



LABORATORIO REIG JOFRE, S.A. AND SUBSIDIARIES

**INDEPENDENT VERIFICATION REPORT OF CONSOLIDATED NON-FINANCIAL INFORMATION STATEMENT
OF LABORATORIO REIG JOFRE, S.A. AND SUBSIDIARIES FOR FINANCIAL YEAR 2020**

*(Free translation from the original in Spanish. In the event of discrepancy, the Spanish-language
version prevails.)*

Independent Verification Report of consolidated Non-Financial Information Statement of Laboratorio Reig Jofre, S.A. and Subsidiaries for financial year 2020

(Free translation from the original in Spanish. In the event of discrepancy, the Spanish-language version prevails.)

To the Shareholders of Laboratorio Reig Jofre, S.A.:

In accordance with Article 49 of the Commercial Code, we have carried out the verification, with the limited security scope, of the Consolidated Non-Financial Information Statement (hereinafter NFIS) for the annual financial year ended December 31, 2020, of Laboratorio Reig Jofre, S.A. and Subsidiaries (hereinafter Reig Jofre Group) which is part of the Reig Jofre Group Management Report as Annex II.

The NFIS content includes additional information to that required by current commercial regulations on non-financial information that has not been the subject of our verification work. In this regard, our work has been limited exclusively to the verification of the information identified in the attached Annex NFIS -GRI Table.

Responsibility of the Directors

The formulation of the NFIS included in the Reig Jofre Group Management Report, as well as the content thereof, is the responsibility of the Directors of Laboratorio Reig Jofre, S.A. The NFIS has been prepared in accordance with the contents of the current commercial regulations and following the criteria of the *Sustainability Reporting Standards* of the *Global Reporting Initiative* (GRI standards) selected as described in accordance with the above for each subject in Annex NFIS - GRI Table of the mentioned Statement.

This responsibility also includes the design, implementation and maintenance of the internal control deemed necessary to allow the NFIS to be free of material misstatement, due to fraud or error.

The Directors of Laboratorio Reig Jofre, S.A. are also responsible for defining, implementing, adapting and maintaining the management systems from which the necessary information is obtained for the preparation of the NFIS.

Our independence and quality control

We have met the requirements of independence and other ethical requirements of the Code of Ethics for Accounting Professionals issued by the International Ethics Standards Board for Accountants (IESBA) which is based on the fundamental principles of integrity, objectivity, professional competence, diligence, confidentiality and professional behavior.

Our Firm applies the International Standard on Quality Control 1 (ISQC 1) and therefore maintains a global quality control system that includes documented policies and procedures relating to compliance with ethics requirements, professional standards and applicable legal and regulatory provisions.

The team has been made up of professionals who are experts in reviews of Non-Financial Information and, specifically, in economic, social and environmental performance information.

Our responsibility

Our responsibility is to express our conclusions in an independent verification report of limited security based on the work performed. We have conducted our work in accordance with the requirements set out in the Revised International Assurance and Auditing Standards 3000 in force, "Assurance Engagements other than Audits or Reviews of Historical Financial Information" (Revised IAAS 3000) issued by the International Assurance and Auditing Standards Board (IAASB) of the International Federation of Accountants (IFAC) and with the Action Guide on Non-Financial Information verification engagements issued by the Instituto de Censores Jurados de Cuentas of Spain.

In a limited safety engagement, the procedures carried out vary in their nature and time of completion and have a shorter extent than those performed in a reasonable safety engagement and, therefore, the security obtained is substantially less.

Our work has consisted in the formulation of questions to the Management, as well as the various units of Laboratorio Reig Jofre, S.A. that have participated in the development of the NFIS, in the review of the processes to collect and validate the information presented in the NFIS and in the application of certain analytical procedures and sampling review tests described below :

- Meetings with Reig Jofre Group personnel to learn about the business model, policies and management approaches applied, the main risks associated with these issues and obtaining of the necessary information for the external review.
- Analysis of the scope, relevance and integrity of the contents included in the NFIS for the 2020 financial year based on the materiality analysis carried out by Reig Jofre Group and described in section 3, considering content required in the commercial legislation in force.
- Analysis of the processes for collecting and validating the data presented in the NFIS for the 2020 financial year.
- Review of the information on risks, policies and management approaches applied in relation to the material aspects presented in the NFIS for the 2020 financial year.
- Verification, by means of tests, based on the selection of a sample, of the information relating to the contents included in the NFIS for the 2020 financial year and its proper compilation from the data provided by the sources of information.
- Obtaining of a representation letter from the Directors and the Management.



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(Free translation from the original in Spanish. In the event of discrepancy, the Spanish-language version prevails.)

Conclusion

Based on the procedures carried out in our verification and the evidence we have obtained, there has been no evidence to suggest that the NFIS of Reig Jofre Group for the annual financial year ended December 31, 2020 has not been prepared, in all its significant aspects, in accordance with the contents of the commercial regulations in force and following the criteria of the selected GRI standards described in accordance with the aforementioned for each subject in Annex NFIS - GRI Table of the mentioned Statement.

Use and distribution

This report has been prepared in response to the requirement established in the commercial regulations in force in Spain, so it may not be suitable for other purposes and jurisdictions.

BDO Auditores, S.L.P.

(Signed on original in Spanish)

Enric Doménech Rey
Partner

February 26, 2021

Consolidated Non-Financial Information Statement at 31 December 2020

(Free translation from the original in Spanish. In the event of discrepancy, the Spanish-language version prevails.)

REIG  JOFRE





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About Reig Jofre

[GRI: 101, 102-1, 102-3, 102-5]

Key aspects such as the business model, geographical presence, objectives and the main strategic lines of action are expounded upon in the Director's Report, which, inter alia, forms the basis for focusing on the non-financial information topics that should be disclosed in this report.

As detailed in Appendix I to the consolidated annual accounts, the consolidated information related to this report encompasses the following companies:

- Laboratorio Reig Jofre, S.A.
- Bioglan, A.B.
- Laboratoires Forte Pharma, SAM
- Forte Services, SAM
- S.A. Laboratoires Forte Pharma Benelux
- Laboratoires Forte Pharma UK Ltd.
- Reig Jofre UK Limited
- Reig Jofre Europe PTE. LTD.
- Reig Jofre Future Health, S.L.U.
- Geadic Biotec AIE
- Syna Therapeutics, S.L.

Laboratorio Reig Jofre, S.A. is a pharmaceutical company listed on the continuous market of the Spanish stock exchange under code RJF. It was founded in 1929 in Barcelona and engages in the research, development, manufacture and marketing of pharmaceuticals and food supplements.

Reig Jofre has more than 1,100 collaborators, 4 development and production centres in Europe (2 in Toledo, 1 in Barcelona and 1 in Sweden), with direct sales in 7 countries and over 130 sales partners in 70 countries worldwide. The Group's headquarters are currently located at Gran Capità 10, Sant Joan Despí, Barcelona.



About this report

[GRI: 102-46, 102-48, 102-49, 102-50, 102-51, 102-52, 102-53]

Through this report, Laboratorio Reig Jofre wishes to disclose relevant information about its Corporate Social Responsibility (CSR) activities: social initiatives, environmental action and sustainable governance, as well as the challenges and commitments that keep us on track towards a business model and company values aligned with the UN Sustainable Development Goals (SDGs).



The data included in this report covers the 2020 calendar year and refers to the Laboratorio Reig Jofre Group as a whole, unless specified otherwise. Data is included for both 2020 and 2019 for comparison purposes. The 2019 data was subject to independent assurance in the issue of the non-financial information statement for the year ended 31 December 2019.

This report has been prepared in accordance with the core option of the Global Reporting Initiative (GRI) standards for the preparation of sustainability reports. A mapping between each of the sections reported and the GRI indicator codes is included at the end of the report.

For additional information regarding the CSR of Laboratorio Reig Jofre, please email: accionsocial@reigjofre.com



Materiality analysis

In 2019 the Company collaborated with the consultancy firm ADN Sostenible to carry out a contextual materiality study in order to determine stakeholder expectations and information needs regarding social, environmental and ethical aspects of Reig Jofre, with the aim of identifying the most relevant topics and indicators to the Company and its stakeholders, and providing answers in this report.

This contextual materiality analysis consisted of an internal study, through meetings with various members of Company management, and an external benchmarking exercise based on four companies, three from the pharmaceutical sector, and sector-specific studies.

As a result of the analysis, the following 17 topics were defined as material and will be addressed in this report, together with information required by Law 11/2018:

- Environmental commitment
 - Efficient use of material resources
 - Energy
 - Water
 - Prevention of climate change and air pollution
 - Proper management of waste and wastewater, and circular economy
- Social engagement
 - Professional careers
 - Labour relations
 - Occupational health and safety
 - Promotion of equality
 - Product quality and safety
- Responsible economy
 - Responsible financial management
 - Supply chain management
 - Direct and indirect contribution to local economic development
 - R&D&I
 - Risk management
 - Regulatory compliance
 - Anti-corruption



Environmental commitment

Laboratorio Reig Jofre is committed to making its business and scientific activity more sustainable each and every day, applying suitable environmental management and a corporate policy of respect for and awareness of the environment, and promoting such values among the people around us. This environmental policy is based on ensuring a responsible use of resources, by adapting products, packaging and processes; reducing and properly managing waste; and investing in improvements to our facilities geared towards minimising the environmental impact and making the planet more sustainable.

The benefits of being environmentally-friendly, reducing consumption, reusing materials and recycling waste are two-fold: on the one hand, we help care for the environment where Reig Jofre operates without compromising future generations, and on the other, we increase our profitability by doing more with less.

In this respect, reducing the environmental impact of the development, manufacture and distribution of pharmaceuticals and making them available to society is not only compatible with business growth, but also favours it.

Reig Jofre has a global corporate policy on occupational health and the environment, which is prevention-based to reduce or eliminate, if possible, occupational health and safety risks and environmental impacts. This action should not only be carried out in the product research, development and manufacturing phases, but also in the use and end-of-life phases of products. These environmental and safety practices are applicable to all personnel working for or on behalf of the organisation. To this end, Reig Jofre commits to:

- Strictly complying with legal and other requirements related to the environment.
- Promoting the efficient use of water, energy, fuel and raw materials.
- Fostering the gradual replacement of “controversial” raw materials with others that are less polluting and hazardous.



- Encouraging the participation of all employees in environmental and safety initiatives.
- Minimising the generation of waste and emissions.
- Providing adequate training and information to people in the Company's employ or working on its behalf.
- Developing the use of the best available techniques, where financially viable.
- Applying safe practices in the use of equipment and carrying out of work procedures.
- The foregoing is applied through the implementation of an integrated management system for occupational health and safety and the environment, such that the Company achieves continuous improvement in all its activities by setting objectives and targets, planning preventative action and implementing good management practices.

Laboratorio Reig Jofre has a department exclusively in charge of environmental management, as well as occupational health and safety for the whole Group. This department is responsible for the pertinent legal compliance and development of in-house initiatives for a more efficient use of materials linked to the Company's day-to-day activity.

Details of the most important data on the environmental impact of the Group's four production plants in Spain and Sweden are provided below.

Pollution/CO₂ emissions [GRI: 305-1]

Reig Jofre has set an objective of carrying out environmentally-friendly projects focused on reducing energy consumption. Current CO₂ emissions come directly from the use of fossil fuels (petrol and diesel) in the existing fleet of vehicles and indirectly from electricity and gas consumption.



In 2020, demonstrating its commitment to the environment and combatting climate change, Reig Jofre signed an agreement so that 100% of electricity for its plants in Spain comes from renewable sources, obtaining guarantees of origin in accordance with the UN 2030 Agenda.

One of the measures implemented since 2018 to reduce the carbon footprint was to include environmental commitment as one of the selection criteria for hauliers. Currently, our main haulage company is the only company in the sector able to offer an auditable service to calculate the carbon footprint of each shipment. Our primary distribution partners measure the carbon footprint of our shipments in order to calculate and thus reduce the overall emissions of our activity.

As regards sustainable mobility, the Company provides on-site parking spaces and charging stations for people who opt to use electric vehicles or bikes.

Reig Jofre has rolled out a project to gradually replace conventional light bulbs with LEDs to reduce light consumption in its factories and offices. Over the last two years, 4,820 light bulbs have been replaced with LED technology, guaranteeing savings of 60%.

Circular economy and waste prevention and management

[GRI: 301-2, 306-2]

Reig Jofre's commitment to reducing, preventing and managing waste is a cornerstone of its anti-pollution efforts. Because waste generation is inherent to Reig Jofre's activity, an efficient and effective treatment in the Company's production cycle is essential.

In 2020 a project was undertaken to reduce the amount and costs of waste drums. The Company previously used 225 litre drums, which were managed as waste. These drums are made of recycled plastic. This project consisted of replacing these plastic drums with 1,200 litre bags, generating savings in consumption of these drums (base material) and transport, since the weight and number of trips is reduced.



This also means the drums can be reused once emptied and cleaned.

The results are as follows:

- Drums reused: 933
- Bags used: 193
- Average drums per bag: 4.83
- Plastic savings: 11,196 kg

These actions are driven by a desire to increase efficiency and protect the environment. The cost-savings are secondary. Even so, the Company has achieved savings in the purchase of drums and a reduction in the number of trips.



For 2021 the Company is studying a measure to improve the management of vats for liquids. These vats currently have a 25 litre capacity and the Company will study whether to transfer their contents to a 600/1000 litre IBC using an ATEX pneumatic pump. This would enable the number of trips to be reduced, improving the ergonomics for operators as they would not have to move the vats when palletising them. It would also have a knock-on effect on the final management cost, since the handling of vats requires considerable human involvement. By contrast, less involvement is required for IBCs.



Reig Jofre's different plants and offices have various waste disposal points, separating paper, plastic, glass, bulbs, fluorescents lamps, batteries, toner and metal in order to manage the waste and recycle it wherever possible.

Collection points are available for hazardous substances, medicines and expired raw materials in the different areas where they are generated. These are managed by specialised, duly authorised companies to ensure they are disposed of correctly.

Details of the volume of waste produced in this year and the prior year are as follows:

	2019 kg	2020 kg	Var.
Non-hazardous	833,921	776,867	-6.84%
Hazardous	304,986	279,109	-8.48%
Total	1,138,907	1,055,976	-7.28%

The ongoing efforts to maximise efficiency in waste management were reflected in a more than 7% reduction in waste produced this year. This decline was seen not only in non-hazardous waste but also in hazardous waste, with biological waste in particular dropping from 51,767 kg to 42,362 kg. This was very important in a year like 2020 when industrial production increased.

Water consumption

[GRI: 303-1, 303-3]

Water consumption largely derives from its considerable importance in the production cycle since it is a raw material used as process water and to clean equipment (reactors, product storage tanks, etc.). The increase in water consumption is proportional to the rise in production at the four Reig Jofre factories which, due to the health emergency, have been in full swing to ensure the supply of essential medicines to the entire population.



Reig Jofre captures water from the public system so as to minimise the impact on the environment. Details of industrial water consumption in the last two years are as follows:

	2019	2020	Var.
Water consumption (m ³)	86,602	108,603	25.4%

Raw materials used

Given the importance of the cost of raw materials to the final price of the end products and the Company's social and environmental awareness, Reig Jofre exhaustively plans its purchases of raw materials. On many occasions it purchases on request of the end customer in order to generate efficiencies in processes and costs, and to reduce shrinkage and possible under-utilisation.

Details of raw materials used in the last two years are as follows:

	2019	2020	Var.
Raw materials	2,944,746	3,562,804	21%
Lots	4,136	4,912	19%
KPI (Kg/Lot)	712	725	1.87%

Energy consumption

[GRI: 302-1, 302-4]

Details of electricity and gas consumption in this year and the prior year are as follows:



	2019	2020	Var.
Electricity (kWh)	22,989,860	24,787,915	7.8%
Gas (kWh)	12,374,153	13,378,564	8.1%

Details of the equivalent CO₂ emissions of this consumption are as follows:

	2019	2020	Var.
Electricity (tCO₂eq)	5,423	5,155	-4.9%
Gas (tCO₂eq)	2,252	2,435	8.1%

While energy efficiency has improved in the different plants, on the back of enhancements to boilers and more efficient production processes, the increase in production in 2020 entailed an inherent rise in energy consumption in absolute terms. The data on raw materials used shows that, comparatively speaking, energy expenses have risen to a lesser degree than the lots produced.

The reduction in gas consumption, in terms of production, stems from the installation of a condensate return system at the plant, which allows residual heat to be recovered.

As regards new commitments for the coming years geared towards reducing the environmental impact of its activity, Reig Jofre plans to continue with its policy of investments focused on energy enhancements using the most efficient technology and process improvements that enable the Company to cut costs and waste.

The most effective way to achieve the most sustainable energy model is through self-supply. Therefore, one of the initiatives rolled out in 2020 was the installation of photovoltaic panels at the Toledo factory. Facilities with these photovoltaic panels are estimated to generate annual kWh savings of 25%. The environmental impact of this pilot test is equivalent to not emitting 68 tonnes of CO₂ per year into the atmosphere. 136 trees would need to be planted per year to offset this carbon footprint.



Investment in this installation will help the Company meet its energy sustainability targets in keeping with the Sustainable Development Goals (SDG) of the UN 2030 Agenda. This first installation started operating in 2020 and is designed as a pilot test to replicate the experience at the Company's other sites.



Reig Jofre has also decided that the energy it uses must come from 100% renewable sources. To this end, Reig Jofre signed an agreement to obtain all energy for its plants in Spain from sources with guarantees of origin certified by the Spanish National Markets and Competition Commission (CNMC).

In 2021 the Company will start up its new production plant with highly energy efficient production equipment, thereby improving electricity consumption performance. In recognition of the commitment to highly energy efficient investments, two grants have been received for the roll out of such technology at the Sant Joan Despí site. The Company also plans on installing a new boiler, which will reduce gas consumption because the new machinery is much more energy efficient than that currently used.

In the context of the foregoing actions, Reig Jofre is performing studies and proposing improvements to strike a balance in the type of energy used by all the Group's factories, increasing the use of renewable energy.



An energy audit was performed in Sant Joan Despí in 2020 and another is expected to start soon in Toledo. These audits provide relevant data which, once analysed, gives us the necessary information to make pertinent changes.

The Company plans to implement and monitor the actions laid out in the policy on health, safety and the environment, which include, apart from strict legal compliance, promoting the efficient use of resources and encouraging employee engagement in environmental and safety initiatives. These actions are aimed at achieving continuous improvement in all activities and, as a result, eliminating risks in the approved policy on health, safety and the environment.

Reig Jofre's principal activity is the manufacture of pharmaceuticals, some of which require special attention regarding health, safety and the environment due to related regulation. Reig Jofre establishes internal requirements and policies based on mandatory standards in order to ensure that the chain of custody is adequate and properly reviewed.

Climate change

[GRI: 305-1]

This year a total of 5,155 tCO₂eq was generated, compared to 5,423 tCO₂eq in the prior year. This decline stems from the signing of a power purchase agreement for energy from renewable sources only, which do not emit any CO₂eq into the atmosphere. This reduction bears even more importance in a context where the factories have been running at full capacity to meet the huge demand for essential medicines during the COVID-19 pandemic.

As mentioned previously, Reig Jofre works with its logistics partners to reduce the environmental impact of diesel-powered distribution lorries and commercial vehicles. As part of this policy to reduce the environmental impact in the commercial area, the Company is planning on renewing the commercial fleet and expects to incorporate hybrid technology into some of these vehicles.



Meanwhile, changes have been made to the vials at the freeze-drying plant. These new vials are lighter and thinner, which directly impacts the weight to be transported and saves time in the freeze-drying process. This reduces the carbon footprint from transport, electricity consumption and gas consumption.

Greenhouse gas emissions from the Company's activities are mainly generated by the factories: powering equipment to produce medicinal products and HVAC at the facilities.

Commitment to society

Social commitment is built into the DNA of Reig Jofre, a company made up of people committed to health, using their knowledge and teamwork to offer society innovative solutions to improve the health and well-being of humankind, whether through medicines, health products or food supplements, all with safety and quality guarantees.

Fight against COVID-19

[GRI: 416-1]

Since the onset of the COVID-19 pandemic, Reig Jofre has focused all its efforts on protecting the health of its employees and offering healthcare authorities, governments, regulators and society at large its experience in the manufacture of essential medicines. Our responsibility as part of the pharmaceutical industry is to help the healthcare system in the supply of essential medicines and collaborate wherever possible in preventing the transmission of COVID-19.

Reig Jofre devotes all its resources to ensuring the safety of its entire workforce through the implementation of preventative and control measures. It has managed to maintain activity levels in production and logistics processes, which must be carried out on-site, and in other areas through the use of collaborative tools and remote working.

The measures rolled out include greater work flexibility, increased remote working and the implementation of internal risk prevention protocols specifically designed to minimise the spread of COVID-19. At the production facilities, PCR, antigen or antibody tests can be performed on any employee who shows compatible symptoms or has been in close contact with someone testing positive. Capacity limits have been placed on common areas, meeting rooms and departments. There is constant communication via signs and TV screens regarding hygiene measures, social distancing and the use of facemasks. The Company has also stepped up the cleaning and disinfection of all common areas at the facilities.

FOR A SAFE WORKPLACE

CONTROLLED EASING OF LOCKDOWN

PLANT AND SERVICE STAFF who have continued to work on site since the start of lockdown will continue applying the same rules, protocols and procedures as at present.

PERSONNEL WORKING REMOTELY will return gradually, initially for a maximum two days a week. Rotas will be organised (max. 40% of dept.) and alternate workstations will be used (min. distance: 1.5m).

SALES TEAMS: will gradually stop working remotely depending on the prerogatives of clients (hospitals, doctors, pharmacies and parapharmacies) in line with the regulations defined for each sector (Farmindustria and other associations).

ACCESS TO FACILITIES

Anyone with symptoms of COVID-19 or who is living with someone who has tested positive for COVID-19 will not be allowed to access the facilities (you must wait 15 days from the first sign of symptoms).

Your temperature will be taken. If >37°C you should return home and call a doctor.

Once you have entered, wash your hands and wear a mask until you reach your workstation.

Access for people other than RJ personnel (except couriers) is not allowed. Meetings will be held by videoconference or telephone.

LOOK AFTER YOUR EMOTIONAL AND MENTAL HEALTH

We offer a 24 hour psychological and emotional support service, which is free and anonymous and provided by highly-experienced psychologists.

LIFE AT THE FACILITIES

Keep a minimum distance of 1.5m between people.

Meetings of 2+ people will be held via Teams. Meetings of 2 people can be held in meeting rooms, maintaining a distance of 1.5m. The capacity of communal areas (open space, cafeteria) is reduced to 50%.

In-person training and courses are postponed during this phase.

Avoid using the lift unless you have mobility problems. If you use the lift, travel alone.

Avoid touching shared elements (buttons, doors and other surfaces). Avoid sharing devices, but if you do, disinfect them after use.

Do not travel unless absolutely necessary and the trip has been validated by the manager in this phase. Post reminders for you to wash your hands regularly.

Capacity has been reduced and social distancing increased in the canteens. Methacrylate screens have been installed in some of the canteens to separate the seats and, as a result, reduce the risk of transmission. A host of hydroalcoholic gel dispensers have been installed in the common areas and all people wishing to enter the facilities have their temperature checked. 24/7 psychological and emotional support is available to all employees free of charge and anonymously, provided by highly-experienced psychologists.

Quality and safety of our products

[GRI: 416-1]

The Company has the Good Manufacturing Practice (GMP) certification required for pharmaceuticals issued by the pertinent authorities, with GMP 1840/001 CAT applicable in the case of Sant Joan Despí.

Moreover, in the last two years Reig Jofre has made significant investments in machinery and employee training to adapt to application in February 2019 of European Directive 2011/62/EU to prevent falsified medicinal products.



Given the huge importance to public health, the Company has a pharmacovigilance department tasked with identifying, quantifying, assessing and preventing potential risks derived from the use of our products (medicines, health products, cosmetics and food supplements), as well as keeping the safety profile up to date. Consumers, patients, healthcare workers and other professionals contact Reig Jofre via telephone, the Company's website or our sales representatives to report cases of suspected adverse reaction, quality claims and medical information enquiries.

The pharmacovigilance department can be reached by all consumers to report any issues that might be related to our products, enabling it to constantly evaluate the benefit-risk ratio of each product.

All the information received is managed internally in accordance with prevailing legislation and Reig Jofre's internal procedures. Cases of suspected adverse reaction to our products are reported to the health authorities within the time frames required by law. Should any signs be detected that could entail a risk in a product, all available information would be reviewed (cases in our database, the European Agency's database, articles published, official journals of health authorities, etc.) and, together with the medical and records department, the action to be taken would be decided. Such action could include a change in the product reference information (technical sheet, prospectus and labelling), restrictions on the conditions of use, the sending of letters to healthcare professionals, supply of educational material to healthcare workers and/or patients, or, in the most severe case, withdrawal of the product from the market.

This year the pharmacovigilance department dealt with cases of suspected adverse reaction related to the active ingredients of Reig Jofre's products, details of which can be found at:

<http://www.adrreports.eu/es/index.html>.

For quality claims associated with the products, the quality assurance department would open an investigation to determine the cause of the defect and inform the notifying party of the outcome.



Medical consultations are answered by the medical information area. The Company also interacts with external stakeholders such as healthcare professionals and end consumers via the different digital portals, with the aim of updating knowledge in key therapeutic areas and contributing to ongoing training:

- *Reig Jofre Classroom*
<http://www.auladeformacionreigJofre.com/index.html>
- *ORL, Health and Well-being*
<http://orlsaludybienestar.com/>

Content aimed at healthcare professionals who prescribe or dispense medicines. It has the scientific backing of AMiQ, Agrupació Mèdica i Quirúrgica of Hospital Universitari Quirón-Dexeus (Barcelona).

- *I choose to look after myself* <http://yoelijocuidarme.es/>

Tips to develop healthy habits through a balanced diet and sport, with the support of coaches.

Local population and territory

Reig Jofre and its collaborators strive to care for people, keep them healthy and improve their well-being through innovation in products, but innovation is also possible beyond products and services, contributing to the health and well-being of those around us as well. At Reig Jofre we do this by opening up the Company to the community and creating engagement with our people.



To this end, Reig Jofre establishes collaborations with entities, foundations, hospitals and training centres, prioritising local ones, with a view to building synergies in the area that foster the development and quality of life of our local populations (patients, students, professionals, volunteers, etc.), while also helping to create a motivating environment for our collaborators.

These collaborations are aligned with the Sustainable Development Goals (SDGs) of Health, Innovation, Ending poverty, Quality education, Gender equality and Partnerships. They have the common trait of relying on Company employee engagement, since social action in Reig Jofre does not come from the Company, but from all the people working therein (no matter what their site, department or position is in the organisation).

Collaborations in 2020 included:



- “*Cosir i cantar*” (Stitch and sing): this project aims to give a living wage to the largest number of people possible. The project comprises 25 self-employed people and micro-companies in Catalonia that have been hit financially by the Coronavirus. We also work with the employment workshops of Càritas and the Portolà Foundation, which give work to people who have difficulty in accessing the job market. We commissioned reusable face masks as an alternative to surgical masks to protect the environment.
- Project INSPIRE STEAM (Universidad de Deusto). This project focuses on developing scientific vocation and bolstering the role of women in STEAM areas, among young people (12 year olds). It is founded on awareness-raising and guidance, led by women professionals from the world of research, science and technology, as well as Reig Jofre collaborators who have trained as mentors and participated in various schools.



- Collaboration through internal dissemination and involvement of the development and sales teams with the crowdfunding project “PodoELA”. The aim of this project led by Universidad de Barcelona is to help people suffering from ALS (ELA per the Spanish acronym) and, thanks to the money raised in the campaign, fund the hiring of the necessary workers to make home visits to the affected patients, using an innovative method to treat their feet so as to improve their quality of life.

In 2020 these collaborations, which usually take the form of public social acts, had to be reduced because of the mandatory legislative measures implemented to combat the COVID-19 pandemic. Once mobility and social gatherings return to normal, Reig Jofre intends to continue the pace of collaborations in prior years. By way of example, detailed below are the collaborations carried out in 2019:

- Pasqual Maragall Foundation. Dr Nina Gramunt was invited to give a talk to the Company’s collaborators about Alzheimer’s disease, providing insight into the disease and the impact it has on society. This speech is included in the TalkForums and CineForums circle, which take place periodically to raise funds for research projects, where employee engagement is sought and the Company supports and multiplies the donations.
- Hospital Sant Joan de Déu. Two teams were trained to participate in the “Magic Line” charity walk organised by Hospital Sant Joan de Déu, which gives the donations made by Company personnel to projects for people in vulnerable situations.
- Children & Future. Like every year, the employees took part in the “No Finish Line” charity walk, which swaps kilometres walked for donations to the foundation’s projects in support of vulnerable children.
- International Association of Healthcare Workers in Spain (AISE). Antibiotics and essential health products were donated for AISE’s socio-healthcare campaign in various rural areas of Ecuador.
- Colegio Salesianas de Sarrià. Donation of corporate products and Forté Pharma food supplements for the Barcelona school’s charity raffle, with all profits going to two farming projects in Honduras.



- Instituto Virolai. Collaboration in the INNOBAT project, consisting of giving first-year baccalaureate students week-long work experience to provide an insight into the day-to-day within a company and, in the specific case of Reig Jofre, the different career prospects in the pharmaceutical industry.

Reig Jofre is also firmly committed to strengthening innovation in our country and providing solutions to the future challenges facing society. This not only requires quality employment models and infrastructure; the students of today (and professionals of tomorrow) need access to our expert workforce and technological capacity.

With this conviction, Reig Jofre does its part in training our society and establishes different collaborative models and agreements with educational centres in the region, such as universities (UB, UAB and UPF) and vocational training centres, to provide students doing work experience or a PhD with equipment and facilities, as well as knowledge and mentoring from Reig Jofre personnel acting as tutors.

Professional careers

[GRI: 103-1, 401-1]

Since its creation, Reig Jofre has been very conscious of the fact that the Company's key asset is its human resources. Accordingly, one of the Group's main objectives is to provide a motivating and quality work environment through policies that guarantee the reduction of inequality and discrimination, permit a work-life balance, ensure occupational health and safety, and deliver personal growth and training.

At the reporting date, Reig Jofre has a well-balanced workforce of 1,109 employees (1,121 at the prior reporting date) in terms of gender, with a predominance of women (58%) and workers from the 40-50 age bracket. Details by country and gender are as follows:



		2019			2020		
		Men	Women	Total	Men	Women	Total
Spain	Management	26	11	37	22	11	33
	Professionals, technicians and similar	73	197	270	75	198	273
	Administrative personnel	20	42	62	21	43	64
	Sales staff	64	94	158	58	83	141
	Other personnel	206	176	382	209	176	385
	Total Spain	389	520	909	385	511	896
Sweden	Management	3	5	8	5	4	9
	Professionals, technicians and similar	17	32	49	21	31	52
	Administrative personnel	6	5	11	4	11	15
	Sales staff	0	1	1	0	0	0
	Other personnel	10	15	25	4	8	12
	Total Sweden	36	58	94	34	54	88
France	Management	1	0	1	3	4	7
	Professionals, technicians and similar	4	10	14	6	7	13
	Administrative personnel	4	9	13	2	12	14
	Sales staff	18	38	56	22	38	60
	Other personnel	12	5	17	8	6	14
	Total France	39	62	101	41	67	108
Benelux	Management	0	0	0	1	0	1
	Professionals, technicians and similar	0	0	0	0	0	0
	Administrative personnel	0	1	1	0	1	1
	Sales staff	3	5	8	3	4	7
	Other personnel	0	0	0	1	0	1
	Total Benelux	3	6	9	5	5	10
Portugal	Management	1	1	2	0	1	1
	Professionals, technicians and similar	0	1	1	0	1	1
	Administrative personnel	0	1	1	0	1	1
	Sales staff	2	2	4	2	2	4
	Other personnel	0	0	0	0	0	0
	Total Portugal	3	5	8	2	5	7
TOTAL		470	651	1,121	467	642	1,109

Details by age bracket and country are as follows:



		2019			2020		
		Men	Women	Total	Men	Women	Total
Spain	Under 30	29	50	79	28	43	71
	30 - 40	101	122	223	92	111	203
	40 - 50	126	180	306	135	185	320
	50 - 60	90	115	205	83	111	194
	Over 60	43	53	96	47	61	108
	Total Spain	389	520	909	385	511	896
Sweden	Under 30	6	8	14	3	6	9
	30 - 40	9	14	23	14	9	23
	40 - 50	11	20	31	10	22	32
	50 - 60	8	13	21	5	15	20
	Over 60	2	3	5	2	2	4
	Total Sweden	36	58	94	34	54	88
France	Under 30	4	14	18	4	16	20
	30 - 40	10	18	28	12	14	26
	40 - 50	15	15	30	12	21	33
	50 - 60	8	13	21	11	15	26
	Over 60	2	2	4	2	1	3
	Total France	39	62	101	41	67	108
Benelux	Under 30	0	0	0	0	0	0
	30 - 40	0	2	2	1	2	3
	40 - 50	3	3	6	1	3	4
	50 - 60	0	1	1	2	0	2
	Over 60	0	0	0	1	0	1
	Total Benelux	3	6	9	5	5	10
Portugal	Under 30	0	0	0	0	0	0
	30 - 40	0	3	3	0	3	3
	40 - 50	3	2	5	3	1	4
	50 - 60	0	0	0	0	0	0
	Over 60	0	0	0	0	0	0
	Total Portugal	3	5	8	3	4	7
OVERALL TOTAL		470	651	1,121	468	641	1,109

Reig Jofre fosters quality employment, characterised by stability, where 93% of the employment contracts at year end are permanent and just 7% are fixed-term.

Details by type of contract are as follows:



		2019			2020		
		Men	Women	Total	Men	Women	Total
Spain	Permanent	350	456	806	362	470	832
	Temporary	39	64	103	23	41	64
Sweden	Permanent	32	56	88	31	47	78
	Temporary	4	2	6	3	7	10
France	Permanent	37	57	94	40	63	103
	Temporary	2	5	7	1	4	5
Benelux	Permanent	3	6	9	5	5	10
	Temporary	0	0	0	0	0	0
Portugal	Permanent	1	3	4	2	4	6
	Temporary	2	2	4	0	1	1
TOTAL	Permanent	423	578	1,001	440	589	1,029
	Temporary	47	73	120	27	53	80

The organisation's growth in recent years has created an abundance of jobs. This year has seen a net decrease of 12 employees but last year saw a net increase of 65. As part of its commitment to society and industry, Reig Jofre will open a new production plant in 2021 and expects to hire over 120 qualified professionals to fill positions.

As regards redundancies during the year, a total of 57 job contracts were rescinded (36 in the prior year), 20 of which pertained to men: 4 members of management, 3 technicians, 7 administrative staff, 4 sales staff and 2 others. In the case of women, the Company dismissed 12 technicians, 8 administrative staff, 16 sales staff and 1 other.



Promotion of equality

[GRI: 405-1, 405-2, 406-1]

Only by having richly diverse teams in terms of gender, age, nationality and functionality will we be able to develop global health solutions that encompass the different needs of society.

To this end, Reig Jofre ensures that its teams represent this diversity in a setting where full participation and equal opportunities of leadership are guaranteed at all levels. To achieve this, the Company has a standing committee for equality which has developed anti-mobbing, anti-harassment and other protocols.

Gender equality

To ensure equal rights, responsibilities and opportunities between men and women collaborating in Reig Jofre, the Company has designed and implemented a strategic framework with a protocol for action in relation to equal opportunities and work-life balance.

On this front, the plan for equality and work-life balance has been in place since 2009, as well as the monitoring committee, which formalises a series of internal measures in accordance with Law 3/2007 on equal opportunities. These are already rolled out in the Company and are aimed at preventing gender discrimination in the workplace and facilitating a work-life balance. The plan for equality and work-life balance has been designed to transmit these values of the Company and equality between men and women in the performance of their work. This plan is at the disposal of all Company staff in a shared folder on the intranet.

Reig Jofre states its commitment to providing safe work spaces with labour relations based on freedom and respect between people, preventing any situations of sexual or gender-based harassment. It also applies a zero-tolerance policy regarding harassment and offensive, discriminatory or abusive behaviour. In this respect, the Company has a protocol for the prevention and resolution of sexual and gender-based harassment. This is approved by the standing committee for equality and was reviewed and modified last year.



This protocol covers the two key areas: prevention of and action in response to harassment.

The pharmaceutical industry has one of the highest ratios of women in management roles and among the lowest pay gaps in the whole Spanish economy, and Reig Jofre helps make this happen.

Gender equality in terms of the proportion of men and women in all the Company's departments is a fact, even in the professionals and technicians category, one of the most critical in the industry, as well as R&D&I. The Company ensures that the base salary is the same for everyone, based on their professional group, and that the same training and career opportunities are offered to all.

Details of average salaries by category are as follows:

	2019				2020			
	Men	Women	Average	% pay gap	Men	Women	Average	% pay gap
Management	108,248	82,524	99,137	23.76	112,418	88,106	102,884	21.63
Professionals, technicians and similar	34,392	34,729	34,634	(0.98)	35,027	36,987	36,397	(5.59)
Administrative personnel	35,649	35,884	35,804	(0.66)	43,278	39,046	40,249	9.78
Sales staff	46,026	46,151	46,103	(0.27)	49,186	44,702	46,500	9.12
Other personnel	29,006	26,426	27,814	8.89	30,574	27,432	29,125	10.28

These figures take into account the impact of people with reduced working hours, who are mostly women. Salary gaps between employees are solely attributable to professional experience and responsibility in each position. Reig Jofre applies hiring policies that ensure there is no discrimination whatsoever on grounds of gender, age, race or any personal circumstance.

As regards Reig Jofre's management bodies, 40% of the strategy committee and 22% of the board of directors are women. The Company is particularly focused on achieving the target proposed by the Good Governance Code for Listed Companies of the Spanish National Securities Market Commission, which recommended that by 2022 40% of the members of the board of directors be women.



The total remuneration of each member of the board of directors, regardless of gender, was a fixed amount of Euros 404,000 this year and Euros 379,300 in the prior year, which comprises the remuneration for sitting on the board and the various committees, plus variable remuneration of Euros 43,500 in 2020 and Euros 48,000 in 2019 for attending board meetings. The members of the board of directors have not received any amounts of allowances or indemnities.

Reig Jofre has not paid any amounts into long-term savings schemes or similar remuneration to employees or board members. All the remuneration paid by Reig Jofre this year comprised salary payments.

In addition to ensuring gender equality in the workplace, Reig Jofre also makes sure its advertising is free of sexual discrimination. In this regard, the Company has not received any complaints about advertising for which it is responsible, as certified by AUTOCONTROL. Reig Jofre is a fully-fledged member of this association and undertakes to uphold its advertising code of conduct.

Cultural diversity

With respect to cultural diversity, Reig Jofre's workforce is made up of 16 different nationalities, predominantly Spanish, French and Swedish.

Functional diversity

Reig Jofre is firmly committed to inclusion in the workplace of people with functional diversity, having formed part of the Company's DNA for decades.

At the reporting date there are 17 employees in Spain with functional diversity who are perfectly integrated within the workforce, representing 1.90% of the headcount in Spain at year end. Alternative measures are also in place, collaborating with local specialised work centres, including:

- DAU Foundation
- Doctor Josep Trueta Humanitarian Association



The Company outsources certain activities to them such as enveloping, packaging, non-hazardous waste management and cleaning. Details of personnel with functional diversity are as follows:

	2019			2020		
	Men	Women	Total	Men	Women	Total
Under 30	0	0	0	0	0	0
30 - 40	2	3	5	2	3	5
40 - 50	4	2	6	4	0	4
50 - 60	2	3	5	3	2	5
Over 60	1	1	2	1	3	4
TOTAL	9	9	18	10	8	18

Reig Jofre also collaborates with the local Finestrelles Foundation, which puts on workshops and offers therapy to promote cognitive stimulation and the well-being of people with intellectual disabilities. Finestrelles is Reig Jofre's supplier of corporate material such as fabric bags and Christmas cards made by hand at the foundation's workshops.



Organisation of work

[GRI: 103-1]

The organisation of work at Reig Jofre's different sites and offices complies strictly with the labour regulation of each country, endeavouring to combine flexibility with the production and administrative requirements in the best manner possible.



Overtime is voluntary according to the independent SMETA report carried out by Bureau Veritas. Some people in various positions have done overtime but always under the legal limit. No overtime exemptions have been requested from the labour authorities.

The total absenteeism hours of all Group companies stood at 5.27%, compared to 7.22% in the prior year.

Reig Jofre's plan for equality and work-life balance has already established and applied measures such as internal working conditions and practices, which are geared towards fostering a balance between the professional, family and personal lives of the Company's employees.

With regard to work-life balance measures that impact production, the general timetable is intensive and split over various shifts, which facilitates a balance between work, personal life and family.

Technicians and administrative staff can have flexible working hours by means of an individual agreement between the employee and HR.

Flexible timetables are also available for the care of family dependants via individual agreements between the employee and HR, allowing personnel to adapt their working hours for special family circumstances or adopt part-time contracts. This practice is monitored and reviewed by the different workers' committees.

The personnel in Sant Joan Despí stated in the SMETA report that the Company is flexible with regard to start and finish times. Moreover, according to an audit by Bureau Veritas in September 2017, the heads of this site are accessible and take into account the concerns of their team members.

The length of paternity, maternity and breastfeeding leave is that dictated by law in the country in question (Spain, Sweden, Portugal, UK, Monaco or France). As provided for by law, new parents can reduce their working hours after going back to work, if they so desire.



In 2013 an agreement was signed with the workers' committee and the Social Security authorities, which expired on 31 December 2018, to offer early retirement to employees over the age of 61 who had worked for more than 6 years at Reig Jofre and had made social security contributions for at least 30 years. From 1 January 2019 onwards, employees who meet the legal requirements can still take early retirement, but under similar conditions to those set out by the law. To date, more than 100 people have benefitted from this option. While permitted by law, this policy will be maintained in the coming years.

Occupational health and safety

[GRI: 403-1.403-2.403-3.403-5.403-6.403-7.403-9.403-10]

Reig Jofre has a policy for safety, hygiene and the environment whereby the organisation commits to respecting prevailing legislation and seeking excellence in such aspects in its different processes.

As part of the process to improve current and future working conditions, specifically in potential R&D&I projects and those involving active ingredients, the Company continues to study the banding of active ingredients. This banding, based on the Naumann classification, enables the Company to determine what protective equipment is necessary for the studies and weigh up the possibility of bringing it into Reig Jofre's production process. Thanks to these studies, in recent years the Company has acquired 3M Jupiter and 3M Versaflo PPE, which provides increased safety in the handling of products and is comfortable to wear.

The different types of PPE (personal protective equipment) are also being re-evaluated. Within this process of change, latex gloves have been eliminated as they can cause skin allergies and now nitrile is used for everything, offering better performance and comfort.



3M Versaflo equipment



3M Jupiter equipment

The Company is sensitive to certain situations of personnel, for instance those who are pregnant, breastfeeding or have a disability, and applies specific protocols to each position.

The Company relies on initial and regular health and safety training as an essential tool for achieving a safe and quality environment.

Periodic medical check-ups (annual and voluntary) are performed and healthcare workers are on hand at all factories: medical staff are available at the facilities in Sant Joan Despí one day a week and in Toledo daily, in addition to a nursing assistant, while in Bioglan there are nursing staff.

In Sant Joan Despí two AEDs (automated external defibrillators) are installed at the entrance to the first aid room. The various teams have been trained in how to use them. Such training will be ongoing in the coming years.

In accordance with Spanish Health and Safety Law 31/1995 (art. 30.1), health and safety management is outsourced to a specialised company (external prevention service). In Sant Joan Despí it is outsourced to QUIRÓN PREVENCIÓN and the technical consultant visits the facilities once a week. In Toledo it is outsourced to MEDYCSA, which is currently being merged into the QUIRÓN group, and under the in-house prevention (Sant Joan Despí) and external prevention service. The following services are offered:



- Medical staff two hours a day.
- Technical services on demand in the factory depending on internal needs, such as:
 - Attendance at meetings of the occupational health and safety committee (at least four times a year)
 - Assessment and re-assessment of occupational risks:
 - General area
 - Workstations
 - Safety reports
 - Industrial hygiene reports
 - Periodic, scheduled noise measurements
 - Periodic, scheduled antibiotic dust measurements
 - Chemical contaminants
 - Temperature and humidity conditions
 - Lighting
 - Ergonomic reports
 - Psychosocial reports
 - Annual audits of internal OHS management
 - Assistance in investigating significant occupational accidents
 - Legal advice and support in relations with public authorities

The Toledo plant specialises in the manufacture of antibiotics, which could generate sensitivity and allergies, therefore all employees are included under a group policy for accidents and life insurance that also covers disability caused by sensitivity, as well as tests for allergies to the products before the employee joins the Company.

2020 was a year of change. The outbreak of COVID-19 led to widespread remote working being offered. Although all personnel who can work remotely have done so, production staff continued to work their usual shifts to guarantee the supply of medicines to the entire population.

The most common types of accidents are: contusions, wounds and minor burns.

No cases of work-related illnesses were reported to management at any of the sites this year, compared to one such case last year. In Toledo there is a high risk of sensitivity to the antibiotics handled.

Details of occupational accidents in the current and prior year are as follows:



	Prior year			Current year		
	Men	Women	Total	Men	Women	Total
Accidents with leave	3	7	10	2	8	10
Accidents without leave	8	8	16	7	5	12
Accidents while commuting	1	7	8	1	5	6
Fatal accidents	0	0	0	0	0	0
Work-related ill health	1	0	1	0	0	0
Incidents	6	1	7	10	7	17

Details of the main indicators are as follows:

	Prior year			Current year		
	Men	Women	Total	Men	Women	Total
Workers	320	479	799	441	523	964
Hours	793,443	1,190,165	1,983,608	720,043	839,165	1,559,208
Frequency rate	3.78	5.88	5.04	2.78	9.53	6.41
Incident rate	938.67	1,460.16	1,251.56	453.93	1,528.47	1,037.34
Severity rate	0.0580	0.0387	0.0232	0.0889	0.1466	0.1199

In the second half of 2017, a whole host of vacuum lifting pneumatic manipulators were installed in Sant Joan Despí. This resulted in a considerable decrease in the number of people taking medical leave for muscle strains, which was accentuated in 2018 reaching values lower than the sector average (2.05). This downward trend has continued over the last two years.

The Company also promotes healthy behaviour among its employees. Some examples of this are the daily supply of free fruit, information and advice on food and good posture provided on internal communication screens, the promotion of sports activities through the organisation of an annual padel tournament in Sant Joan Despí, and participation in various charity races, such as *Nocturna de Sonseca* (Toledo), *No Finish Line* (Monaco), *Blodomloppet* (Sweden) and *MagicLine* (Barcelona).



In 2020 due to the special circumstances in light of the COVID-19 pandemic, these activities were interrupted, but the Company plans to continue them when normality resumes.

Labour relations

In Sant Joan Despí the Company has a joint committee for health, safety and the environment. This committee is made up of:

- 4 members of the workforce (1 environmental specialist)
- 4 company representatives

This joint committee therefore has equal representation, with the number of employees required by law: 4 company representatives when the headcount is between 300 and 500 (by site).

They meet regularly and review all training, accidents, pending items and the results of studies, recording all resolutions and planned actions.

In Toledo there is a committee for occupational health and safety (OHS), made up of:

- 3 occupational health and safety representatives
- 2 union representatives
- 3 company representatives
- 1 designated worker
- 1 company doctor
- 1 OHS technician from the external prevention service
- Individuals who can contribute their experience in certain one-off matters

The OHS committee operates in accordance with internal procedure SH001 with the aim of engaging people in regular, periodic consultations regarding the Company's health and safety activities.



Training

[GRI: 404-1]

Reig Jofre's GMP specifically lay down the global policy on training and job descriptions, since this is considered essential within the global quality system. This policy is applicable to all sites and business units, and all permanent, temporary or external personnel working for Reig Jofre. When hired, each new member receives appropriate training for the duties assigned, which is documented in compliance with quality regulations.

Human resources and the heads of each area evaluate the ongoing training needs of each department or person, which are documented as well. Moreover, all workers may request personal training plans, which will be evaluated by their manager and HR.

	2019			2020		
	Men	Women	Total	Men	Women	Total
Management	270	275	545	377	423	800
Professionals, technicians and similar	2,631	5,640	8,270	3,742	5,387	9,130
Administrative personnel	3,404	5,840	9,243	443	1,000	1,443
Sales staff	2,764	4,214	6,978	10,872	19,553	30,425
Other personnel	2,879	5,477	8,356	1,779	2,298	4,077
Total	11,947	21,445	33,393	17,214	28,661	45,875

Reig Jofre constantly prompts, encourages and supports all personnel and managers to take on training plans as this is considered key to achieving the maximum standards of quality, safety efficiency and respect for the environment.

Internal and external training of Reig Jofre's employees is a priority and an asset. This year the average amount of training per worker stood at 41.36 hours (30.92 hours in the prior year), based on a total of 45,875 hours devoted to training by a workforce of 1,109 people at year end.



Respect for human rights

As part of its ongoing efforts to improve the life of people, and not only through its products, Reig Jofre seeks to ensure that all members of its supply chain comply with the most stringent requirements with respect to social rights and worker equality, business ethics, and sustainable and environmental responsibility.

The Company endeavours to comply with national laws related to the protection of human rights in the different countries where it has sites (Spain, Sweden, France United Kingdom, Portugal, Singapore and Belgium). In its entire history the Company has not received a single sanction in relation to human rights.

In the near future, the Company plans to apply a clause in new contracts with all the documentation required to guarantee the above point, as well as the methodology for monitoring over time.

Grievance mechanisms

Reig Jofre has a transparent system for confidentially reporting and addressing human rights issues, without fear of retaliation against the whistleblower. In 2020, within the context of implementing a corporate defence system, the Company activated a whistleblowing channel on its website for any Reig Jofre stakeholder to report any behaviour or conduct of a collaborator that contravenes the principles established in the code of ethics, the anti-bribery policy or the law. There are also suggestion boxes for the general reporting system and the workers' committee.

These suggestion boxes are available to all members of the organisation at all times and it is standard practice for workers to be able to address matters they deem necessary directly with their managers or HR management. There is a willingness to apply and regularly update the collective bargaining agreement and any doubts as regards its interpretation are addressed in the pertinent forum or body between the organisation and committees in order to reach an agreement.



Freedom of association and collective bargaining

[GRI: 102-41, 402-1, 407-1]

The right to unionisation and collective bargaining is protected by national law where the sites are located and it is Reig Jofre's desire to be a facilitator of resources and the necessary environment to duly and satisfactorily exercise the objectives of freedom of association and collective bargaining. All Reig Jofre personnel at all its work centres are fully covered by a collective bargaining agreement.

Reig Jofre maintains ongoing dialogue to monitor any incidents or requests with workers' representatives. This ongoing dialogue through any channel of communication and regular meetings is used to review prior agreements adopted and propose future improvements. Thanks to this fluidity, no incidents of note arose in 2020 and there has been full collaboration in the organisation during the COVID-19 pandemic.

Child labour

National laws where the sites are located prohibit all kinds of child or forced labour. Reig Jofre also pays visits to the facilities of its main suppliers and performs GMP audits.

Responsible economy

[GRI: 201-1, 201-4]

Details of Reig Jofre's profits on a country-by-country basis where it has sites are as follows:

	Prior year	Current year
Spain	3,645,846	1,360,663
Portugal	-240,780	-235,896
UK	80,670	1,587,309
Sweden	1,061,829	2,961,843
Singapore	-6,665	61,275
France	339,338	-420,897
Belgium	58,429	350,111
TOTAL	4,938,667	5,664,406



Details of income tax paid on account in the current and prior year, on a country-by-country basis where Reig Jofre has sites, are as follows:

	Prior year	Current year
Spain	1,325,266	1,524,222
Portugal	5,238	0
UK	14,247	13,718
Sweden	64,615	174,627
Singapore	0	0
France	0	0
Belgium	2,012	0
TOTAL	1,411,378	1,712,567

Details of grants awarded during the year are as follows:

Entity	Amount	Description
CDTI	499,995	New sterile injectables manufacturing line
CDTI	101,950	Toledo production line
TOTAL	601,945	

Contribution to local economic development

[GRI: 203-1]

Reig Jofre commits as a company to positively impacting on the communities with which it interacts, but its employees also form part of this commitment. Consequently, the Company always tries to hire people from the local community in senior positions. In 2021, with the entry into service of the new plant in Sant Joan Despí, more than 120 qualified jobs are expected to be filled.



Industry

Reig Jofre has a long-standing, deep commitment to industrial activity and the creation of industrial value in its surroundings. Over the past decade the Company's workforce has grown from 649 to 1,109 people and it has invested over Euros 100 million in its two production plants in Toledo and Sant Joan de Despí, thus demonstrating its interest in fostering development at local level.

As part of its desire for growth, expansion, internationalisation and job creation, Reig Jofre has expanded the new facilities of a production line at the Toledo plant, entailing an investment of some Euros 10 million. This expansion saw the installation of a new production line with cutting-edge technology, designed to produce sterile injectable medicines for hospital use, which was inaugurated by the President of the Government of Spain. Through this investment, the Company will satisfy the current needs of the national and international market, and undertake the entry into the US market in the coming years, with the possibility of employing a further 40 people.

Progress continues at the Sant Joan Despí site on the creation of a new production plant for injectable and freeze-dried medicines, which will entail an investment of over Euros 30 million and the creation of more than 120 new jobs.

In 2020 66% of the total expenditure in Spain was made using local suppliers. The current pandemic triggered by COVID-19 has highlighted the importance of having a local industrial network of suppliers that can guarantee uninterrupted supplies and quality. Reig Jofre has believed in and will continue to trust in this model, which also generates huge value for the national economy.

Health ecosystem

Reig Jofre actively participates in the health ecosystem to drive innovation, foster the transfer of technology, and support the creation and development of national startups. By way of example, for years Reig Jofre has collaborated with the IQS TechFactory hub for entrepreneurship, as well as various vocational training centres.



The Company currently offers mentoring to newly-created companies and is a member of the board of business associations such as CataloniaBio & HealthTech and FarmaIndustria. It also sits on the business council of Vall d'Hebron Institut de Recerca (VHIR) as well as the board of trustees of Institut d'Investigació i Innovació Parc Taulí (I3PT) and the Eurecat technology centre.

Open innovation is unquestionably a cornerstone of our innovation: we work in synergy with the academy, hospitals, startups and the pharmaceutical industry in a complementary manner to provide successful health solutions to all of society.

On 27 December 2017 Reig Jofre and LeanBio created the Syna Therapeutics joint venture to develop biotechnology and biosimilars, a type of high added value pharmaceutical based on complex molecules, such as proteins or antibodies, used to treat serious and chronic illnesses. Biosimilars will generate cost savings in health systems and, in a nutshell, allow patients to access and benefit from this type of innovative treatment.

Supply chain management

[GRI: 308-1, 414-1, 204-1]

Due to the health emergency caused by the COVID-19 pandemic, in 2020 almost 40% of the suppliers performed quality assurance audits. The Company is assessing the possibility of joining an alliance of pharmaceutical companies to include more areas in the audits, such as social and environmental responsibility.

Reig Jofre intends to take into consideration as a relevant factor in its commercial relations with third parties their policies related to personnel with functional diversity, as well as other measures that could generate improvements in this area on their own.

In order to ensure the health and safety of end consumers, Reig Jofre takes it upon itself to audit its customers (distributors, pharmacies, sales partners, etc.).



Moreover, all suppliers are subject to quality audits to ensure they meet all the requirements to provide products of the utmost quality, which must comply with the strictest standards and be deliverable as such to all markets.

Vice versa, Reig Jofre is also periodically audited by its customers in relation to quality, health and safety, environmental management and working conditions.

R&D&I

[GRI: 102-1, 102-5]

R&D is one of the Company's strategic pillars, which is why in recent years it has devoted an average of approximately 5% of revenues to various R&D units and innovation hubs, mainly in Spain, Sweden and France. As a result of this R&D intensive activity, 83.5% of sales come from products developed in-house.

As proof of the strategic importance of the R&D department, in 2020 Reig Jofre was rated once more as GROUP A - VERY GOOD in the PROFARMA programme. PROFARMA is a joint programme between the Ministry of Economy, Industry and Competitiveness and the Ministry of Health, Social Services and Equality. Its overriding objective is to increase the competitiveness of the Spanish pharmaceutical industry by modernising the industry and strengthening activities that generate higher added value. This programme assesses and rates pharmaceutical companies on an annual basis, classifying them into four groups: A, B, C and NOT RATED, with group A being the highest rating. Within group A, companies are rated as Acceptable, Good, Very Good or Excellent.

In tandem with production innovation, the Company also innovates in its packaging to reduce its environmental impact, as discussed in the section on "Circular economy and waste prevention".

Reig Jofre's product development is currently organised into three business units:



Pharmaceutical Technologies

This business unit develops, produces and markets beta-lactam antibiotics and freeze-dried injectables.

It is a business unit that seeks to protect the basic health of people (essential pharmaceuticals that could be life-changing for people) and produce more accessible products with increased availability around the world (since they largely comprise high quality generics), while fostering an economic model based on quality jobs with highly qualified, specialised staff (requiring very specific knowledge and facilities and highly qualified personnel to complete the development).

As a result of the Company's steadfast commitment to supplying the world with these basic, essential health products and to saving lives in over 130 countries, Reig Jofre is currently expanding the facilities in Toledo and Sant Joan Despí.

Specialty Pharmacare

This unit develops innovative products for unmet needs in the areas of skin, hair and nail health, women's health, paediatrics, and joint health and pain.

Given the high level of innovation, Reig Jofre focuses on open innovation and collaborates with startups and research centres, combining our development teams with the best experts in the world to create synergies and offer innovative solutions, backed by a wealth of scientific evidence and clear value propositions in our therapeutic and technology areas.

Consumer Healthcare

This business unit's overriding aim is to protect people's health through prevention, by developing, manufacturing and marketing products to remain healthy.



Risk management

The risk management policy is applicable to the Company and its subsidiaries and all the organisation's personnel are responsible for its correct application. Information on Reig Jofre's risks is supplemented in section E of the 2020 Annual Corporate Governance Report, attached as Appendix I to the Directors' Report.

Risk control and management at Laboratorio Reig Jofre, S.A. covers all relevant areas and processes within each of the organisational units of the Company with risks divided into strategic risks, operational risks, financial risks and compliance risks. The Reig Jofre Audit Committee approved the Company's Risk Map on 29 October 2018 and it was presented to the Board of Directors on 30 October 2018.

When applying the corporate risk management model, the Company has considered all its activities at the various levels of the organisation, from corporate level to business units and processes. Reig Jofre has a risk management system based on international standards and best practice. Specifically, Reig Jofre's risk map was created based on the methodologies of COSO ERM, ISO 31000 and the Davos Global Risks Report.

The Company has a suitable procedure in view of its activity and associated risk profile based on the risk map, which establishes certain scales of impact and likelihood of occurrence. The Company has classified its risk into four groups:

- Strategic risks
- Operational risks
- Reporting/financial risks
- Compliance risks

Among such risks, the Company has considered risks related to the following areas, which are subject to further disclosure and attention regarding the main aspects that could be impacted most by Reig Jofre's business model and activity, and which are expounded upon in this non-financial information statement:



- Information regarding environmental issues
- Information on labour and employee-related issues
- Information about respect for human rights
- Information about the fight against corruption and bribery
- Information about society and sustainable development

Codes of ethics and anti-corruption

[GRI: 205-2]

Measures adopted to prevent corruption and bribery

In 2020 the internal control model for the prevention of criminal risks was finalised and approved by the board of directors. The implementation of this corporate defence system applies to all Group companies.

The internal control model for criminal risk prevention has been devised as a relational system mapping the criminal risks that could affect Reig Jofre in the course of its activities, with the internal and operational controls in place in the organisational structure.

The ethics committee was created to implement the internal control model and ensure compliance therewith. It is made up of representatives from the Company's different strategic areas.

The internal control model for criminal risk prevention is founded on various policies and procedures, such as the criminal risk prevention policy, the corporate defence manual, the inventory of criminal risks, and the risk and control matrix. The Company has also created:

- Code of ethics: document outlining the principles that define Reig Jofre's specific behavioural standards with respect to its values, relations with stakeholders (employees, shareholders, customers, public authorities, etc.), corporate social responsibility and norms of behaviour.
- Anti-bribery policy: document that instils a zero-tolerance culture with regard to attitudes related to bribery, providing a behavioural framework in relation to gifts, donations, hospitality, financial aid, sponsorship and liaisons with public officials.



- Whistleblowing channel: this can be accessed on the Company's website and allows any Reig Jofre stakeholder to confidentially report misconduct or action that goes against the principles of Reig Jofre's code of ethics or anti-bribery policy.

In addition, Reig Jofre is a member of the following pharmaceutical industry associations and complies with their codes of ethics:

- ANEFP: Spanish Association for Self-Care Health. Various Company employees are involved in its work groups and comply with the code of ethics published recently.
- AUTOCONTROL: independent self-regulating bodies from the Spanish advertising sector. We are members with the aim of producing responsible advertising for medicines, health products and food supplements. Reig Jofre's compliance with the requirements of the Spanish Unfair Competition Law for self-regulation systems has been certified.
- AESEG: GENERAL ASSOCIATION OF GENERIC MEDICINES. Given the importance of the sale of generics in our business areas, Reig Jofre is also a member and adheres to the code of ethics.
- FARMAINDUSTRIA: the national association of companies in the pharmaceutical industry in Spain, which brings together the vast majority of innovative pharmaceutical laboratories and accounts for virtually all sales of prescription medicines in Spain. Farmaindustria is the association in which we are most involved, collaborating in various work groups and actively participating at board level. Farmaindustria is one of the entities spearheading the fight against corruption and bribery. For years it has applied controls to ensure that pharmaceutical laboratories do not make fraudulent payments to healthcare professionals in an attempt to get them to prescribe their products. To guarantee that laboratories act in an ethical, professional and responsible manner, respecting the legitimate right of laboratories to promote their products, a balance must be struck between the needs of the patients, healthcare professionals and the public at large.



As proof of its commitment, in 1991 FARMAINDUSTRIA adopted as a Spanish Code the Code of Good Practice for the Promotion of Medicine approved by the European Federation of Pharmaceutical Industries and Associations (EFPIA). On the basis of this first version, the code has been revised at regular intervals to adapt to and pre-empt new requirements, regulatory changes and new initiatives regarding self-regulation, given the need to cover all activities carried out by pharmaceutical companies with stakeholders, as well as the desire to strengthen compliance and implement a code with greater credibility and transparency.

In addition to subscribing to the norms set out in the code, Reig Jofre maintains a proactive, vigilant attitude to prevent any such practices aimed at obtaining a favourable decision through illicit means.

Reig Jofre personnel are prohibited from offering third parties any kind of incentive or special treatment for the purpose of obtaining a favourable decision or action, thus compromising their objectivity. Conversely, Reig Jofre personnel may not accept any type of incentive or special treatment that would influence their decisions in favour of a third party.

As part of our compliance with the code, we are particularly sensitive to the following groups: public and private customers, and their employees; suppliers and their employees; healthcare professionals; media outlets; research centres; associations of patients and consumers; etc.

The Sales Compliance Officer is responsible for preventing any of the sales networks from breaching the code and ensuring that documentation must be sent for all payments made to healthcare professionals related to: sign-up fees for conferences, donations, scientific advice, seminars to train other professionals, etc. These payments are designated as VALUE TRANSFERS and are published annually on the Company's website in the TRANSPARENCY section.

One of the main duties of the Sales Compliance Officer is to ensure regulatory compliance of the code of good practices.



At their first meeting in January 2021, the board of directors approved the amendment to the internal rules of conduct. The previous version was from 2015 and the pertinent legislative changes were implemented. These rules govern relationships of the board of directors, employees and other individuals subject to the norms of behaviour related to capital markets.

Anti-money laundering measures

Although the Company is not bound by Law 10/2010 on the Prevention of Money Laundering and Financing of Terrorism, Reig Jofre has an internal control system to monitor cash inflows and outflows, ensuring that they all reflect actual financial transactions and the recipients or senders are duly identified through the corresponding tax information.

As mentioned in previous sections, in 2020 the board of directors approved the criminal compliance system, where one of the backbones is the anti-bribery policy which imbues a zero-tolerance culture and attitude towards bribery, providing a behavioural framework in relation to gifts, donations, hospitality, financial aid, sponsorship and liaisons with public officials.

The Spanish State Tax Agency's ISI (Immediate Supply of Information) system ensures the counterparties of our transactions are duly controlled, thus we consider that the risk of being connected to illicit conduct by a third party is also covered by this control.

The ISI constitutes a new system for managing VAT records via the State Tax Agency's website through the quasi-immediate supply of invoicing records. As such, the ISI narrows the gap between when the invoices are accounted for and when the underlying financial transaction actually occurs.

Any transactions performed with third parties resident in tax havens must be declared to the tax authorities via informative tax return form 232 on related-party transactions and transactions and scenarios relating to countries or territories classified as tax havens.



Monitoring of contributions to foundations and non-profit entities

Reig Jofre made total contributions to foundations and non-profit entities of Euros 38,580 this year (Euros 11,700 in the prior year).

Regulatory compliance

[GRI: 307-1, 416-2, 417-2, 419-1]

Reig Jofre has not received, in the current or prior year, any fines whatsoever for breaches of environmental regulation, product information and/or labelling legislation, product safety codes, or any labour laws or regulations.

NFIS APPENDIX GRI TABLE

INFORMATION REQUIRED BY LAW 11/2028 ON NON-FINANCIAL AND DIVERSITY INFORMATION	REPORTING FRAMEWORK	CONTENT OF NON-FINANCIAL INFORMATION STATEMENT	PAGE
INTRODUCTION			
Reporting principles <ul style="list-style-type: none">• Using the GRI sustainability reporting standards 17• Making claims related to the use of GRI Standards	GRI 101	About this report	5
Organisational profile	GRI 102-1, 102-3, 102-5 and 102-45	Headquarters, name and legal form of the organisation	4
Reporting framework	Based on the Global Reporting Initiative sustainability reporting standards (GRI standards) GRI 102-46, 102-48, 102-49, 102-50, 102-51, 102-52, 102-53 and 102-54	Reporting practice: <ul style="list-style-type: none">- Defining report content- Reporting period- Reporting cycle- Contact point for questions regarding the report	5
List of material topics	GRI 102-47	Materiality analysis	6
BUSINESS-RELATED MATTERS			
Description of the business model	GRI 102-1 and 102-5	Description of the business model	4 and 42
LABOUR AND PERSONNEL-RELATED MATTERS			
EMPLOYMENT			
Total number and distribution of employees by gender, age, country and professional classification	GRI 102-8, 401-1, 405-1	Professional careers	22
Total number and distribution of types of employment contract, average annual number of permanent, temporary and part-time contracts by gender, age and professional classification			
New employee hires and employee turnover			
Average remuneration and trends, disaggregated by gender, age and professional classification or similar value			
Salary gap, remuneration of like positions or average remuneration in the company	GRI 405-2	Promotion of equality	22
Average remuneration of board members and management, including variable remuneration, allowances, indemnities, payments into long-term savings schemes and any other amounts received, disaggregated by gender			
Number of dismissals by gender, age and professional classification	GRI 103-1	Voluntary departures	25
Employees with disabilities		Promotion of equality	28
ORGANISATION OF WORK			
Organisation of working time		Organisation of work	29
Number of hours of absenteeism	GRI 103-1		
Measures aimed at facilitating a work-life balance and encouraging sharing of responsibilities between both parents	GRI 405-1	Promotion of equality	26
HEALTH AND SAFETY			
Occupational health and safety conditions	GRI 403-1, 403-2, 403-3, 403-5, 403-6, 403-7, 403-9 and 403-10	Occupational health and safety	31
Accidents in the workplace, in particular their frequency and severity, as well as occupational illnesses, disaggregated by gender			
LABOUR RELATIONS			
Organisation of social dialogue, including procedures for notifying, consulting and negotiating with staff	GRI 102-41, 402-1 and 407-1	Freedom of association and collective bargaining	38
Percentage of employees covered by collective bargaining agreements, by country			
TRAINING			
Total hours of training by professional category	GRI 404-1	Training	35

(Free translation from the original in Spanish. In the event of discrepancy, the Spanish-language version prevails.)

INFORMATION REQUIRED BY LAW 11/2028 ON NON-FINANCIAL AND DIVERSITY INFORMATION	REPORTING FRAMEWORK	CONTENT OF NON-FINANCIAL INFORMATION STATEMENT	PAGE
Universal accessibility for people with disabilities		Promotion of equality	28
EQUALITY			
Measures adopted to promote equal treatment and opportunities for men and women	GRI 405-1 and GRI 405-2	Promotion of equality	26
Equality plans (Chapter III of Organic Law 3/2007 of 22 March 2007, for effective gender equality)			
Measures adopted to promote employment			
Protocols to combat sexual and gender-based harassment	GRI 406-1	Promotion of equality	28
Integration and universal accessibility for people with disabilities	GRI 406-1		
Policies against all forms of discrimination and, as the case may be, diversity management	GRI 406-1		
FIGHT AGAINST CORRUPTION AND BRIBERY			
Measures adopted to prevent corruption and bribery	GRI 205-2	Codes of ethics and anti-corruption	45
Measures to combat money laundering			48
Monitoring of contributions to foundations and non-profit entities			49
SOCIETY AND SUSTAINABLE DEVELOPMENT			
COMPANY COMMITMENTS TO SUSTAINABLE DEVELOPMENT			
Impact of the company's activity on local employment, development, populations and the area	GRI 203-1	Local population and territory / Contribution to local development	19 and 39
Association or sponsorship initiatives			
SUB-CONTRACTORS AND SUPPLIERS			
Inclusion of social, gender equality and environmental criteria in the purchasing policy	GRI 204-1, 414-1 and 308-1	Supply chain management	41
Consideration of social and environmental responsibility criteria in relations with suppliers and sub-contractors			
Oversight and audit systems and results thereof			
CONSUMERS			
Consumer health and safety measures	GRI 416-1	Product quality and safety	17
Claim systems, complaints received and resolution thereof			
TAX INFORMATION			
Country-by-country earnings	GRI 201-1	Responsible economy	38
Income tax paid			
Public subsidies received	GRI 201-4		
ENVIRONMENT			
POLLUTION			
Measures to prevent, mitigate and remediate carbon emissions	GRI 305-1	Pollution / CO ₂ emissions	8
Environmental compliance	GRI 307-1	Regulatory compliance	49
CIRCULAR ECONOMY AND WASTE PREVENTION AND MANAGEMENT:			
Prevention, recycling and reuse measures, other methods of recovering and eliminating waste	GRI 301-2	Circular economy and waste prevention and management	9
	GRI 306-2		
SUSTAINABLE USE OF RESOURCES			
Consumption of water and water supply in accordance with local limitations	GRI 303-1 and 303-3	Water consumption	11
Consumption of raw materials and measures set in place for more efficient use thereof		Raw materials used	12
Direct and indirect energy consumption	GRI 302-1		

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INFORMATION REQUIRED BY LAW 11/2028 ON NON-FINANCIAL AND DIVERSITY INFORMATION	REPORTING FRAMEWORK	CONTENT OF NON-FINANCIAL INFORMATION STATEMENT	PAGE
Measures taken to improve energy efficiency	GRI 302-4	Energy consumption	10
Use of renewable energies	GRI 302-1		
CLIMATE CHANGE			
Key elements of the greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces	GRI 305-1	Climate change	15
HUMAN RIGHTS			
Measures to mitigate, manage and redress any potential abuses committed		Respect for human rights	36
Reported human rights violations			
Elimination of forced or compulsory labour		Child labour	38
Effective abolition of child labour			
REGULATORY COMPLIANCE			
REGULATORY COMPLIANCE	GRI 307-1, 416-2, 417-2, 419-1	Regulatory compliance	49
GRI CONTENT INDEX			
GRI content index	GRI 102-55	GRI content index	50

GRIIs not included

GRIIs not included:	REPORTING FRAMEWORK	REASON FOR EXCLUSION
Market presence	GRI 202	Reig Jofre presents no material risk in relation to market presence as a result of its business activity.
Anti-competitive behaviour	GRI 206	Reig Jofre presents no material risk since it undertakes no activities related to anti-competitive behaviour.
Taxation	GRI 207	Reig Jofre presents no material risk in relation to taxation.
Biodiversity	GRI 304	Reig Jofre presents no material risk since it undertakes no activities related to biodiversity.
Child labour	GRI 408	Reig Jofre presents no material risk since it undertakes no activities in high-risk countries related to child labour.
Forced or compulsory labour	GRI 409	Reig Jofre presents no material risk since it undertakes no activities in high-risk countries related to forced or compulsory labour.
Security practices	GRI 410	Reig Jofre presents no material risk in relation to security practices in the market as a result of its business activity.
Rights of indigenous peoples	GRI 411	Reig Jofre presents no material risk since it undertakes no activities in high-risk countries related to rights of indigenous peoples.
Human rights assessment	GRI 412	Reig Jofre presents no material risk since it undertakes no activities in high-risk countries related to human rights assessment.
Local communities	GRI 413	Reig Jofre presents no material risk since it undertakes no activities related to local communities.
Public policy	GRI 415	Reig Jofre presents no material risk since it undertakes no activities related to public policy.
Customer privacy	GRI 418	Reig Jofre presents no material risk in relation to customer privacy as a result of its business activity.