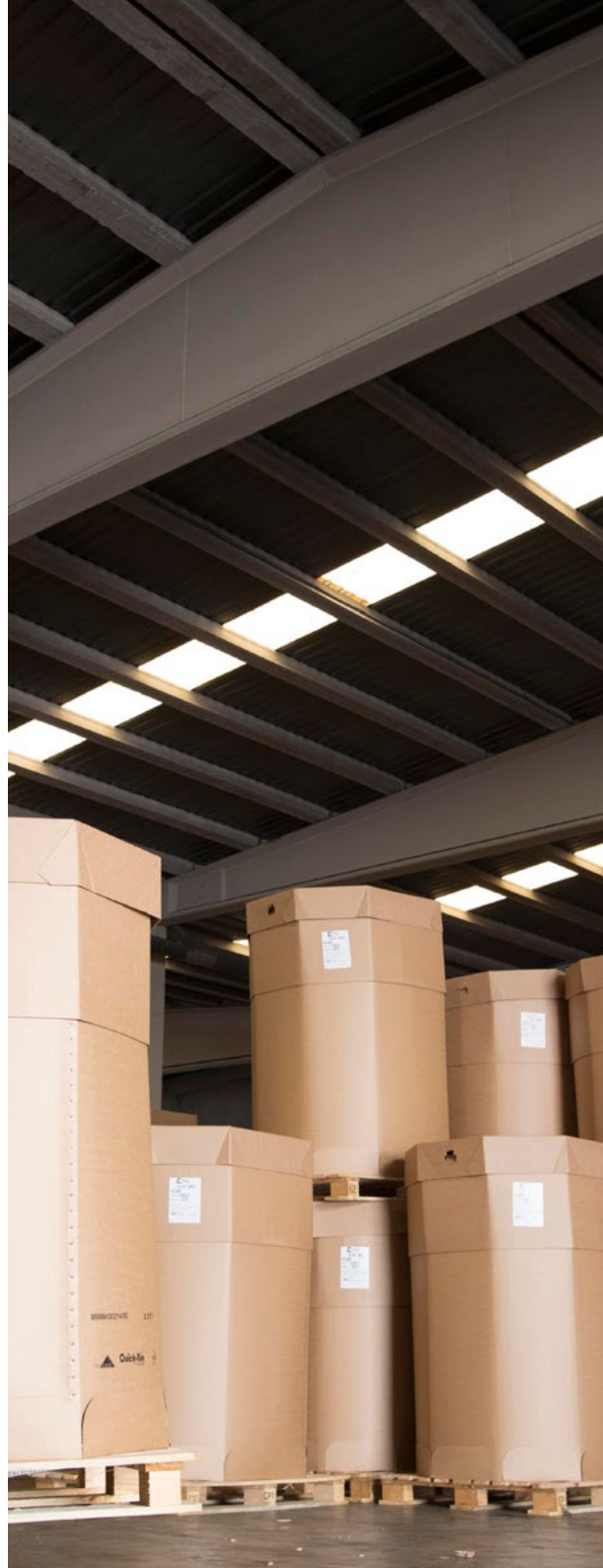
### Phase 2. Supplier risk assessment.

- Evaluation of the ELIX supplier database based on the built-in risk matrix.

### Phase 3. Supplier classification matrix and self-assessment tool.

### Phase 4. Technology supplier and on-site audit of the supplier. In 2022 we will evaluate all the offers and decide and approve which company to work with.

In the medium and long term, ELIX will develop a map of the most critical outsourced services and suppliers in terms of the impact of their activities, and the company undertakes to promote actions on carbon offsetting and biodiversity loss throughout the supply chain.



### Aspirational objective:

Evaluate 80% of the suppliers (those invoice us more than 250,000 euros and critical suppliers of any amount) according to their social and environmental performance.

By 2025, we plan to develop a purchasing policy capable of improving the social and environmental commitment of suppliers. And, by 2030, we plan to have a better understanding of the environmental and social impacts of the ELIX supply chain.

The Sustainable Purchasing Project contributes to promoting a sustainable plastics economy, to working firmly towards the adaptation and mitigation of climate change, to ensuring an ethical business model and a positive contribution to the social well-being of people throughout our value chain and to reducing biodiversity loss.





8

Positive  
impact  
on the local  
community



*At ELIX, we believe the positive impact of companies goes beyond their own interests and benefits neighbouring communities and ultimately the entire value chain.*

# Positive impact on the local community

## Our mission with society

### Contribute positively to social well-being

ELIX's sustainability strategy includes a Community Support programme, which consists of contributing, directly or indirectly, to the overall well-being of society and the environment. Generating a positive impact reduces inequalities, ensures good health, restores local ecosystems, and ultimately enables us to become an inclusive business.

The Community Support programme contributes to adopting ethical values, reducing our ecological footprint to a minimum and committing ourselves to the development of human capital.

### Aspirational objective:

ELIX is known for its positive contribution to local communities and ecosystems.

### Objectives for 2030:

- Improve ELIX's contribution to local communities across the value chain.
- Contribute to preserve and regenerate local ecosystems.





# Contribution to the region

We collaborate in different charitable and social initiatives in the region where we operate. We participate, through donations and sponsorship actions, in the socioeconomic revitalization of our community.



## Promotion of technological careers

### Inspira STEAM project

ELIX, as part of its volunteering initiatives, participates in the Inspira STEAM project of the University of Deusto, through the Rovira i Virgili University, which helps contribute to reducing the gender gap in science and technology. Inspira STEAM is a pioneering project that fosters interest in scientific-technological careers among women, based on raising awareness and career guidance actions voluntarily given by professionals from the world of research, science and technology.

Since the initiative began in Tarragona, ELIX has felt the need to participate in this project to help break gender stereotypes and normalize the presence of women in STEAM courses (science, technology, engineering, arts and mathematics). During the 2019-2021 academic year, five ELIX employees participated as mentors, allowing girls and boys in the 6th grade of primary education from different schools in the Tarragona region to gain first-hand experience of their day-to-day work.

### Repte Experimenta Programme

We collaborate with the Repte Experimenta project through a collaboration agreement with the Rovira i Virgili University Foundation. Repte Experimenta is a training programme aimed at awakening interest in scientific careers among boys and girls in the first and second years of ESO (aged between 11 and 13 years). ELIX Polymers offers financial and active support for the programme: we are scientific sponsors of a group of students and sponsors of the awards.



**Actions carried out in 2021:**

- **Christmas Fair – La Canonja town council.** Once again, last year ELIX contributed with a donation for the Christmas Fair organized by La Canonja town council to create a space of fun and entertainment for children and their families.
- **Toy collection campaign "Your rights at stake".** ELIX joined the toy collection campaign "Your rights at stake", organized by the Red Cross Youth aimed at providing boys and girls with a non-violent and non-sexist toy during the Christmas holidays.
- **CorAvant Congenital Heart Foundation.** Once again, last year we collaborated with social projects in the region, to help those most in need in our surrounding area. On this occasion, we established a collaboration agreement with the CorAvant foundation, based on a financial donation to support various social projects run by the foundation.
- **Donation of Christmas hampers.** A total of 20 ELIX employees donated their Christmas hamper to Càritas Tarragona, which were passed on to the groups and families in our area most in need.

- **Charity sports event against childhood cancer.** ELIX joined in the fight against childhood cancer. The company collaborated in a charity sports event, organized by the Club Esportiu Tarraco Warriors (Tarragona school of martial arts), in order to raise funds for the Association of Relatives and Friends of Oncological Children of Catalonia (AFANOC) of Tarragona. It also collected toys for the members of the association and children who spent Christmas in hospital. ELIX sponsored the t-shirts for the event, which has raised €1,677. All the proceeds went entirely to AFANOC of Tarragona.

**DONATIONS MADE**

<b>Institution</b>	<b>Amount donated (thousands of euros)</b>
CorAvant Foundation	2.0
URV-Repte Experimental Foundation	2.0
Spanish Association Against Cancer (AECC)	1.1
URV-Inspira STEAM Project	1.0
2021 Lean Global Silver sponsorship	1.0
La Canonja Christmas Fair	1.5

**Donations  
and financial  
contributions to  
local entities in 2021  
amounted to 8,600  
euros.**



# Responsible financial management

## Our mission with the company

- Support the global expansion of ABS
- Focus on safe, efficient and reliable operations
- Create value and long-term growth

ELIX's sustainability strategy underpins our commitment to the responsible management of economic resources, while allowing us to anticipate the environmental and socioeconomic risks of the future. In short, it is a guide to remain leaders in the market and achieve our business goals, ensuring the sustainability of the company.

The growth and optimization of the added value of our company, under the principles of solvency, integrity and a committed team, rigorously complying with our contractual and legal obligations, provide the guarantee of our commitment to shareholders and other ELIX stakeholders.

In 2020 there was a clearing out of stocks and a decrease in consumption. In 2021, the increased demand from distributors to recover stocks and the general increase in consumption allowed us to reactivate production and increase sales. We also benefitted in 2021 from the fact that there were now imports from Asia to Europe, which meant that prices did not drop as a result of competition from Asian products.

At ELIX we continue to work on internal controls with various audits from the Sinochem group, a legal requirement for listed groups. Good practices in internal controls help improve our transparency, reliability and the traceability of data to facilitate decision-making by the management team and shareholders.

In the day-to-day tasks of financial management, internal processes are reviewed to improve their efficiency and effectiveness and achieve the established objectives.

ENVIRONMENT	2019	2020	2021
Investment	€733,000	€144,263	€141,312
Expenditure	€1,531,000	€1,584,078	€2,076,453
<b>Total</b>	<b>€2,264,000</b>	<b>€1,728,000</b>	<b>€2,217,765</b>

## Main environmental investments:

- Improvement of processes to minimize the generation of waste.
- Improvement of the facilities, eliminating internal transport in trucks.
- Improvements in different environmental vectors thanks to the participation of workers.

Environmental investment and spending in 2021 amounted to **€2,217,765**.



HEALTH AND SAFETY	2019	2020	2021
Investment	€753,000	€615,920	€801,610
Expenditure	€720,000	€712,256	6 €730,83
<b>Total</b>	<b>€1,473,000</b>	<b>€1,328,176</b>	<b>€1,532,446</b>

Investments in health and safety went mostly towards improving process safety, as well as to reinforcing fire protection and extinguishing systems. Investments were also made to reduce the risk to people in the areas of hygiene, ergonomics and industrial safety.

#### Main investments:

- Measures derived from the Explosion Protection Document (DoPEX).
- Occupational risk prevention improvements: ergonomics.
- Occupational risk prevention improvements: industrial safety.
- Occupational risk prevention improvements: hygiene (exposure to chemical agents, lighting and noise).
- Implementation of measures derived from a review of the process safety study (HAZOP).
- Fire protection system improvements.

Health and safety investment and spending in 2021 amounted to **€1,532,446**.







# 9 | About this report



*The ELIX sustainability report is the result of teamwork in which each of those involved has contributed their knowledge and experience.*

## Scope of the report

This sixth sustainability report prepared by ELIX covers the period between 1 January and 31 December 2021. The scope of the information in the report corresponds to the activity of ELIX Polymers, SL, at its headquarters and production plant in La Canonja (in Tarragona, Spain).

## Definition of the reporting principles and content

This report has been prepared with the direct participation of people from different key management areas of ELIX, represented in the Corporate Social Responsibility Area, who have provided information related to the range of aspects included in it. It is therefore the result of teamwork in which each of those involved has contributed their knowledge and experience.

This report has been prepared in accordance with the following standards:

- Global Reporting Initiative (GRI) international standard under the Core option for compliance.
- AA1000SES Accountability Standard for materiality analysis.





# Principles for deciding on the report content

ELIX's 2021 *Sustainability Report* complies with the following principles, as defined by the GRI standards, with regards to the content of this type of document:

- **Stakeholder engagement.** In 2017 a review was carried out of the stakeholders and material aspects; in-depth interviews were also carried out with La Canonja town council, the Public Administration and the chemical sector of Tarragona. In 2019, key ELIX clients were interviewed under the framework of defining the organization's sustainability strategy. In 2021, all the aspects identified in previous years were taken into account.
- **Sustainability context.** When identifying the different sustainability topics relevant to our organization, the benchmarking proposed for this purpose has been taken into account. During this process, other companies in the same sector and international sustainability initiatives were analysed in order to understand the context of our company's sustainability and take this into account in drawing up the report. Likewise, the context analysis carried out within the framework of the definition of ELIX's new sustainability strategy has been taken into account.

- **Materiality.** For the preparation of this report, the materiality analysis carried out in 2016 and its subsequent reviews has been taken into account, all in accordance with the GRI standards and the AA1000SES AccountAbility standard.
- **Completeness.** Under the framework of the management systems implemented in terms of quality (ISO 9001), the environment (ISO 14001), energy management (ISO 50001) and health and safety, ELIX has defined a series of absolute and relative performance indicators in order to monitor changes in the organization's behaviour over time and analyse the effect of the actions carried out, as well as to compare this information with that from other companies in the sector.

With regard to applying quality principles for this report, also defined by GRI standards, we have endeavoured to provide balanced information, reporting both the positive and negative aspects of the organization's performance.

The data provided is accurate and is used to monitor the management of the different sustainability topics relevant to ELIX, which are reflected in the report.

Finally, we provide data on the year of publication (2021) and the two previous years (2019 and 2020). This offers us a more detailed view of the progress of our organization's performance for each relevant sustainability topic. Similarly, we have presented the information in such a way that allows the data to be compared with that of the rest of the sector, choosing specific indicators for this purpose.



# Materiality

The improvements implemented to date in relation to environmental, social and economic sustainability are the result of the materiality analysis carried out in 2016 and reviewed in 2017, in which we identified the most relevant aspects for ELIX and our stakeholders: the chemical sector, Local Administration, ELIX employees and suppliers. In 2019, as a result of the organizational context analysis carried out to define the sustainability strategy and the identification of the key SDGs for ELIX, we updated the materiality analysis. One of the key issues that we incorporated as a new material topic was the promotion of the circular economy, since it is a fundamental issue within the organization's sustainability and business strategy.

Regarding the identification of the strategic and priority SDGs for ELIX, in general, all the topics identified as relevant in previous years made reference to these. In addition, taking into account the importance of the protection of terrestrial and marine biodiversity in overcoming the most important sustainability challenges, we have considered it necessary to incorporate the aspect of biodiversity.

This report contains all the necessary information on all these relevant topics.

## RELEVANCE FOR STAKEHOLDERS

MATERIAL TOPICS		
HIGH	· Contracting of local suppliers	· Energy
	· Climate change prevention	· Correct waste and wastewater management
	· Minimization of environmental impact from transport	· Investment in environmental protection
	· Protection of biodiversity	· Promotion of the circular economy <sup>1</sup>
MEDIUM	· Promotion of the local environment	· Responsible financial management
	· Responsible management of the supply chain	· Occupational health and safety
	· Labour relations	· Compliance
	· Promotion of equality	
	· Sustainable catalogue <sup>1</sup>	
LOW	· Evaluation of our centres in terms of human rights	· Investment in the community
	· Public policy	· System and management of complaints at the service of stakeholders
		· Innovation in products and processes <sup>1</sup>
		· Efficient consumption of resources
		· Quality careers
		· Adherence to sectoral sustainability initiatives <sup>1</sup>
		· Quality of service and products
		· Digitalization
LOW	MEDIUM	HIGH
RELEVANCE TO ELIX POLYMERS		

1. Topics not included in the GRI standards.



# Relevant topics and their relationship with the value chain





## SUPPLIERS

Contracting of local suppliers

Responsible management of the supply chain

Energy

Prevention of climate change

Minimization of environmental impact from transport

Protection of biodiversity

Compliance

Quality of service and products

Private contractors

Labour relations (relationship with contractors)

Promotion of the circular economy

## ELIX

### FORMULATION, POLYMERIZATION AND GRANULATION

Responsible financial management

Innovation in products and processes

Correct management of waste and wastewater

Energy

Prevention of climate change

Protection of biodiversity

Investment in environmental protection

Occupational health and safety

Quality careers

Promotion of equality

Compliance

Adherence to sectoral sustainability initiatives

Quality of service and products

Sustainable catalogue

Promotion of the circular economy

### QUALITY CONTROL AND PACKAGING

Responsible financial management

Correct management of waste and wastewater

Efficient consumption of resources

Energy

Occupational health and safety

Labour relations (relationship with contractors)

Compliance

Quality of service and products

Promotion of the circular economy



## SALES

Responsible financial management

Promotion of the local environment

Quality careers

Compliance

Quality of service and products

Sustainable catalogue

Promotion of the circular economy

## DISTRIBUTION

Responsible financial management

Efficient consumption of resources

Prevention of climate change

Protection of biodiversity

Minimization of environmental impact from transport

Compliance

Promotion of the circular economy

## SOCIETY

Efficient consumption of resources

Energy

Correct waste management

Prevention of climate change

Protection of biodiversity

Minimization of environmental impact from transport

Promotion of the circular economy

Contracting of local suppliers

Promotion of the local environment

Responsible management of the supply chain

Promotion of equality

Adherence to sectoral sustainability initiatives





10

GRI Content  
Index and  
Global  
Compact



CONTENT GRI STANDARD	SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
<b>GRI 101: Foundation 2016</b>				
<b>GRI 102: General disclosures 2016</b>				
<b>PROFILE OF THE ORGANIZATION</b>				
102-1	Name of the organization	2. About ELIX		
102-2	Activities, brands, products and services	2. About ELIX → Leader in the thermoplastic sector → Global company		
102-3	Location of the headquarters	Industrial estate Ctra. de Vilaseca, la Pineda, s/n 43110 la Canonja (Spain)		
102-4	Location of operations	2. About ELIX → Leader in the thermoplastic sector → Global company		
102-5	Ownership and legal form	2. About ELIX → Leader in the thermoplastic sector → Management and structure		
102-6	Markets served	2. About ELIX → Leader in the thermoplastic sector → Global Company		
102-7	Size of the organization	1. 2021 in figures 6. Professional growth of employees		
102-8	Information on employees and other workers	1. 2021 in figures 6. Professional growth of employees 6. Professional growth of employees → Diversity and equal opportunities	8. Decent work and economic growth	Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.



CONTENT GRI STANDARD		SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
102-9	Supply chain	2. About ELIX → Leader in the thermoplastic sector → Global Company 7. Sustainable supply chain			
102-10	Significant changes to the organization and its supply chain	There have been no significant changes			
102-11	Precautionary principle or approach	4. E-LOOP, sustainable solutions 5. Caring for climate			
102-12	External initiatives	2. About ELIX → Leader in the thermoplastic sector → Partnerships for progress			
102-13	Affiliation with associations	2. About ELIX → Leader in the thermoplastic sector → Partnerships for progress 3. Committed to sustainability → Partnerships and membership of initiatives 4. E-LOOP, sustainable solutions → Circular plastics → Partnerships for circularity			
<b>STRATEGY</b>					
102-14	Statement from senior decision-maker	Message from the CEO			



CONTENT GRI STANDARD	SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
<b>ETHICS AND INTEGRITY</b>				
102-16	Values, principles, standards and norms of behaviour	2. About ELIX → Leader in the thermoplastic sector → Mission, vision and values 2. About ELIX → Leader in the thermoplastic sector → Ethics and governance 2. About ELIX → Customer service, a value that sets us apart → Certified quality	16. Peace, justice and strong institutions	Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour. Principle 5: Businesses should uphold the effective abolition of child labour.
<b>GOVERNANCE</b>				
102-18	Governance structure	2. About ELIX → Leader in the thermoplastic sector → Management and structure		
<b>STAKEHOLDER ENGAGEMENT</b>				
102-40	List of stakeholders	3. Committed to sustainability → Dialogue and communication → Stakeholders and communication channels		
102-41	Collective bargaining agreements	6. Professional growth of employees → Managing and developing talent → Social benefits	8. Decent work and economic growth	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
102-42	Ident and selecting stakeholders	3. Committed to sustainability → Dialogue and communication → Stakeholders and communication channels		.



CONTENT GRI STANDARD	SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
102-43 Approach to stakeholder engagement	3. Committed to sustainability → Dialogue and communication → Stakeholders and communication channels			
102-44 Key topics and concerns raised	9. About this report → Definition of the reporting principles and content			
<b>REPORTING PRACTICES</b>				
102-45 Entities included in the consolidated financial statements	9. About this report			
102-46 Defining report content and topic boundaries	9. About this report → Definition of the reporting principles and content			
102-47 List of material topics	9. About this report → Definition of the reporting principles and content → Materiality			
102-48 Restatements of information	No significant changes			
102-49 Changes in reporting	No changes			
102-50 Reporting period	2021			
102-51 Date of most recent report	2020			
102-52 Reporting cycle	Annual			
102-53 Contact for questions regarding the report	Sergi Pérez, head of internal communication and people: sergi.perez@ELIX-polymers.com			
102-54 Claims of reporting in accordance with the GRI Standards	9. About this report → Definition of the reporting principles and content			



CONTENT GRI STANDARD	SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
102-55    GRI Content Index	10. GRI Content Index and Global Compact			
102-56    External assurance	Not applicable			
<b>GRI 200: Economic issues</b>				
<b>ECONOMIC PERFORMANCE</b>				
<b>GRI 103: Management approach 2016</b>				
103-1    Explanation of the material topic and its boundary	8. Positive impact on the local community→Responsible financial management			
103-2    The management approach and its components	8. Positive impact on the local community → Responsible financial management			
103-3    Assessment of the management approach	8. Positive impact on the local community → Responsible financial management			
<b>GRI 201: Economic performance 2016</b>				
201-1    Direct economic value generated and distributed	8. Positive impact on the local community → Responsible financial management	Absolute values are not provided for the economic value generated and distributed; only percentages.	2. Zero hunger 5. Gender equality 7. Affordable and clean energy 8. Decent work and economic growth 9. Industry, Innovation and Infrastructure	



CONTENT GRI STANDARD	SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
<b>MARKET PRESENCE</b>				
<b>GRI 103: Management approach 2016</b>				
103-1	Explanation of the material topic and its boundary	2. About ELIX → Leader in the thermoplastic sector → Global company		
103-2	The management approach and its components	2. About ELIX → Leader in the thermoplastic sector → Global company		
103-3	Assessment of the management approach	2. About ELIX → Leader in the thermoplastic sector → Global company		
<b>GRI 202: Market presence 2016</b>				
202-1	Ratios of entry level wage by gender compared to local minimum wage	6. Professional growth of employees → Diversity and equal opportunities	1. No poverty 5. Gender equality 7. Affordable and clean energy 8. Decent work and economic growth	
<b>PROCUREMENT PRACTICES</b>				
<b>GRI 103: Management approach 2016</b>				
103-1	Explanation of the material topic and its boundary	7. Sustainable supply chain → Sustainable purchasing project		
103-2	The management approach and its components	7. Sustainable supply chain → Sustainable purchasing project		



CONTENT GRI STANDARD	SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
103-3	Assessment of the management approach	7. Sustainable supply chain → Sustainable purchasing project		
<b>GRI 204: Procurement practices 2016</b>				
204-1	Proportion of spending on local suppliers	1. 2021 in figures 7. Sustainable supply chain	12. Responsible consumption and production	
<b>ANTI-CORRUPTION</b>				
<b>GRI 103: Management approach 2016</b>				
103-1	Explanation of the material topic and its boundary	2. About ELIX → Leader in the thermoplastic sector → Mission, vision and values 2. About ELIX → Leader in the thermoplastic sector → Ethics and governance		
103-2	The management approach and its components	2. About ELIX → Leader in the thermoplastic sector → Mission, vision and values 2. About ELIX → Leader in the thermoplastic sector → Ethics and governance		
103-3	Assessment of the management approach	2. About ELIX → Leader in the thermoplastic sector → Mission, vision and values 2. About ELIX → Leader in the thermoplastic sector → Ethics and governance		



CONTENT GRI STANDARD	SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
<b>GRI 205: Anti-corruption 2016</b>				
205-2	Communication and training on anti-corruption policies and procedures	2. About ELIX → Leader in the thermoplastic sector → Mission, vision and values 2. About ELIX → Leader in the thermoplastic sector → Ethics and governance	16. Peace, justice and strong institutions	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.
<b>UNFAIR COMPETITION</b>				
<b>GRI 103: Management approach 2016</b>				
103-1	Explanation of the material topic and its boundary			
103-2	The management approach and its components			
103-3	Assessment of the management approach			
<b>GRI 206: Anti-competitive behaviour 2016</b>				
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	There have been no legal proceedings related to anti-competitive behaviour.	16. Peace, justice and strong institutions	
<b>GRI 300 Environmental topics</b>				
<b>MATERIALS</b>				
<b>GRI 103: Management approach 2016</b>				



CONTENT GRI STANDARD		SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
103-1	Explanation of the material topic and its boundary	5. Caring for climate → Efficient consumption of raw materials			
103-2	The management approach and its components	5. Caring for climate → Efficient consumption of raw materials			
103-3	Assessment of the management approach	5. Caring for climate → Efficient consumption of raw materials			
<b>GRI 301: Materials 2016</b>					
301-1	Materials used by weight or volume	5. Caring for climate → Efficient consumption of raw materials		12. Responsible consumption and production	Principle 7: Businesses should support a precautionary approach to environmental challenges. Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility. Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.
<b>ENERGY</b>					
<b>GRI 103: Management approach 2016</b>					
103-1	Explanation of the material topic and its boundary	5. Caring for climate → Energy efficiency			
103-2	The management approach and its components	5. Caring for climate → Energy efficiency			
103-3	Assessment of the management approach	5. Caring for climate → Energy efficiency			



CONTENT GRI STANDARD	SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
<b>GRI 302: Energy 2016</b>				
302-1 Energy consumption within the organization	5. Caring for climate → Energy efficiency		7. Affordable and clean energy 8. Decent work and economic growth 12. Responsible consumption and production 13. Action for the climate	Principle 7: Businesses should support a precautionary approach to environmental challenges. Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility. Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.
302-3 Energy intensity	5. Caring for climate → Energy efficiency		7. Affordable and clean energy 8. Decent work and economic growth 12. Responsible consumption and production 13. Action for the climate	Principle 7: Businesses should support a precautionary approach to environmental challenges. Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility. Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.



CONTENT GRI STANDARD	SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
302-4 Reduction of energy consumption	5. Caring for climate → Energy efficiency		7. Affordable and clean energy 8. Decent work and economic growth 12. Responsible consumption and production 13. Action for the climate	Principle 7: Businesses should support a precautionary approach to environmental challenges. Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility. Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.
<b>WATER</b>				
<b>GRI 103: Management approach 2018</b>				
103-1 Explanation of the material topic and its boundary	5. Caring for climate → Efficient water consumption			
103-2 The management approach and its components	5. Caring for climate → Efficient water consumption			
103-3 Assessment of the management approach	5. Caring for climate → Efficient water consumption			
<b>GRI 303: Water and effluents 2018</b>				
303-1 Water as a shared resource	5. Caring for climate → Efficient water consumption		6. Clean water and sanitation	Principle 7: Businesses should support a precautionary approach to environmental challenges. Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility. Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.



CONTENT GRI STANDARD	SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
303-3	Water withdrawal by source	5. Caring for climate → Efficient water consumption	6. Clean water and sanitation	Principle 7: Businesses should support a precautionary approach to environmental challenges. Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility. Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.
<b>BIODIVERSITY</b>				
<b>GRI 103: Management approach 2016</b>				
103-1	Explanation of the material topic and its boundary	3. Committed to sustainability → Strategic pillars		
103-2	The management approach and its components	3. Committed to sustainability → Strategic pillars		
103-3	Assessment of the management approach	3. Committed to sustainability → Strategic pillars		
<b>GRI 304: Biodiversity 2016</b>				
304-1	Operational sites in, or adjacent to, protected areas and areas of high biodiversity value	ELIX's facilities are not located in protected areas or areas of high biodiversity value. The closest natural area to the facilities is the PEIN (Plan for Areas of Natural Interest) Séquia Major, located 4.1 km from the plant. ELIX carries out periodic controls to prevent spills or any other accident that may affect this or other nearby natural spaces (Zero Pellets Loss programme, among other actions).	13. Action for the climate 14. Life below water 15. Terrestrial ecosystem life	Principle 7: Businesses should support a precautionary approach to environmental challenges. Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility. Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.



CONTENT GRI STANDARD	SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
<b>EMISSIONS</b>				
<b>GRI 103: Management approach 2016</b>				
103-1	Explanation of the material topic and its boundary	5. Caring for climate → Reduction of our carbon footprint		
103-2	The management approach and its components	5. Caring for climate → Reduction of our carbon footprint		
103-3	Assessment of the management approach	5. Caring for climate → Reduction of our carbon footprint		
<b>GRI 305: Emissions 2016</b>				
305-5	Reduction of GHG emissions	5. Caring for climate → Reduction of our carbon footprint	13. Action for the climate 14. Life below water 15. Terrestrial ecosystem life	Principle 7: Businesses should support a precautionary approach to environmental challenges. Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility. Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.
305-7	Nitrogen oxides (NO <sub>x</sub> ), sulphur oxides (SO <sub>x</sub> ) and other significant air emissions	5. Caring for climate → Protection of air quality	3. Health and well-being 12. Responsible consumption and production 13. Action for the climate 14. Life below water 15. Terrestrial ecosystem life	Principle 7: Businesses should support a precautionary approach to environmental challenges. Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility. Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.



CONTENT GRI STANDARD	SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
<b>WASTE</b>				
<b>GRI 103: Management approach 2020</b>				
103-1	Explanation of the material topic and its boundary	5. Caring for climate → Waste management and recovery		
103-2	The management approach and its components	5. Caring for climate → Waste management and recovery		
103-3	Assessment of the management approach	5. Caring for climate → Waste management and recovery		
<b>GRI 306: WASTE 2020</b>				
306-1	Waste generation and significant waste-related impacts	5. Caring for climate → Waste management and recovery	3. Health and well-being 12. Responsible consumption and production	Principle 7: Businesses should support a precautionary approach to environmental challenges. Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility. Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.



CONTENT GRI STANDARD	SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
306-2 Management of significant waste-related impacts	5. Caring for climate → Waste management and recovery		3. Health and well-being 12. Responsible consumption and production	Principle 7: Businesses should support a precautionary approach to environmental challenges. Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility. Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.
306-3 Waste generated	5. Caring for climate → Waste management and recovery		12. Responsible consumption and production	Principle 7: Businesses should support a precautionary approach to environmental challenges. Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility. Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.
306-4 Waste diverted from disposal	5. Caring for climate → Waste management and recovery		12. Responsible consumption and production	Principle 7: Businesses should support a precautionary approach to environmental challenges. Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility. Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.



CONTENT GRI STANDARD		SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
306-5	Waste directed to disposal	5. Caring for climate → Waste management and recovery		12. Responsible consumption and production	Principle 7: Businesses should support a precautionary approach to environmental challenges. Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility. Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.
<b>ENVIRONMENTAL COMPLIANCE</b>					
<b>GRI 103: Management approach 2016</b>					
103-1	Explanation of the material topic and its boundary	3. Committed to sustainability → Strategic pillars 5. Caring for climate			
103-2	The management approach and its components	5. Caring for climate			
103-3	Assessment of the management approach	5. Caring for climate			



CONTENT GRI STANDARD	SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
<b>GRI 307: Environmental compliance 2016</b>				
307-1	Non-compliance with environmental legislation and regulations	In 2021 we received a fine of €2,000 derived from the integrated environmental inspection. In 2019, the integrated environmental inspection detected as a non-relevant non-conformity the consumption of materials (additives) above what was included in the environmental authorization. As an immediate action, in February 2020, the preliminary project for renewing the environmental authorization was presented to the Office of Environmental Management (OGAU). In the 2021 integrated environmental inspection, the authorization renewal process had not yet been completed, so the same non-conformity detected in 2019 was repeated, with the corrective action initiated in February 2020. Since it was a repetitive action, the non-conformity was in this case accompanied by a fine.	12. Responsible consumption and production 16. Peace, justice and strong institutions	Principle 7: Business should support a precautionary approach to environmental challenges. Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility. Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>				
<b>GRI 103: Management approach 2016</b>				
103-1	Explanation of the material topic and its boundary	7. Sustainable supply chain → Sustainable purchasing project		
103-2	The management approach and its components	7. Sustainable supply chain → Sustainable purchasing project		



CONTENT GRI STANDARD	SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
103-3	Assessment of the management approach	7. Sustainable supply chain → Sustainable purchasing project		
<b>GRI 308: Supplier environmental assessment 2016</b>				
308-1	New suppliers that have got through the assessment and selection filters in accordance with environmental criteria	Information not available.		Principle 7: Business should support a precautionary approach to environmental challenges. Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility. Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.
<b>GRI 400 Social topics</b>				
<b>EMPLOYMENT</b>				
<b>GRI 103: Management approach 2016</b>				
103-1	Explanation of the material topic and its boundary	6. Professional growth of employees → Managing and developing talent		
103-2	The management approach and its components	6. Professional growth of employees → Managing and developing talent		
103-3	Assessment of the management approach	6. Professional growth of employees → Managing and developing talent		
<b>GRI 401: Employment 2016</b>				
401-1	New hires and staff turnover	6. Professional growth of employees → Managing and developing talent	5. Gender equality 8. Decent work and economic growth	Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.



CONTENT GRI STANDARD	SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
<b>LABOUR RELATIONS</b>				
<b>GRI 103: Management approach 2016</b>				
103-1	Explanation of the material topic and its boundary	6. Professional growth of employees → Managing and developing talent → Social benefits		
103-2	The management approach and its components	6. Professional growth of employees → Managing and developing talent → Social benefits		
103-3	Assessment of the management approach	6. Professional growth of employees → Managing and developing talent → Social benefits		
<b>GRI 402: Labour/management relations 2016</b>				
402-1	Minimum notice periods regarding operational changes	The minimum notice period for organizational changes is 30 days as established by collective agreement, although in practice more notice is given than the regulations dictate.	8. Decent work and economic growth	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.
<b>OCCUPATIONAL HEALTH AND SAFETY</b>				
<b>GRI 103: Management approach 2016</b>				
103-1	Explanation of the material topic and its boundary	6. Professional growth of employees → Occupational health and safety, a priority		



CONTENT GRI STANDARD	SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
103-2	The management approach and its components	6. Professional growth of employees → Occupational health and safety, a priority		
103-3	Assessment of the management approach	6. Professional growth of employees → Occupational health and safety, a priority		
<b>GRI 403: Occupational health and safety 2016</b>				
403-1	Occupational health and safety management system	6. Professional growth of employees → Occupational health and safety, a priority	3. Health and well-being	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights, within their sphere of influence.
403-2	Hazard identification, risk assessment, and incident investigation	6. Professional growth of employees → Occupational health and safety, a priority	3. Health and well-being 8. Decent work and economic growth	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights, within their sphere of influence.
403-3	Occupational health services	6. Professional growth of employees → Occupational health and safety, a priority	3. Health and well-being	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights, within their sphere of influence.
403-4	Worker participation, consultation, and communication on occupational health and safety	6. Professional growth of employees → Occupational health and safety, a priority	3. Health and well-being	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights, within their sphere of influence.



CONTENT GRI STANDARD		SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
403-5	Worker training on occupational health and safety	6. Professional growth of employees → Managing and developing talent → Training for development → Occupational health and safety training		3. Health and well-being 4. Quality education 8. Decent work and economic growth	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights, within their sphere of influence.
403-6	Promotion of worker health	6. Professional growth of employees → Occupational health and safety, a priority		3. Health and well-being 8. Decent work and economic growth	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights, within their sphere of influence.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	6. Professional growth of employees → Occupational health and safety, a priority		3. Health and well-being 8. Decent work and economic growth	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights, within their sphere of influence.
403-8	Workers covered by an occupational health and safety management system	6. Professional growth of employees → Occupational health and safety, a priority		3. Health and well-being 8. Decent work and economic growth	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights, within their sphere of influence.
403-9	Occupational accident rate	In 2021 there were 3 workplace accidents resulting in medical leave (3 men). There were no accidents with medical leave while travelling		3. Health and well-being 8. Decent work and economic growth	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights, within their sphere of influence.
<b>TRAINING AND SKILL BUILDING</b>					
<b>GRI 103: Management approach 2016</b>					
103-1	Explanation of the material topic and its boundary	6. Professional growth of employees → Managing and developing talent → Training for development			



CONTENT GRI STANDARD	SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
103-2	The management approach and its components	6. Professional growth of employees → Managing and developing talent → Training for development		
103-3	Assessment of the management approach	6. Professional growth of employees → Managing and developing talent → Training for development		
<b>GRI 404: Training and education 2016</b>				
404-1	Average hours of training per year per employee	6. Professional growth of employees → Managing and developing talent → Training for development	4. Quality education 5. Gender equality 8. Decent work and economic growth	Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.
<b>DIVERSITY AND EQUAL OPPORTUNITIES</b>				
<b>GRI 103: Management approach 2016</b>				
103-1	Explanation of the material topic and its boundary	6. Professional growth of employees → Diversity and equal opportunities		
103-2	The management approach and its components	6. Professional growth of employees → Diversity and equal opportunities		
103-3	Assessment of the management approach	6. Professional growth of employees → Diversity and equal opportunities		
<b>GRI 405: Diversity and equal opportunities 2016</b>				
405-1	Diversity of governance bodies and employees	6. Professional growth of employees → Diversity and equal opportunities	5. Gender equality 8. Decent work and economic growth	Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.



CONTENT GRI STANDARD	SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
<b>NON-DISCRIMINATION</b>				
<b>GRI 103: Management approach 2016</b>				
103-1	Explanation of the material topic and its boundary	6. Professional growth of employees → Diversity and equal opportunities		
103-2	The management approach and its components	6. Professional growth of employees → Diversity and equal opportunities		
103-3	Assessment of the management approach	6. Professional growth of employees → Diversity and equal opportunities		
<b>GRI 406: Non-discrimination 2016</b>				
406-1	Incidents of discrimination and corrective actions taken	There were no cases of discrimination.	5. Gender equality 8. Decent work and economic growth 16. Peace, justice and strong institutions	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights, within their sphere of influence. Principle 2: Businesses should make sure they are not complicit in human rights abuses. Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.
<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>				
<b>GRI 103: Management approach 2016</b>				
103-1	Explanation of the material topic and its boundary	6. Professional growth of employees → Managing and developing talent → Social benefits		



CONTENT GRI STANDARD		SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
103-2	The management approach and its components	6. Professional growth of employees → Managing and developing talent → Social benefits			
103-3	Assessment of the management approach	6. Professional growth of employees → Managing and developing talent → Social benefits			
<b>GRI 407: Freedom of association and collective bargaining</b>					
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	There were no operations and suppliers in which the right to freedom of association and collective bargaining was at risk		8. Decent work and economic growth	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights, within their sphere of influence. Principle 2: Businesses should make sure they are not complicit in human rights abuses. Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
<b>SUPPLIER SOCIAL ASSESSMENT</b>					
<b>GRI 103: Management approach 2016</b>					
103-1	Explanation of the material topic and its boundary	7. Sustainable supply chain → Sustainable purchasing project			
103-2	The management approach and its components	7. Sustainable supply chain → Sustainable purchasing project			
103-3	Assessment of the management approach	7. Sustainable supply chain → Sustainable purchasing project			



CONTENT GRI STANDARD	SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
<b>GRI 414: Supplier social assessment 2016</b>				
414-1	New suppliers have passed selection filters according to social criteria	Information not available.	8. Decent work and economic growth 16. Peace, justice and strong institutions	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights, within their sphere of influence. Principle 2: Businesses should make sure they are not complicit in human rights abuses. Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.
<b>CUSTOMER HEALTH AND SAFETY</b>				
<b>GRI 103: Management approach 2016</b>				
103-1	Explanation of the material topic and its boundary	2. About ELIX → Customer service, a value that sets us apart → Certified quality		
103-2	The management approach and its components	2. About ELIX → Customer service, a value that sets us apart → Certified quality		
103-3	Assessment of the management approach	2. About ELIX → Customer service, a value that sets us apart → Certified quality		
<b>GRI 416: Customer health and safety 2016</b>				
416-1	Assessment of the health and safety impacts of the product and service categories	2. About ELIX → Customer service, a value that sets us apart → Certified quality	3. Health and well-being	



CONTENT GRI STANDARD	SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
<b>MARKETING AND LABELLING</b>				
<b>GRI 103: Management approach 2016</b>				
103-1	Explanation of the material topic and its boundary	4. E-LOOP, sustainable solutions		
103-2	The management approach and its components	4. E-LOOP, sustainable solutions		
103-3	Assessment of the management approach	4. E-LOOP, sustainable solutions		
<b>GRI 417: Marketing and labelling 2016</b>				
417-1	Requirements for product and service information and labelling	4. E-LOOP, sustainable solutions	12. Responsible consumption and production 16. Peace, justice and strong institutions	
<b>SOCIOECONOMIC COMPLIANCE</b>				
<b>GRI 103: Management approach 2016</b>				
103-1	Explanation of the material topic and its boundary	2. About ELIX → Leader in the thermoplastic sector → Mission, vision and values 2. About ELIX → Leader in the thermoplastic sector → Ethics and governance		



CONTENT GRI STANDARD	SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
103-2	The management approach and its components	2. About ELIX → Leader in the thermoplastic sector → Mission, vision and values 2. About ELIX → Leader in the thermoplastic sector → Ethics and governance		
103-3	Assessment of the management approach	2. About ELIX → Leader in the thermoplastic sector → Mission, vision and values 2. About ELIX → Leader in the thermoplastic sector → Ethics and governance		
<b>GRI 419: Socioeconomic compliance 2016</b>				
419-1	Non-compliance with laws and regulations in the social and economic area	There have been no fines or non-monetary penalties for non-compliance with the socio-economic legislation and regulations of the area.	16. Peace, justice and strong institutions	
<b>INNOVATION IN PRODUCTS AND PROCESSES</b>				
<b>GRI 103: Management approach 2016</b>				
103-1	Explanation of the material topic and its boundary	4. E-LOOP, sustainable solutions → Responsible innovation		
103-2	The management approach and its components	4. E-LOOP, sustainable solutions → Responsible innovation		
103-3	Assessment of the management approach	4. E-LOOP, sustainable solutions → Responsible innovation		



CONTENT GRI STANDARD	SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
Investment in R&D&I (percentage of turnover)	4. E-LOOP, sustainable solutions → Responsible innovation → Investment in R&D&I		12. Responsible consumption and production	Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

### ADHERENCE TO SECTORAL SUSTAINABILITY INITIATIVES

#### GRI 103: Management approach 2016

103-1	Explanation of the material topic and its boundary	3. Committed to sustainability → Partnerships and membership of initiatives		
103-2	The management approach and its components	3. Committed to sustainability → Partnerships and membership of initiatives	1. No poverty 5. Gender equality	
103-3	Assessment of the management approach	3. Committed to sustainability → Partnerships and membership of initiatives		
	Adherence to sectoral sustainability initiatives	3. Committed to sustainability → Partnerships and membership of initiatives	12. Responsible consumption and production	

### CUSTOMER MANAGEMENT (AFTER-SALES SERVICE)

#### GRI 103: Management approach 2016

103-1	Explanation of the material topic and its boundary	2. About ELIX → Customer service, a value that sets us apart		
103-2	The management approach and its components	2. About ELIX → Customer service, a value that sets us apart		
103-3	Assessment of the management approach	2. About ELIX → Customer service, a value that sets us apart		



CONTENT GRI STANDARD	SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
Customer satisfaction survey results	2. About ELIX → Customer service, a value that sets us apart → Evaluating customer satisfaction		12. Responsible consumption and production	
<b>LIFE CYCLE ASSESSMENT</b>				
<b>GRI 103: Management approach 2016</b>				
103-1	Explanation of the material topic and its boundary	5. Caring for climate → Reduction of our carbon footprint → Carbon footprint of the product		
103-2	The management approach and its components	5. Caring for climate → Reduction of our carbon footprint → Carbon footprint of the product		
103-3	Assessment of the management approach	5. Caring for climate → Reduction of our carbon footprint → Carbon footprint of the product		
	Life cycle assessment calculation	5. Caring for climate → Reduction of our carbon footprint → Carbon footprint of the product	3. Health and well-being 12. Responsible consumption and production	Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility. Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.
<b>MONITORING OF SUSTAINABILITY IN THE PRODUCT CATALOGUE</b>				
<b>GRI 103: Management approach 2016</b>				
103-1	Explanation of the material topic and its boundary	4. E-LOOP, sustainable solutions		
103-2	The management approach and its components	4. E-LOOP, sustainable solutions		



CONTENT GRI STANDARD	SECTION O DIRECT RESPONSE	OMISSIONS	SUSTAINABLE DEVELOPMENT GOALS	GLOBAL COMPACT
103-3	Assessment of the management approach	4. E-LOOP, sustainable solutions		
	Renewal to create a more sustainable catalogue	4. E-LOOP, sustainable solutions	3. Health and well-being 12. Responsible consumption and production	Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.
<b>PROMOTION OF THE CIRCULAR ECONOMY</b>				
<b>GRI 103: Management approach 2016</b>				
103-1	Explanation of the material topic and its boundary	4. E-LOOP, sustainable solutions → Circular plastics		
103-2	The management approach and its components	4. E-LOOP, sustainable solutions → Circular plastics		
103-3	Assessment of the management approach	4. E-LOOP, sustainable solutions → Circular plastics		
	Initiatives to promote the circular economy	4. E-LOOP, sustainable solutions → Circular plastics	12. Responsible consumption and production 8. Decent work and economic growth	Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility. Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.





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