



Sustainability Strategy 2023-2025

Results for 2023

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01

MAIN COMPONENTS: LINES OF ACTION

The Sustainability Strategy sets out our roadmap for addressing the transformation to a more sustainable business.

This document sets out the main lines of action, the objectives set and the results achieved in 2023.



01 Environmental sustainability

- > Sustainable construction.
- > Circular economy.
- > Climate action.
- > Sustainable energy.



02 Social sustainability: people and society

- > Attractive project.
- > People development.
- > Quality jobs.
- > Diversity and equality.
- > Health and safety.
- > Social commitment.
- > Social transformation.



03 Quality and innovation

- > Quality.
- > Committed Service.
- > Safe solutions.
- > Awareness of needs.
- > Innovation.



04 Sustainable governance

- > Good Governance - Compliance System.
- > Code of ethics.
- > Responsible economic management.
- > Responsible supply chain.



1.1 Environmental sustainability

1.1.1 Sustainable construction

We seek to contribute to more sustainable construction through:

Scaffolding and formwork solutions required for **energy rehabilitation and/or sustainable building**.

The development and/or redefinition of **more sustainable products**.

The contribution to our customers' compliance with **sustainability requirements - sustainable construction seals**.

FSC / PEFC Chain of Custody Certifications - Wood products from sustainable forest management.



1.1.2 Circular economy

We seek to increase the intensity of use, durability, reuse, repair, remanufacturing and recyclability of our products.

Intensity of use of the rental fleet.

55.3%

Level of use.

98-99%

Re-use of the products at the end of the lease.

99% on 2023 at Parent Company.

95.6%

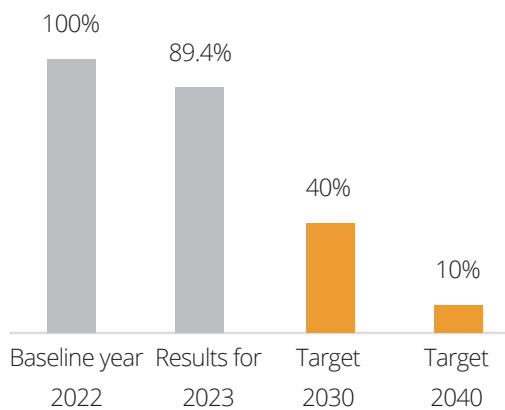
Valorisation of our waste in 2023 at the factory and our main buffer warehouse.

Durability ratio of our products.

1.1.3 Climate action

We seek to reduce our impact on climate change, to achieve climate neutrality by 2050.

Scope 1&2 Corporate (tCO₂eq) - % over year

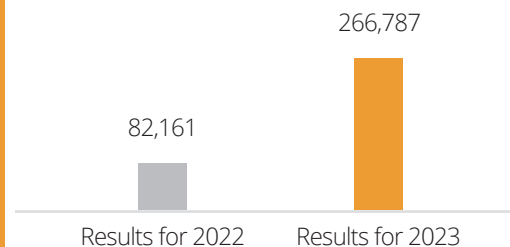


1.1.4 Sustainable energy

We seek to achieve a sustainable energy model, through:

Improving energy efficiency: reducing electricity consumption.

Increasing our production of **renewable energy**. **Electricity generated at our facilities (kWh)**



Substituting **combustion processes for electricity**.

Buying **green electricity** with guaranteed origin.



1.2 Social sustainability: people and society

1.2.1 Attractive project

We seek to build and maintain an attractive business project for talent:

Attract and nurture talent.

3.11%

Voluntary redundancies in Parent Company in 2023.

Increase the level of **team satisfaction.**

1.2.2 People development

We seek to encourage the training, qualification and promotion of workers.

10.6 hours

Training per person in 2023.

Internal promotion in vacant positions.

39.6%

Coverage with internal staff in Parent Company 2023.

1.2.3 Quality jobs

We seek to promote the stability of workers.

87%

Permanent contracts.

14.98

Average years of seniority in the Parent Company.

1.2.4 Diversity and equality

We seek to promote diversity and equality throughout our organisation.

12.9%

Wage gap.

18%

Women in the workforce.

18.8%

Women in leadership positions.

1.2.5 Health and safety

We seek to foster safe and healthy working environments. In 2023:

ZERO

Serious accidents (own employees).

34.7

Accident incident rate.



1.2.6 Social commitment

Our main social commitment is the creation of quality jobs for the local communities where we are established.

2,298
Employees in 2023.



1.2.7 Social transformation

We will continue to promote social transformation through our contributions to community development and environmental organisations.

Maintain the contributions made to the Co-operative Education and Promotion Fund.

10%
of the annual profits.

€1.74 M
For initiatives and social interest organisations (NGOs, cultural and sports organisations) in 2023.



1.3 Quality and innovation

1.3.1 Quality solutions

We will continue to ensure the highest quality of our products. In 2023:

8.25
Customer satisfaction index - product.

1.45
Number of new material claims / €M manufacture.

Maintain and increase our **quality certifications**.

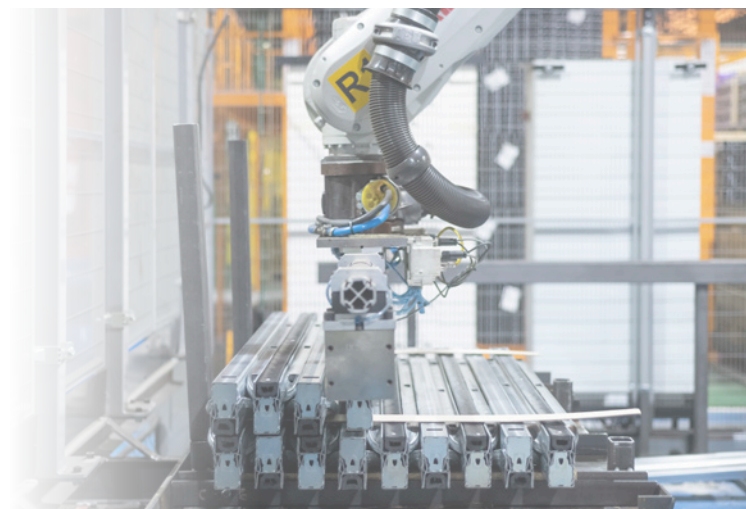
1.3.3 Awareness of needs

We strive to systematically meet the **needs of our customers** and **provide a better service**.

1.3.2 Committed service

We maintain a close relationship with our customers, attending and treating all of them in the most satisfactory way.

Lasting relationships.



1.3.4 Maintaining safety in our solutions

We maintain and improve the safety of our solutions, contributing to a safer construction industry.

8.41

Customer satisfaction index - safe solutions in 2023.

1.3.5 Innovation

We continue to innovate in our products and services to keep improving and become even more sustainable.

Own design and manufacture.

2.80%

Of turnover earmarked for **R&D&I expenditure** in 2023.



1.4 Sustainable governance

1.4.1 Ensure Good Governance - Compliance System

We continue to ensure good governance through the implementation, monitoring and regular updating of the Compliance System.

Continue to implement the **Compliance System** in the Parent Company and extend it to all **subsidiaries**.

Extension of the **Internal Information Channel** to **subsidiaries**.

1.4.2 Code of ethics

We continue **to ensure the highest standards of business ethics through the Code of Ethics**, a set of principles that guide the actions of everyone in the organisation.



1.4.3 Responsible economic management

We seek to **maintain the economic and financial soundness** of the entity in all financial years and in the long term.

1.4.4 Responsible supply chain

We want to extend sustainability to our supply chain:

Formalising suppliers' commitment to ESG issues.

93%

Weight of committed raw material suppliers.

65.2%

Weight of factory raw materials purchased from local suppliers (<150 km).



02

ALIGNED WITH THE SUSTAINABLE DEVELOPMENT GOALS

We have aligned our strategy with the Sustainable Development Goals, and have identified those to which we contribute directly and secondarily.

Priority SDGs	Strategic pillar	Main indicators	Secondary SDGs
	Social sustainability	<ul style="list-style-type: none"> Number of serious accidents. Incident rate. ISO 45001. 	
		<ul style="list-style-type: none"> Training hours. Internal promotion. 	
		<ul style="list-style-type: none"> Wage gap. % of women in the workforce. % of women in management positions. 	
		<ul style="list-style-type: none"> Jobs created. Contributions to the Cooperative Education and Promotion Fund. 	
	Quality and innovation	<ul style="list-style-type: none"> Customer satisfaction index. Number of complaints. ISO 9001 Certification. % of turnover allocated to R&D&I. 	
	Environmental sustainability	<ul style="list-style-type: none"> Zero waste certification. ISO 14001. FSC - PEFC Certification. 	
	Environmental sustainability	<ul style="list-style-type: none"> Scope 1, 2 and 3 GHG emissions. Consumption of electricity from the grid. Renewable energy production. 	
	Sustainable governance	<ul style="list-style-type: none"> Compliance system. Code of ethics. 	
		<ul style="list-style-type: none"> Suppliers' code of ethics and conduct. % of suppliers committed to ESG criteria. % weight of raw materials sourced from local suppliers. 	



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