

# SUSTAINABILITY REPORT 2024



- SEPTIEMBRE DE 2023-



# INDEX

1	Letter from the General Manager .....	2
2	Mission, vision and values .....	3
2.1	Mission.....	3
2.2	Vision .....	3
2.3	Values.....	3
3	Objective.....	4
4	Scope .....	5
5	History .....	6
6	Organizational structure.....	7
7	Global footprint .....	8
8	Policy.....	9
9	Environmental performance .....	11
9.1	Carbon footprint .....	12
9.2	Energy .....	13
9.3	Water consumption and discharges .....	15
9.4	Hazardous waste.....	17
10	Social performance.....	19
10.1	Staff.....	19
10.2	Health and safety.....	21
10.3	Commitment to a Safe and Respectful Work Environment .....	23
10.4	Training and development.....	24
10.5	Work-life balance.....	26
10.6	Internal Communication .....	27
11	Stakeholders .....	28

# 1 Letter from the General Manager

For the first time as CEO, I am pleased to share Slingsintt's achievements and results in the 2024 financial year with all our stakeholders.

This sustainability report is made in order to provide relevant information on the environmental and social impact of Slingsintt's industrial activity during the 2024 financial year with all our stakeholders. This is a qualitative demonstration of Slingsintt and the Royal Van Beest Group's commitment to sustainability.

Once again, the wind power generation sector has been key in achieving the company's objectives. Despite the situation of uncertainty within the wind industrial ecosystem, where most of the main players (OEMs) have suffered economic problems of different kinds. On the one hand, the consequences of the pandemic are still dragging on, with an increase in the price of raw materials, logistical problems and deterioration of the supply chain. And on the other hand, there have been numerous cases of serial defects in wind turbine components that have jeopardized the continuity of some of our main customers. However, the diversification of customers and the expansion of our activities to the Offshore branch of the wind market have allowed us to cope with this situation and even reach sales levels much higher than expected.

Slingsintt has always been committed to sustainability and that is why there is a team dedicated to the continuous improvement of our sustainability performance. We have been accredited by the DNV certifier in compliance with the ISO 9001/14011/45001 standard and our goal is to continue along this path that we understand is irreversible. Sustainability is an obligation for all companies in the fight to safeguard the general interests through the reduction of environmental impact, the improvement of the conditions and social impact of our environment and the achievement of our economic objectives.

We hope that this document will serve as a sufficient source of information for our stakeholders. Help them understand the business reality of Slingsintt and the path chosen to achieve all our objectives in the short, medium and long term.

Mikel López Ruiz

Managing Director

## 2 Mission, vision and values

### 2.1 Mission

To ensure a quality product that maximizes worker and goods safety in the field of lifting and handling large and small loads. Slingsintt must be able to adapt to the needs of the market and take advantage of technological advances to offer the customer an excellent service that allows them to reduce their operating costs, with an extraordinary response time.

### 2.2 Vision

Slingsintt must be a stable company that offers its customers the best service in terms of quality, safety and response, as a benchmark in the field of lifting. Betting on a secure growth model, based on innovation, it will develop its commercial activity by applying responsible methodologies with the local industry and the community; and it must collaborate with both its customers and its suppliers in the search for competitive excellence.

### 2.3 Values

1. Trust in the staff.
2. Trust with the customer.
3. Responsible trade/social responsibility with local industry.
4. To offer top quality products at competitive prices.
5. Maximize the safety of both workers and cargo.
6. Immediate response to unforeseen events

### 3 Objective

The aim of this sustainability report is to report on Slingsintt's performance in terms of its impact on the environment and society, while encouraging transparency and accountability. In addition, it serves as a strategic tool to improve sustainable practices and strengthen the relationship with key stakeholders.

## 4 Scope

The scope of this sustainability report covers two main areas of impact:

### 1. Environmental impact

- a. Assessment of how Slingsintt's activities affect the environment.
- b. It includes the use of natural resources (water, energy), waste management, carbon footprint and initiatives for the conservation and protection of the environment.

### 2. Social impact

- a. Examines relationships with their stakeholders (employees, customers, suppliers, communities).
- b. It includes aspects such as Labor Rights and working conditions, health and safety at work, and corporate social responsibility.

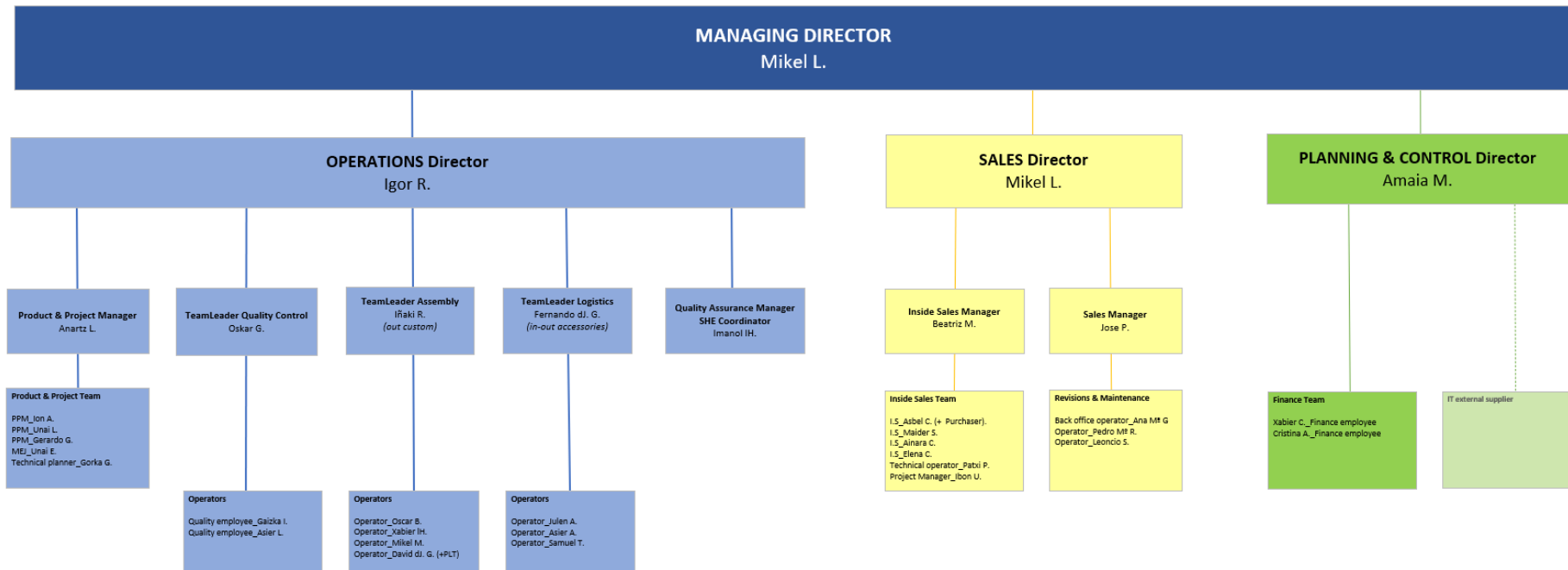
## 5 History

<p>1982</p> <p>Beginning of the activities marketing Ramnas, then Gunnebo and Van Beest.</p>	<p>1983-1993</p> <p>Marketing of Bison drag doors.</p>	<p>1987</p> <p>Exports of fishing equipment to Seattle.</p>
<p>1988-1993</p> <p>Joint venture with Seamatrix.</p>	<p>1990-1993</p> <p>Introduction of fishing nets for Scotland's hard bottoms.</p>	<p>1988-1992</p> <p>Marketing of chemical products with Industic.</p>
<p>1994-2008</p> <p>Participation in Geobruigg Ibérica.</p>	<p>1992</p> <p>Creation of the revisions department.</p>	<p>1996</p> <p>Introduction to the design and manufacture of lifting elements.</p>
<p>2010</p> <p>ISO 9001:2015 certification.</p>	<p>2022</p> <p>Royal Van Beest Group acquires Slingsintt.</p>	<p>2022</p> <p>Slingsintt is recognized by CEPYME as one of the 500 leading companies in growth.</p>
<p>2023</p> <ul style="list-style-type: none"> <li>• Certified in ISO 14001:2015.</li> <li>• ISO 45001:2018 certified.</li> <li>• Ecovadis Silver Medal.</li> </ul>	<p>2024</p> <ul style="list-style-type: none"> <li>• Certification in ISO 3834-2:2022.</li> <li>• Certification in the EN 1090-2 standard.</li> </ul>	

# 6 Organizational structure



ORGANIZATION CHART

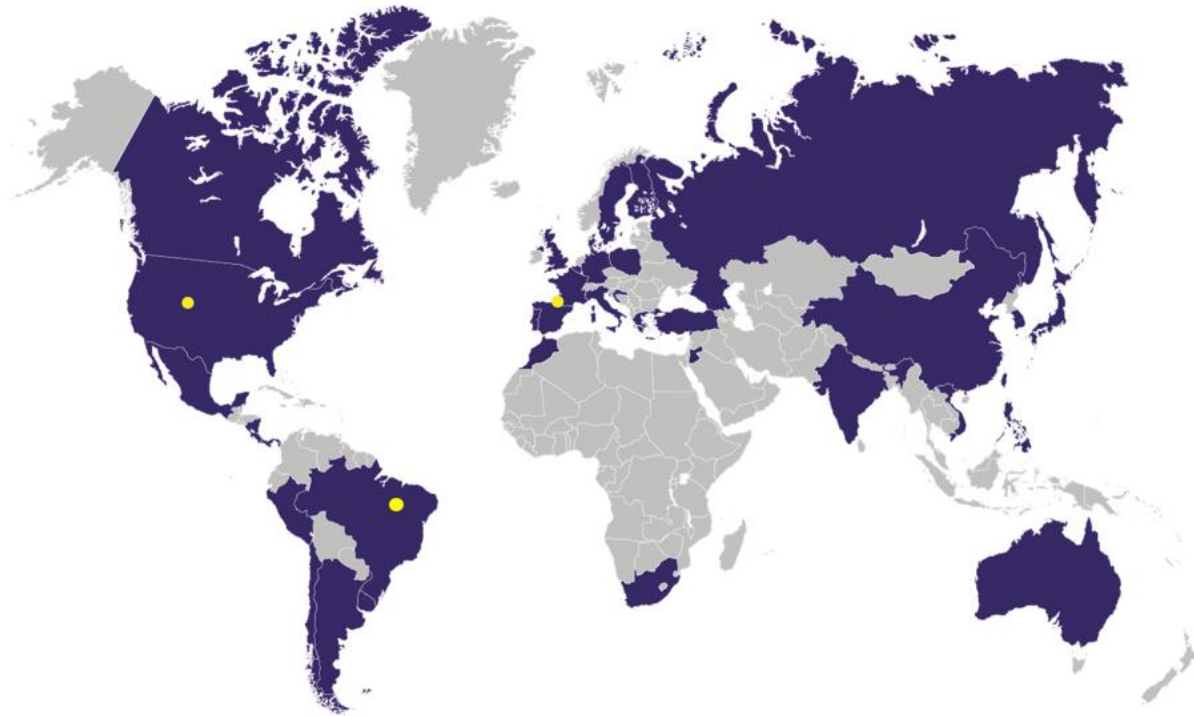




## 7 Global footprint

Sling Supply International S.A. (SLINGSINTT) is a company dedicated to the design, manufacture and certification of lifting solutions with more than 40 years of experience.

We serve a wide range of industries, including wind power, foundries, automotive, rail, ports, shipyards and construction.



## 8 Policy

**SLING SUPPLY INTERNATIONAL S.A.**, through the Management, states that the company carries out the service nationally and internationally, always offering as a priority argument in its offer the suitability of the services provided and their seriousness in the treatment. The achievement of a quality service, respectful of the environment and occupational health and safety under the **ISO 9001/14001/45001 standards (in its latest version)** is a policy that emerged from the Management and is shared by the entire organization, guiding these standards to the different activities that **SLING SUPPLY INTERNATIONAL S.A.** offers:

Activity	"Marketing and Mechanical Assembly of Lifting Elements"
	"Design, manufacture, and approval of Lifting Elements"
	"Review and Repair of Lifting Elements"

Clients, by choosing us, can be sure of finding a reliable response from the first contact to the total completion of the contracted services.

The integrated management policy of our company is to consolidate this reality, always improving the result of the service and attention to the requirements of our customers. The management system described in the management manual and work process sheets has been developed under your direction and has your full support.

Management controls and confirms all this documentation and notifies all staff of the obligation to follow all the guidelines derived from this process in order to reach the highest quality guarantee we can offer. Likewise, it invites all staff to participate, through their suggestions, to achieve continuous improvement and total identification with the management policy.

SLING SUPPLY INTERNATIONAL S.A. aims to:

- The quality of service it offers meets the requirements of each client, which ensures the long-term success of the company.
- Respect for the environment through the company's environmental management.
- The safety and health of its workers.

To this end, the Management establishes, declares and assumes the following principles:

- The quality of the service is the result of the planned and systematic actions of **PREVENTION, DETECTION, CORRECTION and CONTINUOUS IMPROVEMENT throughout the cycle.**
- Contractual requirements, requirements and customer expectations are the only criterion for setting the standard for the quality of our products/services.
- Quality requirements and contractual demands must be effectively executed in specifications that will be communicated to suppliers in a complete and timely manner.
- Quality is a common work of all areas of the company, each of them assumes that it is the customer and supplier of departments and people of the organization.

- Each employee is responsible for the quality of their work. The quality manager is responsible for promoting the implementation of the quality policy and objectives, and for verifying their execution through audits.
- The application of this policy requires the integration of the entire human team of the company, therefore, the management considers MOTIVATION AND TRAINING actions to be a priority.
- Define specific and measurable objectives, as well as the monitoring of these.

We always comply and will comply with our work philosophy which is none other than "**do things right the first time**" and if not, "**know the causes**" of the error. With all this, we aim to reduce risk and non-quality costs in order to achieve the **optimization of the processes** necessary for the fulfilment of our service.

This policy is appropriate to the purpose and context of the organization and supports our Strategic direction, and provides a framework for the establishment of quality, environmental and occupational safety objectives, which allows us to **make the commitment to:**

- **Comply with** the applicable requirements, legal and other requirements related to our activity, environmental and safety at work that we subscribe.
- **Protecting the environment**, including pollution prevention, and other specific commitments relevant to the organisation's context such as:
  - Proper waste management.
  - Control of external noise.
- To provide **safe and healthy working conditions** for the prevention of work-related injuries and deterioration of health and always appropriate to the purpose, size and context of our organisation and to the specific nature of our OSH risks and our opportunities for OSH
- Eliminating hazards and reducing OSH risks
- **To consult and involve** the workers and the workers' representatives.
- **Continuous improvement** of the quality, environmental, safety and health management system to improve quality, environmental and safety performance.

## 9 Environmental performance

Sling Supply International S.A. has demonstrated a strong commitment to sustainability and environmental protection by achieving ISO 14001 certification. This internationally recognized certification sets the requirements for an effective environmental management system (EMS), enabling organizations to continuously improve their environmental performance.

Sling Supply International S.A.'s environmental management focuses on several key aspects:

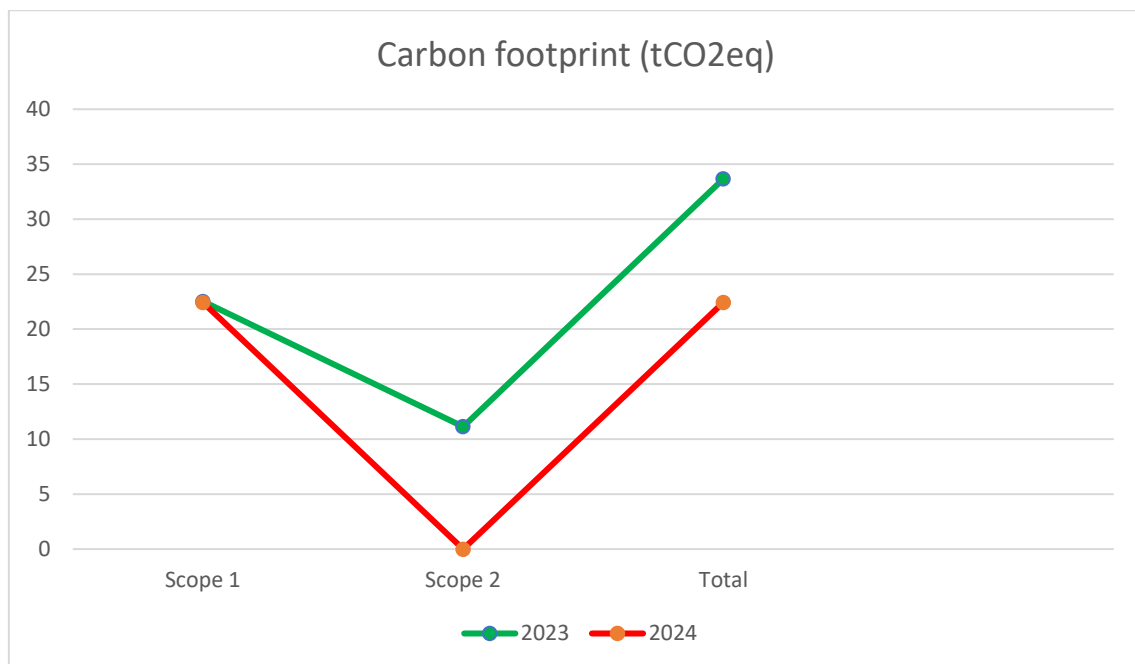
- 1. Legal and Regulatory Compliance:** The company assures that all its operations comply with applicable environmental laws and regulations, minimizing the risk of sanctions and improving its reputation.
- 2. Pollution Prevention:** Implements proactive measures to prevent pollution, reducing emissions, discharges and waste.
- 3. Efficient Use of Resources:** Optimizes the use of natural resources, such as water and energy, promoting efficiency and waste reduction. This not only benefits the environment but can also lead to economic savings.
- 4. Continuous Improvement:** ISO 14001 certification fosters a culture of continuous improvement, where Sling Supply International S.A. regularly reviews and improves its environmental processes and practices to adapt to new regulations and stakeholder expectations.
- 5. Participation and Training:** The company involves all its employees in environmental management, providing training and resources necessary for them to understand and contribute to the environmental objectives of the organization.
- 6. Transparency and Communication:** Maintains open communication with stakeholders, informing about their environmental policies, objectives and achievements. This reinforces trust and collaboration with customers, suppliers and the community at large.

By integrating the environmental policy into the integrated management policy, Sling Supply International S.A. not only meets the requirements of ISO 14001 but also optimizes its operations and reinforces its commitment to sustainability, quality and safety.





## 9.1 Carbon footprint

In 2023 and 2024, the calculation of the carbon footprint in Scopes 1 (direct emissions) and 2 (emissions associated with electricity consumption) for the entire organization has been carried out with the Ecovadis carbon calculator, but Sling Supply International S.A.'s concern about climate change and its consequences has led the company to present a project to calculate the footprint of carbon in Scopes 1 (direct emissions), 2 (emissions associated with electricity consumption and 3 (other indirect emissions) based on the ISO 14064 standard and subsequent external verification, with the aim of establishing an action plan to reduce our emissions.

	2023	2024
SCOPE 1 (TCO2EQ)	22.53	22.43
SCOPE 2 (TCO2EQ)	11.13	0
TOTAL (TCO2EQ)	33.66	22.43



**SDG 13: Climate action:** This goal focuses on taking urgent action to combat climate change and its impacts. Reducing your carbon footprint is critical to mitigating global warming.

	<p><b>SDG 7: Affordable and clean energy:</b> Promotes access to affordable, reliable, sustainable and modern energy. The transition to renewable energies and the improvement of energy efficiency are key to reducing carbon emissions.</p>
	<p><b>SDG 12: Responsible consumption and production:</b> This goal seeks to ensure sustainable consumption and production patterns. Reducing your carbon footprint means adopting production and consumption practices that minimize greenhouse gas emissions.</p>
	<p><b>SDG 11: Sustainable cities and communities:</b> Promotes the creation of inclusive, safe, resilient and sustainable cities and communities. Managing the carbon footprint in urban areas is crucial to reducing pollution and improving quality of life.</p>
	<p><b>SDG 15: Life on Land:</b> This goal focuses on sustainably managing forests, combating desertification, halting and reversing land degradation, and halting biodiversity loss. Reforestation and ecosystem conservation help absorb CO2 from the atmosphere.</p>

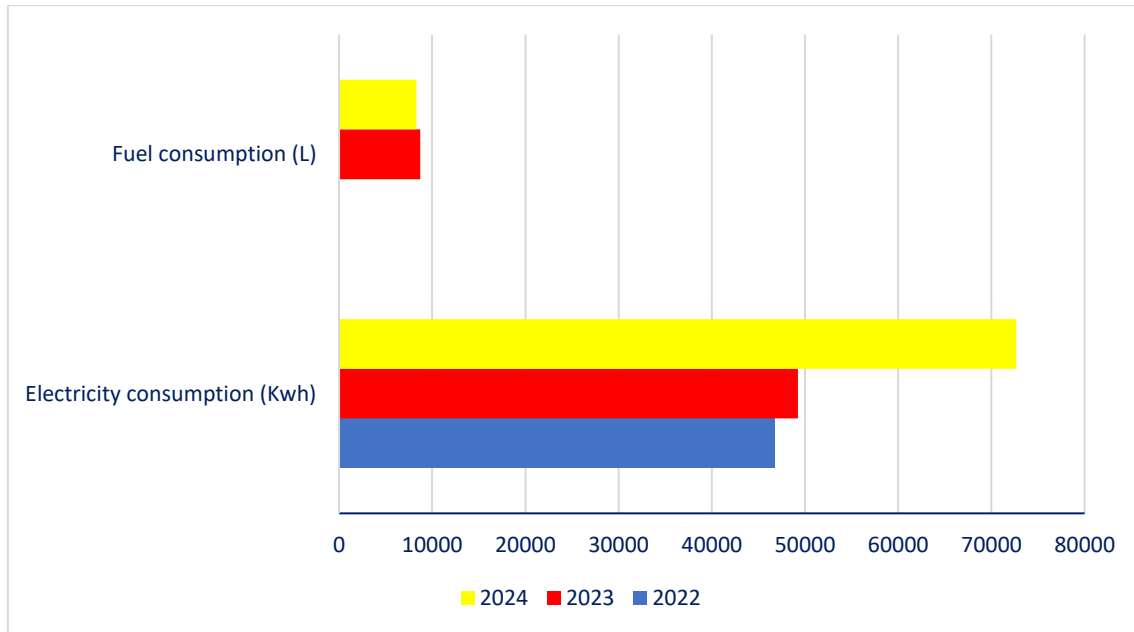
## 9.2 Energy

At Sling Supply International S.A., we are committed to the responsible management of our energy resources. We are proud to announce that 100% of the energy we use comes from renewable sources. This achievement reflects our commitment to reducing our carbon footprint and promoting sustainable practices throughout our operations.

In addition, we are implementing measures to optimize the routes of our inspection operators with the aim of reducing fossil fuel consumption. These initiatives not only contribute to the reduction of GHG emissions but also improve operational efficiency and reduce associated costs.

As part of our efforts to improve energy efficiency, we have installed LED lights throughout our facilities. Not only do LED lights consume less energy, but they also have a longer lifespan, reducing the need for frequent replacements and decreasing waste.

	2022	2023	2024
Electricity consumption (Kwh)	46.731	49.257	72679
Fuel consumption	No data	8.702	8316



The increase in energy consumption is due to the fact that we have started to account for the consumption of a fourth pavilion. This new pavilion has increased the total demand for energy, which is reflected in the current figures. It is important to take this change into account in order to properly understand the variations in energy consumption and to properly plan for future energy needs.

	<p><b>SDG 7: Affordable and clean energy:</b> This goal seeks to ensure access to affordable, reliable, sustainable and modern energy for all. It includes goals such as increasing the share of renewable energy in the global energy mix and improving energy efficiency.</p>
	<p><b>SDG 12: Responsible consumption and production:</b> This goal focuses on ensuring sustainable consumption and production patterns. The efficient management of natural resources and the reduction of waste generation are key to minimizing the environmental impact of energy and fuel consumption.</p>



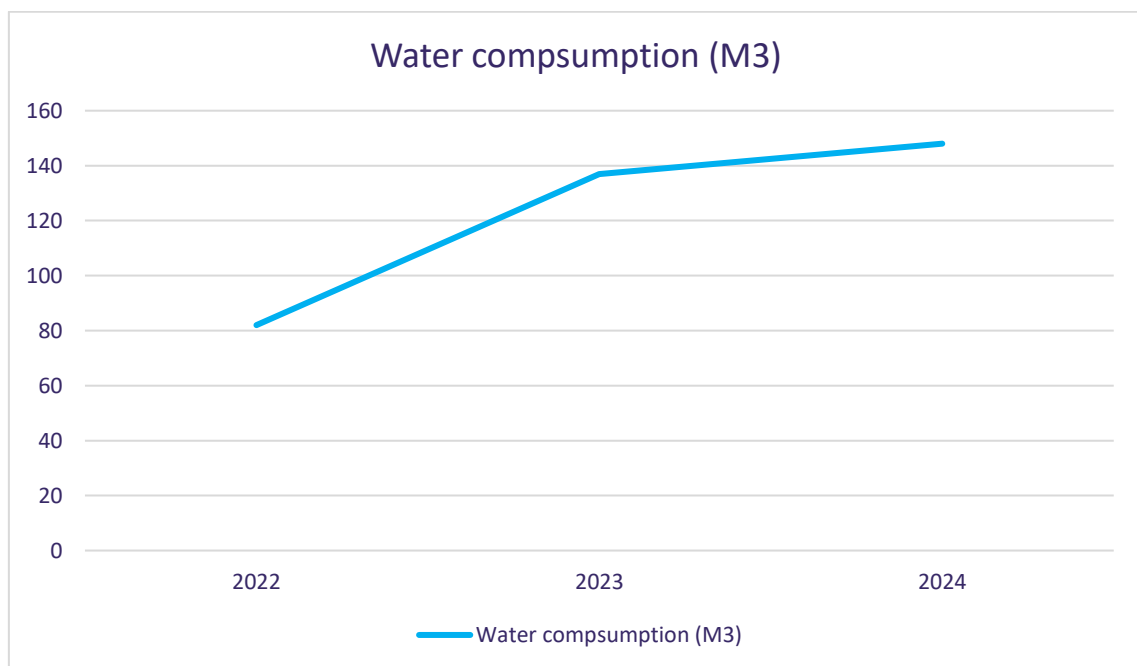
**SDG 13: Climate action:** This goal promotes urgent action to combat climate change and its effects. Reducing fossil fuel consumption and transitioning to clean energy are essential to reducing greenhouse gas emissions.

### 9.3 Water consumption and discharges




At Sling Supply International S.A., we are proud to have discharge authorizations for all of our production plants. It is important to note that we do not use water in our production processes, which exempts us from carrying out periodic analysis of discharges. Our water consumption is limited exclusively to sanitation needs.

In addition, we have implemented a guide to good environmental practices that is communicated to all our employees. This guide not only reinforces our commitment to sustainability but also ensures that everyone in the company is aligned with our environmental policies.

	2022	2023	2024
Water Consumption(M3)	82	137	148



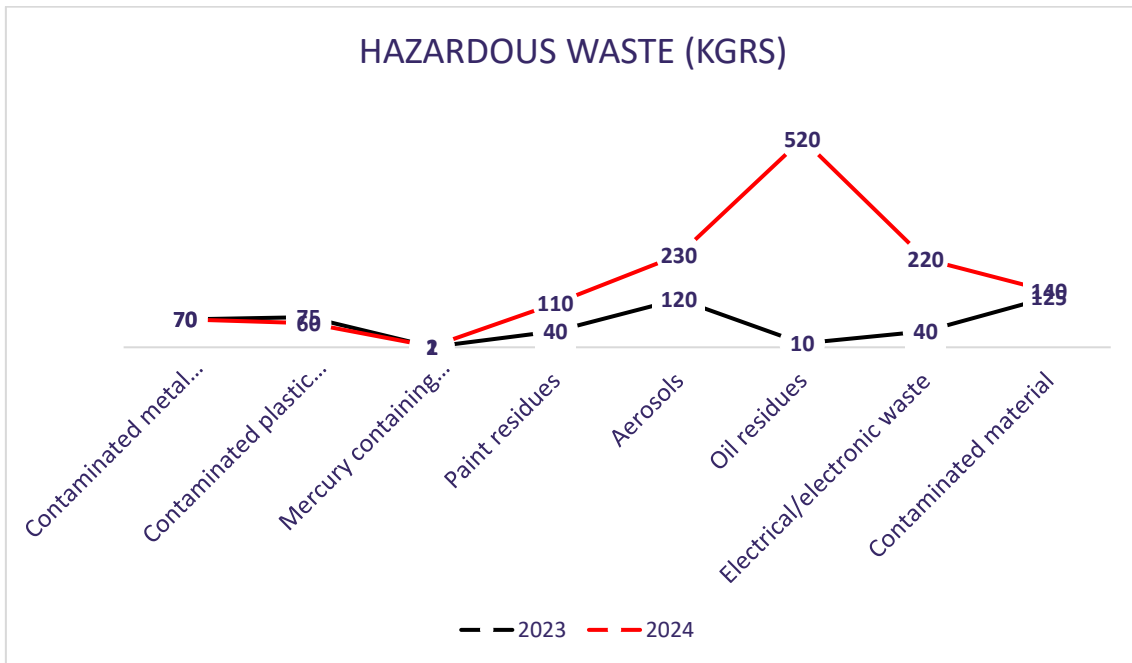


 <p>6 AGUA LIMPIA Y SANEAMIENTO</p>	<p><b>SDG 6: Clean water and sanitation:</b> Discharge authorization ensures that wastewater is properly treated before being released into the environment, thus protecting water quality and promoting access to clean water and sanitation.</p>
 <p>14 VIDA SUBMARINA</p>	<p><b>SDG 14: Life below water:</b> By controlling and reducing water pollution, marine life and aquatic ecosystems are protected, contributing to the conservation and sustainable use of oceans, seas and marine resources.</p>
 <p>15 VIDA DE ECOSISTEMAS TERRESTRES</p>	<p><b>SDG 15: Life on land: Proper</b> management of landfills also helps protect terrestrial ecosystems, preventing pollution of rivers and lakes that can affect biodiversity and natural habitats.</p>

## 9.4 Hazardous waste

The hazardous waste generated at Slings Supply International S.A. is segregated at source and delivered to authorised managers, who ensure its most appropriate and specific treatment, according to its nature, prioritising reuse, recycling or recovery over other operations, such as landfilling.

HAZARDOUS WASTE (Kgrs)	TYPE	2022	2023	2024	Treatment
Contaminated metal containers	D	40	70	40	Recycling and recovery
Contaminated plastic packaging	D	105	75	60	Recycling and recovery
Mercury-containing batteries	D	0	1	2	Recycling and recovery
Paint residues	D	340	40	110	Landfill
Aerosols	D	195	120	230	Recycling and recovery
Oil residues	D	490	10	520	Recycling and recovery
Electrical/Electronic Waste	D	25	40	220	Recycling and recovery
Contaminated material	D	95	125	1401	Recycling and recovery



	<p><b>SDG 11: Sustainable cities and communities</b> - Proper waste management helps reduce pollution and improves the quality of life in cities.</p>
	<p><b>SDG 12: Responsible production and consumption</b> - Promotes the reduction, reuse and recycling of waste, minimizing environmental impact and conserving natural resources.</p>
	<p><b>SDG 13: Climate action</b> - Waste management contributes to the reduction of greenhouse gas emissions, helping to combat climate change.</p>
	<p><b>SDG 14: Life below water</b> - Prevents waste from reaching the oceans, protecting marine life.</p>
	<p><b>SDG 15: Life on Land</b> - Prevents soil pollution and helps preserve natural ecosystems.</p>

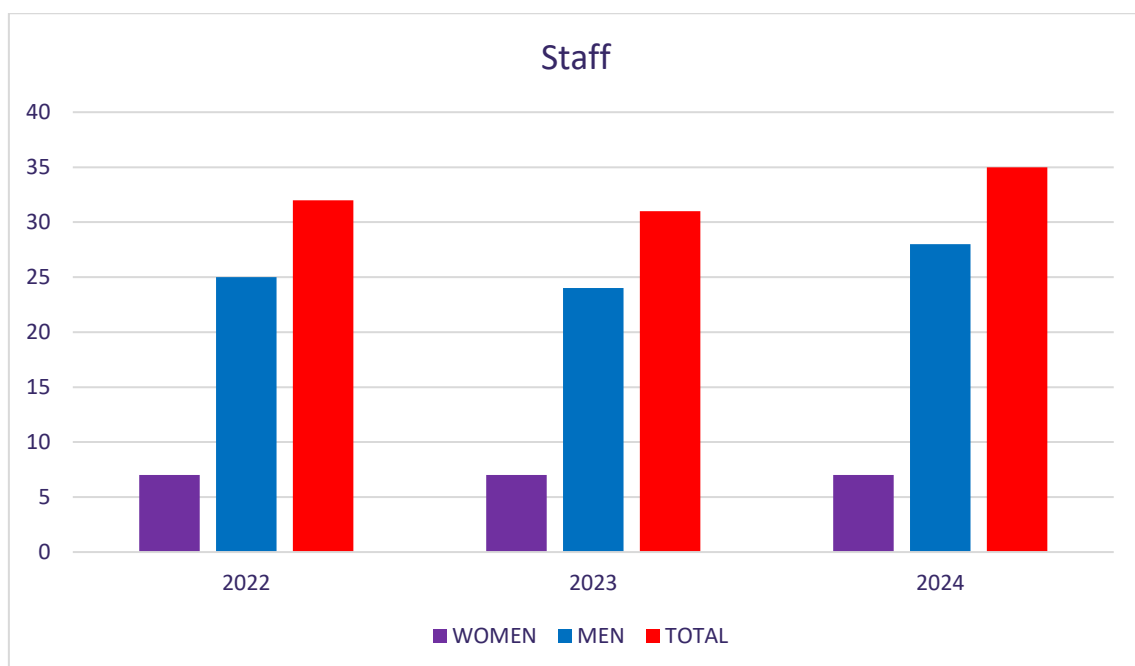
## 10 Social performance

**Sling Supply International S.A.** It's a great place to work. The company stands out for its commitment to the well-being and development of its employees, offering a positive work environment and opportunities for professional growth.

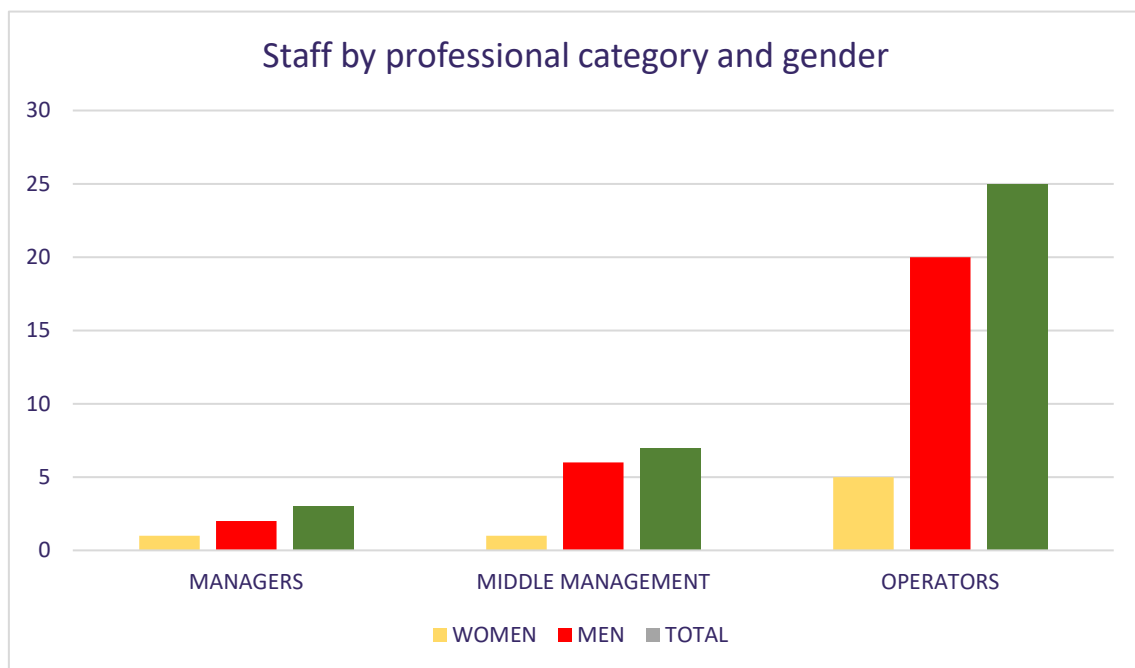
**Sling Supply International S.A.** It is firmly committed to respecting the rights of unionization, association and collective bargaining, always within the legal framework in force at all times. This commitment ensures that all employees can exercise their labor rights freely and safely, promoting a fair and equitable work environment.

### 10.1 Staff

	WOMEN	MEN	TOTAL
2022	7 (21.9 %)	25 (78.1 %)	32
2023	7 (22.6 %)	24 (77,4 %)	31
2024	7 (20 %)	28 (80 %)	35



	WOMEN	MEN	TOTAL
MANAGERS	1 (33,3 %)	2 (66,7 %)	3
MIDDLE MANAGEMENT	1 (14,3 %)	6 (85,7 %)	7
OPERATORS	5 (20 %)	20 (80 %)	25



## 10.2 Health and safety

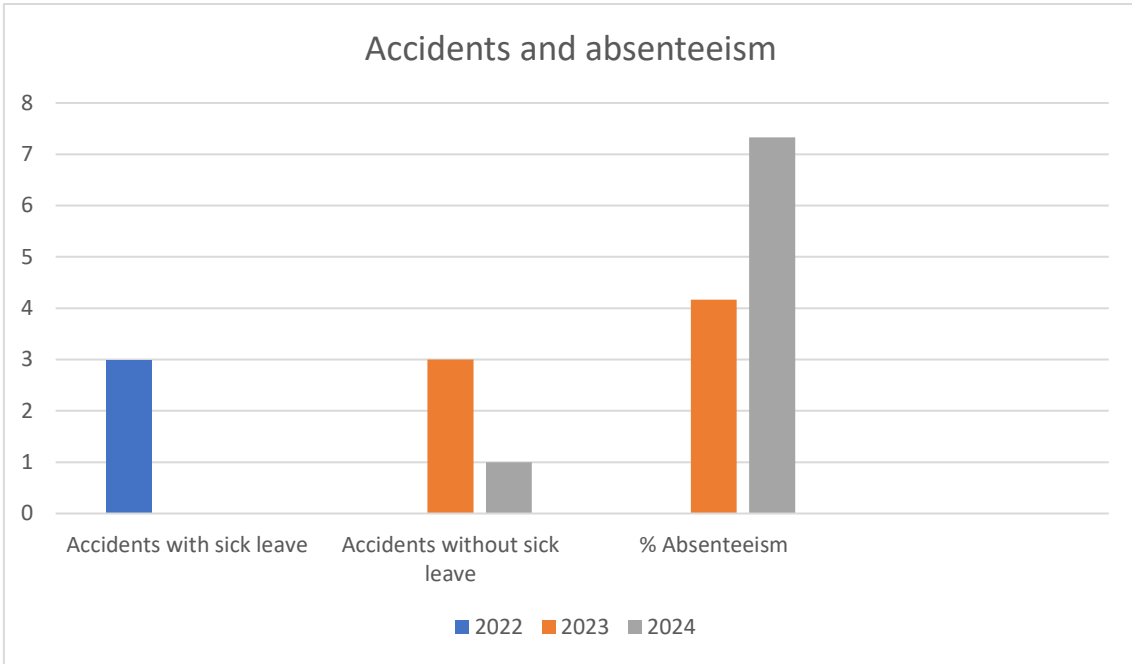
The Occupational Health and Safety policy of Sling Supply International S.A. aims to combat any risk related to the safety and health of the workforce and all people related to its activity or products, with a focus on continuous improvement.

This document, which also integrates the environmental policy and the quality policy, establishes the life and health of people as one of the basic pillars of the organization's operations.

Sling Supply International is certified to ISO 45001. Obtaining ISO 45001 certification ensures several important benefits for an organization:

1. **Reducing workplace accidents and injuries:** Implementing ISO 45001 helps identify and mitigate risks before they become serious problems.
2. **Improved employee morale and motivation:** A safe work environment increases employee satisfaction and engagement.
3. **Compliance with legal requirements:** Helps organizations comply with national and international health and safety regulations.
4. **Cost savings:** Fewer incidents mean less spending on insurance, compensation, and downtime.
5. **Improved reputation:** The certification demonstrates the company's commitment to security, which can improve its image and relationships with customers and partners.
6. **Competitive advantage:** Certified companies can stand out from the competition in tenders and contracts.
7. **Continuous improvement:** Encourages the evaluation and constant improvement of health and safety practices.

	2022	2023	2024
Workplace accidents with sick leave	3	0	0
Accidents at work without sick leave	0	3	1
% Absenteeism	Not calculated	4.17%	7.33 %



	<p><b>SDG 3: Good health and well-being</b> - ISO 45001 has a direct focus on improving occupational safety and health. It promotes the identification and control of occupational risks, contributing to the prevention of accidents and diseases, which improves the quality of life of workers.</p>
	<p><b>SDG 8: Decent work and economic growth</b> – ISO 45001 helps to create a safe working environment, which supports decent work. The standard encourages the continuous improvement of working conditions and employee health, which has a positive impact on employee productivity, engagement and retention, elements that are linked to sustainable economic growth.</p>
	<p><b>SDG 16: Peace, justice and strong institutions</b> – Compliance with ISO 45001 can strengthen integrity and accountability within an organization, promoting a safer and fairer work environment, which complies with local and international regulations. This can contribute to the construction of more transparent and accountable labor institutions.</p>




## 10.3 Commitment to a Safe and Respectful Work Environment

Sling Supply International S.A. is committed to maintaining a safe, respectful, and inclusive work environment for all of its employees. In compliance with labour regulations and in order to guarantee the well-being of all, the company has a detailed protocol to prevent and act against sexual and/or gender-based harassment. This protocol is designed to provide a clear and effective response to any situation that could violate the rights and dignity of employees, ensuring that appropriate procedures are followed to address and resolve any complaints confidentially and fairly.

The protocol includes preventive measures, such as awareness workshops and training for all staff, as well as an accessible and secure system for reporting incidents of harassment. It also ensures that all complaints received are investigated impartially and in accordance with internal policies and applicable law.

It is important to note that during the year 2024 no complaint related to sexual or gender-based harassment has been received in our company. This result reflects not only Sling Supply International S.A.'s ongoing commitment to the effective implementation of its protocol, but also the respect and responsibility of each member of our organization to promote a work environment free of discrimination and harassment.

We remain committed to creating a work environment where dignity and mutual respect are the foundation of our working relationships, and we remain ready to continue to improve our policies and practices in this area.

	<b>SDG 5: Gender equality.</b> This Sustainable Development Goal seeks to achieve gender equality and empower all women and girls, eradicating all forms of violence, including sexual and gender-based violence.
	<b>SDG 8: Decent work and economic growth.</b> A harassment-free work environment fosters a more inclusive and fair work environment, which is linked to the promotion of decent work.
	<b>SDG 10: Reduced inequalities.</b> Ensuring that all people, regardless of gender, have equal treatment and opportunities also contributes to reducing inequalities in various areas.



## 10.4 Training and development

Sling Supply International S.A. is committed to achieving the highest standards of professionalism for all members of its team, considering it a fundamental requirement to achieve excellence.

Individual merit is always the only determining factor in decision-making. To this end, the company has a capabilities assessment system that allows the annual contribution of each person to organizational success to be evaluated. This approach ensures equal opportunities in access to employment and career advancement for all, regardless of gender, age, origin or other diversity factors.

The evaluation is based on the degree of compliance with the previously established objectives and the responsibilities assigned, depending on the role, competencies and knowledge demonstrated in the performance of the functions. The process takes place in two phases: the final evaluation, which includes the establishment of objectives for the following year, and the mid-term evaluation, in which the progress of the established objectives is reviewed. In both phases, the person being evaluated, their direct manager and the team participate, promoting collaboration throughout the process.

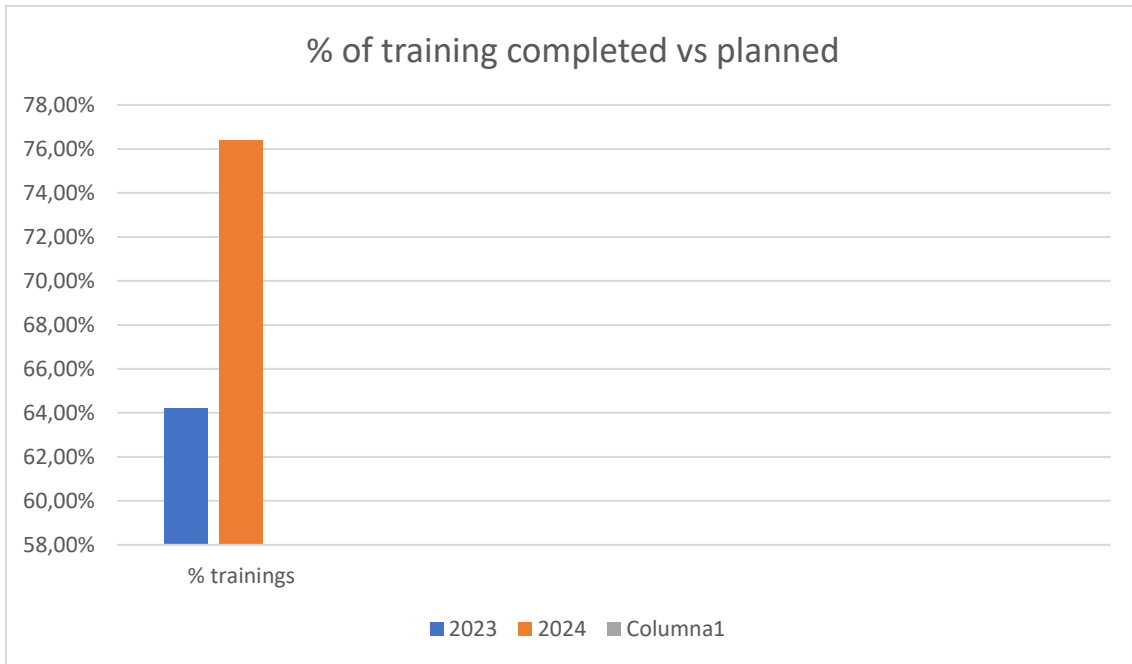
In 2024, the tool used for this process has been Fit to Position, a development module that automates performance evaluation and allows a more accurate analysis of the information generated.

The annual training plan is designed based on the information extracted from the performance evaluation process, as well as information on context, regulatory changes, future projects, etc.


In addition to the individual training for the training of our operators, a specific training plan is designed in the field of occupational risk prevention. The objective is to raise awareness among our operators about the importance of safety, which contributes to improving our performance in this area and strengthening the training of our operators to detect and report possible risks effectively."

Some of the training actions given in 2024 have been those linked to non-destructive testing and sustainability training.

	2023	2024
% of completed training Vs planned	64,2 %	76,4 %



	<p><b>SDG 4: Quality education.</b> Employee training and development directly contribute to this goal, as it involves the continuous improvement of workers' skills and abilities. This fosters inclusive, equitable, and quality education, allowing employees to acquire the necessary knowledge to face the challenges of the work environment.</p>
	<p><b>SDG 8: Decent work and economic growth.</b> Employee training and development are key to promoting decent jobs, improving productivity and fostering sustainable economic growth. This SDG emphasizes job creation and the improvement of working conditions, which is achieved through training programs that allow employees to develop professionally.</p>
	<p><b>SDG 5: Gender equality.</b> Through inclusive training and development programs, companies can promote equal opportunities for all employees, regardless of gender. This contributes to closing the gender gap in the workplace and promotes a more equitable work environment.</p>
	<p><b>SDG 10: Reduced inequalities.</b> Employee training and development help reduce inequalities within organizations and in society. By providing all employees with the opportunity to improve their skills, equal access to job opportunities is favored and greater inclusion is promoted.</p>
	<p><b>SDG 3: Good health and well-being.</b> Training programmes that include occupational risk prevention and the promotion of occupational health and safety directly contribute to improving employee well-being. Investing in the</p>

	physical and mental health of workers is key to achieving a safe and healthy work environment.
	<b>SDG 13: Climate action.</b> Organizations can also include topics on sustainability and climate change, raising awareness among employees about how their actions can contribute to environmental protection, promoting environmentally responsible labor practices.

## 10.5 Work-life balance



Sling Supply International S.A. has several measures for the reconciliation of personal and professional life:




The working day at Slingsintt is from 8:00 to 13:00 and from 14:00 to 17:00 from Monday to Thursday, and from 8:00 to 15:00 on Fridays. In addition, the 60-minute period for lunch can be adjusted, allowing the option to enter later or end the day earlier, thus facilitating the reconciliation between personal and professional life.

During the months of July and August, in summer, the working day is from 7:00 a.m. to 3:00 p.m., with a 30-minute break for lunch.

At Slingsintt there is no fixed holiday period set by the company. Instead, each worker has the flexibility to schedule their vacation according to their preferences, allowing them to enjoy this time off according to their personal needs.

At Slingsintt, workers who have the possibility of teleworking can do so in situations that require it, such as in cases of care for sick minors, care of the elderly, among others. To do this, there must be a prior agreement with the immediate superior.


	<b>SDG 5: Gender equality.</b> Policies that support work-life balance, such as flexible hours, remote working and parental leave, help reduce gender inequalities. These measures allow men and women to balance their work and family responsibilities equally, promoting more equal participation in the labour market and at home.
	<b>SDG 8: Decent work and economic growth.</b> Promoting work-life balance contributes to the improvement of working conditions, favouring a healthier, more inclusive and productive work environment. By facilitating the right balance, employees can be more productive, reduce absenteeism, and improve their overall well-being, which positively impacts the economy.

	<p><b>SDG 3: Good Health and Well-being.</b> Work-life balance has a direct impact on people's mental and physical health. Facilitating access to measures such as flexible working hours and teleworking can reduce stress and improve the general well-being of workers, contributing to the reduction of work-related diseases and mental health.</p>
	<p><b>SDG 10: Reduced inequalities.</b> Work-life balance policies also have a positive impact on reducing inequalities, especially when they are implemented in an inclusive way, allowing both men and women, as well as people with disabilities or other particular situations, to access a fairer and more equitable work environment. These measures can reduce economic and social gaps between different groups.</p>
	<p><b>SDG 4: Quality education.</b> Work-life balance can also promote education, since, by allowing parents to better balance their time, they have more capacity to be involved in their children's education, supporting their development and well-being. In addition, work-life balance policies can also facilitate people's participation in training and professional development programmes, promoting continuing education.</p>

## 10.6 Internal Communication

The Bilky platform has become the main internal communication channel of Sling Supply International S.A.

Each person on the team has a username to access via mobile application or web platform to view the communications or documents published.

	<p><b>SDG 8: Decent work and economic growth.</b> Clear and open internal communication improves the working environment and operational efficiency, which can contribute to the economic growth of the company. Facilitating transparency in business decisions, sharing goals and achievements, and allowing employees to express themselves freely can result in more decent, fair, and motivating work. In addition, it strengthens talent retention and productivity.</p>
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## 11 Stakeholders

Sling Supply International S.A. maintains a stable and continuous dialogue with its stakeholders, whose objective is to maintain a relationship based on trust with those groups, organizations or institutions that affect or may be affected by the company's decisions.

Once the identification of the interest groups has been made, they are prioritized according to the factors of influence and interest. The result is shown in the table.

The purpose of dialogue with stakeholders is to obtain truthful information for the construction of a reliable and realistic perception of the environment in which the company operates. In this way, dialogue with stakeholders is beneficial in terms of business development and for the identification of opportunities and threats.

GUY	INTEREST GROUP	COMMUNICATION CHANNELS
INTERNAL	EMPLOYEES	Email Bilky App Performance evaluation Regular meetings
INTERNAL	RVBG	Meetings with General Management
EXTERNAL	CLIENTS	Corporate website Sustainability Report Customer complaint reports Regular meetings Participation in fairs
EXTERNAL	SUBCONTRACTORS	Facility visits Corporate website Sustainability report Regular meetings

GUY	INTEREST GROUP	COMMUNICATION CHANNELS
		Electronic communications
EXTERNAL	SUPPLIERS	Facility visits Corporate website Sustainability report Regular meetings Electronic communications
EXTERNAL	ADMINISTRATION	Facility visits Corporate website Sustainability report Electronic communications
EXTERNAL	SPA	Facility visits Corporate website Sustainability report Electronic communications
EXTERNAL	MUTUAL ACCIDENT INSURANCE COMPANY	Facility visits Corporate website Sustainability report Electronic communications
EXTERNAL	NEIGHBORING COMPANIES	Facility visits Corporate website Sustainability report Electronic communications

	<p><b>SDG 5: Gender equality.</b> Identifying and working with stakeholders related to gender equality (employees, unions, women's organizations, etc.) is essential to create business policies that promote gender equality. This includes equal access to job opportunities, reducing the pay gap, and strengthening women's empowerment.</p>
	<p><b>SDG 8: Decent work and economic growth.</b> Engaging with key stakeholders such as employees, trade unions, governments and businesses helps promote decent job creation and economic growth. By working hand in hand with these groups, companies can improve working conditions, offer continuous training, and create an inclusive and fair work culture.</p>
	<p><b>SDG 12: Responsible consumption and production.</b> By engaging environmentally related stakeholders such as NGOs, regulatory authorities, and consumers, companies can promote sustainable production practices, reduce the use of natural resources, and minimize waste. This collaboration can also encourage responsible consumption among customers.</p>
	<p><b>SDG 13: Climate action.</b> Identifying stakeholders, such as environmental NGOs, local authorities and climate change experts, is crucial to developing strategies to mitigate the environmental impact of business activities. Through these relationships, companies can implement emission reduction policies, adopt renewable energy, and promote sustainability.</p>
	<p><b>SDG 17: Partnerships to achieve the goals.</b> Stakeholder involvement is key to forming effective partnerships. This includes collaborating with governments, businesses, NGOs and communities to achieve the SDGs. By working together, companies can maximize their impact and help achieve global sustainability goals more effectively.</p>



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