



# Growing a sustainable future

Our pillars of respect for the environment





# Mission, vision and values

## Mission


**We are a global game changer, serving the most demanding clients with innovative and superior plywood products for living and mobility.**

**Rooted in a firm respect for nature, people and the community, we work with sustainable and renewable wood sources to preserve ecological balance.**






# Vision



**Our vision is to grow dreams that are taller than trees, exploring new paths towards a cleaner, healthier and more sustainable society for future generations.**



# Values



**Garnica is a people-centred organisation. We treat each other with respect, trust and integrity. We are all committed to setting an example, contributing to the Garnica dream with an open mind, enthusiasm and a sense of ownership.**

United with the  
UN in achieving  
its SDGs

# SUSTAINABLE DEVELOPMENT GOALS

The **Sustainable Development Goals** comprise 17 interconnected global objectives designed to serve as a “blueprint to achieve a better and more sustainable future for all.”

The **SDGs** were approved in 2015 by the United Nations General Assembly as part of its 2030 Agenda for Sustainable Development.

With the aim of promoting this sustainability initiative, at Garnica, we are focusing on nine goals that are aligned with our operations.



**United Nations**  
Global Compact

*Garnica is a member of the United Nations Global Compact, a global alliance of companies and organizations committed to implementing universal sustainability principles.*

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# 1

## Wood from local sustainable tree farms

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Garnica is a leader and force for change in the transition toward local and sustainable raw materials over imported tropical wood.

The sustainable origin of our products is based on Garnica's commitment to sourcing woods from fast-growing tree

farms, located in environments close to our production sites.

12 RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



13 CLIMATE  
ACTION



15 LIFE  
ON LAND



### Garnica is the main partner of:

- **ProPopulus**  
A European association representing all parties involved in the poplar chain.
- **"Merci Le Peuplier"**  
An initiative that has planted more than 800,000 poplars since its founding.
- **Plantons pour l'avenir**  
A fund that has planted more than 2.5 million trees thanks to its members contributions.



**PROPOPULUS**  
NATURE. SOCIETY. FUTURE.  
THE EUROPEAN  
POPLAR INITIATIVE



**Charte**  
**"merci le Peuplier"**



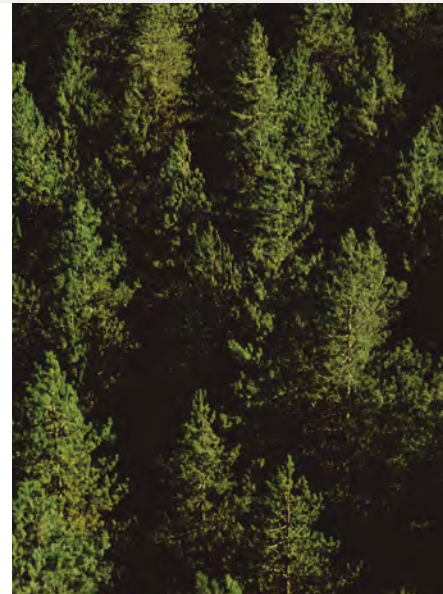
Our process mainly uses local poplar, pine and eucalyptus wood from European tree farms located in Spain and France.

Thanks to the combination of sustainably sourced species, we are able to produce a plywood with enhanced properties.

**Poplar**, our main raw material, is one of the most sustainable species thanks to its high carbon capture rate and its capacity to act as a riparian buffer when located on riverbanks. This wood provides lightness, stability, surface quality and ease of machining, exceptional properties for vehicle manufacturing, especially its outstanding lightness, which helps save on fuel.

The **pine** used by Garnica is sourced from wood areas mostly located within a 50-kilometer radius of our Llodio facility. This pine is predominantly *Pinus radiata*, highly valued for its uniformity, strength and excellent mechanical performance.

We also use other types of farm wood, such as **eucalyptus**, of the species *Eucalyptus globulus*, notable for its high density, which gives its panels exceptional strength, quality and surface hardness, as it preserves their great stability and excellent mechanical properties.





# 2

## Poplar, an ally in the fight against climate change

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Our vision is based on respect for the environment thanks to the poplar, an intelligent option for our planet.

Climate change is having a tremendous impact on the world. That is why, when it comes to reducing greenhouse gases, sustainable forest management is so very vital.

Within this context, our chief allies against this threat are trees, since they act as CO<sub>2</sub> sinks.



EPD®  
THE INTERNATIONAL EPD® SYSTEM



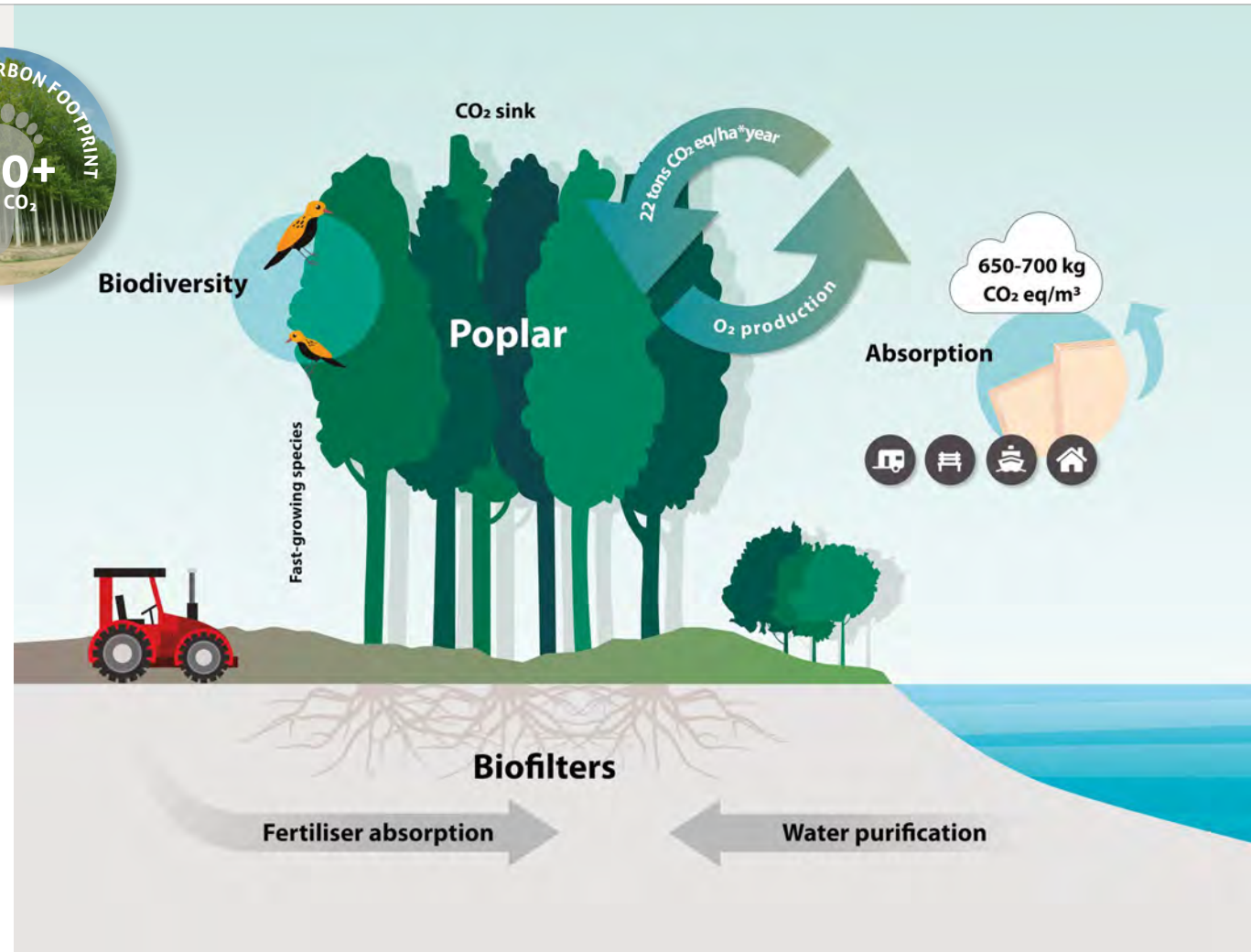


## Poplar trees are biofilters that act as natural CO<sub>2</sub> sinks

Poplar, thanks to its fast growth, is one of the most CO<sub>2</sub> absorbent species in the world - averaging 22 tons per hectare and year.

Poplar trees act as biofilters, protecting river water from eutrophication from nearby fields. They are also highly resistant to flooding, making them a crop that can be grown in flood-prone zones where laminar flow and sediment retention are also present.

At the same time, products derived from poplars are outstanding in terms of capturing carbon dioxide. Every m<sup>3</sup> of manufactured plywood panel has a net positive carbon footprint, capturing approximately 650-700 kg of CO<sub>2</sub>.



# 2

Growing a sustainable future

At Garnica, we use different varieties of poplar selected and grown in nurseries to identify those that are most resistant to climate change, pests and diseases and offer the best growth and wood quality.



*We are constantly doing research to improve popiculture, innovating growing techniques and adopting new varieties selected from nurseries.*

Garnica collaborates with "Bosques y Ríos," a popiculture company that manages around 1,700 hectares of PEFC and FSC® certified poplar trees in the Ebro and Duero basins.

  
**Bosques & Ríos**  
PLANTAMOS FUTURO







# 3

## Circular economy and zero waste culture

7 AFFORDABLE AND CLEAN ENERGY



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Growing a sustainable future

## Circularity of processes and minimization of waste are two fundamental objectives for Garnica.

We're committed to a lean production model based on sustainability and continuous improvement, leveraging the full range of available resources by integrating by-products into our processes or providing them for use in other industries, such as the manufacture of chipboard, packaging or renewable energy production.

We offer panels in a variety of sizes, including XL and custom-sized products, thereby maximizing yield in every use, and extending their useful life.

Thermal energy is our prime source of energy consumption and comes entirely from renewable energy sources generated at our facilities. Practically 100% of the total energy used by Garnica is renewably sourced.



*In 2020, Garnica obtained the Spanish Government's official "REDUZCO" seal for its improved energy efficiency.*





## Sustainable management system with a long life cycle based on a circular economy

Garnica's plywood panels are used in final applications with very long life cycles, such as RVs, yachts or kitchen cabinets.

The use of clonal varieties that ensure the uniformity and strength of the raw material, together with vast expertise in plywood production using advanced processes and machinery, produces plywood with a maximum useful life, thanks to its exceptional quality.

*Our commitment to R&D is crucial to continuously improving the sustainability of our manufacturing process. In 2021, we launched the "Recircularity" project, a circular economy initiative to find alternative uses for sawdust.*



# 4

## Promotion of rural areas

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**By using local wood, we provide benefits in rural areas, thereby improving the quality of life of their inhabitants.**



Garnica creates hundreds of opportunities for direct and indirect employment in rural areas. Our production centers are mostly located in sparsely populated areas, in municipalities with fewer than 5,000 inhabitants.

It is estimated that for every two hectares of poplar harvested, one job is created. Subsequently, these stable, high-quality positions generated by Garnica's activities allow people to remain in the area, in addition to attracting new talent.

The presence of Garnica in rural areas also promotes their development, thus improving the links to nearby towns.

**3** GOOD HEALTH AND WELL-BEING



**8** DECENT WORK AND ECONOMIC GROWTH



**12** RESPONSIBLE CONSUMPTION AND PRODUCTION





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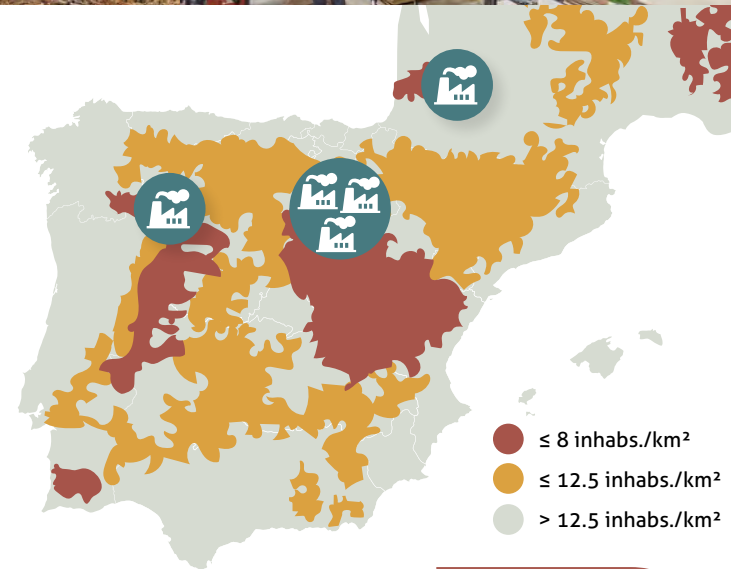
Poplar farms and their value chains create stable and quality employment in rural areas



5 factories in areas  
with 1,600-5,000 inhabitants

>900 direct jobs

Approx. **75%** of jobs are located  
in areas with low population densities



Spain's depopulated regions ("España vaciada") have the same population density as Lapland

Source: Burillo-Cuadrado, Serranía Celtibérica

# 5

## Social responsibility

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**Garnica conducts numerous initiatives in several areas as a part of its commitment to society.**

We develop projects that address the needs of our employees' environment as well as those of local community surrounding Garnica's facilities.

Garnica develops specific programs to foster quality training and improve health, wellbeing, diversity and equality through activities both within and outside the organization.

We also work with local agencies that support the needs of our communities, such as education and health centers, public institutions and non-profit associations.

*We define our value proposition and provide an equality-based management framework focused on people throughout their entire journey at the company.*





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# The employee journey

Garnica is a game changer

## The journey begins with attracting and hiring talent

Not only do we look for relevant skills but also alignment with our values.



## Getting started: your working environment

- Code of Ethics
- Health and Safety
- Equality Plan
- Garnica Health

## What are the benefits?

- Competitive salary
- Flexible approach
- Development plans
- Garnica Academy



## Welcome aboard!

Personalised Welcome Plan with cross-cutting training programmes and factory visits.



## Smooth employment relations

Together we encourage agreement via smooth, direct and fair relations.

**Garnica is a people-centred organisation.**



# 5

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*We collaborate with UNHCR to help the millions of Ukrainian refugees who have been forced to flee their country*



*Panel donation to Concéntrico, the Logroño Festival of Architecture and Design*



*Through UNICEF, we have supported Ukrainian children and families and helped vulnerable populations gain access to COVID-19 vaccinations and treatments*



*Funding for scholarships at different Master's schools in the University of La Rioja*



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**Garnica Health: initiative with actions aimed at protecting the health and safety of the entire Garnica team and promoting healthy life habits**



**Sponsorship and internal promotion of the La Rioja Women's Race (Spain)**



**Collaboration with "ARPA Autismo Rioja" at an event celebrating a new record in the prevention of work-related accidents**



**Donation of beds and cubicle curtains to hospitals, health care facilities, and nursing homes in the fight against COVID-19**



**Funding and donation of board for the master's degree program in Structures, Construction and Wood Design at the University of the Basque Country**



**Partner in the Riojan Sports Initiative Plan**





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Garnica



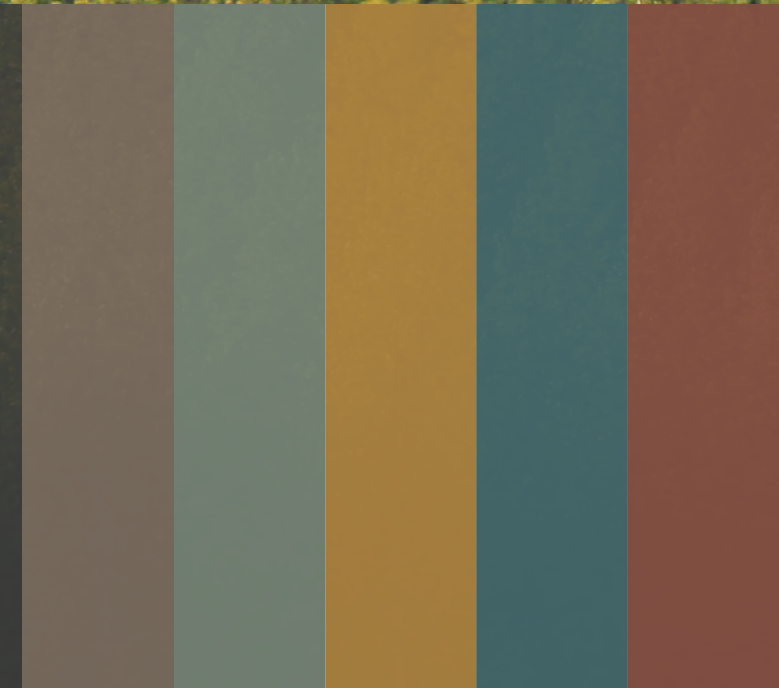
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Challenge the ordinary

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