



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 to achieve SDGs

SUSTAINABLE DEVELOPMENT GOALS

The **Sustainable Development Goals** are 17 interconnected global goals designed to be a "blueprint to achieve a better and more sustainable future for all".

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

In order to promote this sustainable initiative, at Garnica we focus on nine goals in line with our operations.



United Nations
Global Compact

Garnica is a member of the United Nations Global Compact, a global alliance of companies and organisations to implement universal sustainability principles.

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1

Wood from local sustainable tree farms

Growing a sustainable future

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 lead partner in:

- **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 foundation.
- **Plantons pour l'avenir**
Thanks to the contributions of its members, this fund has planted more than 2.5 million trees.



PROPOPULUS
NATURE. SOCIETY. FUTURE.
THE EUROPEAN
POPLAR INITIATIVE




Charte
"merci le Peuplier"



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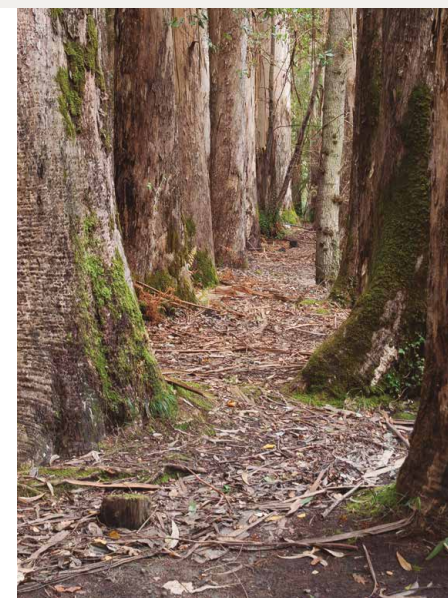
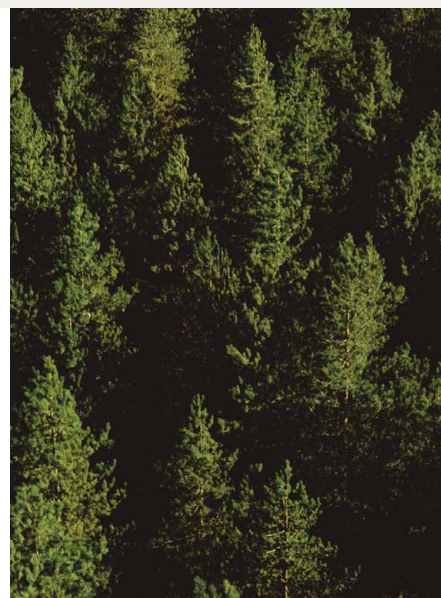
We use local wood, mainly poplar, pine and eucalyptus from European tree farms located in Spain and France.

The combination of sustainably sourced species means we produce a plywood with improved properties.

Poplar, our main raw material, is one of the most sustainable species thanks to its high capacity for carbon sequestration and for acting as a buffer strip on river banks. This wood provides lightness, stability, surface quality and ease of machining, all of which are excellent properties for vehicle manufacturing, in particular its exceptional lightness, which helps save fuel.

The majority of **pine** wood used by Garnica comes from tree farms located within a radius of 50 kilometres around our factory in Llodio: we mainly use the *Pinus radiata* species, which is highly valued for its consistency, strength and excellent mechanical properties.

We also use other tree farms woods such as **eucalyptus**, of the *Eucalyptus globulus* species, the densest of the eucalyptus species, which gives the panel exceptional strength, quality and surface hardness while maintaining great stability and excellent mechanical properties.



2

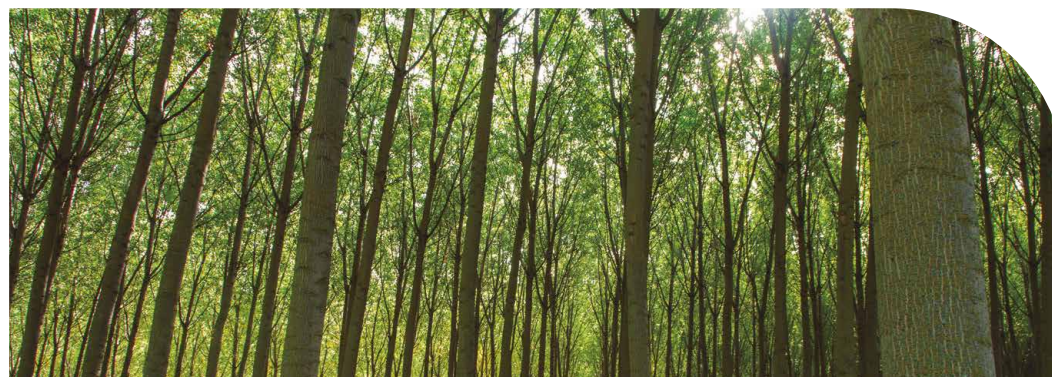
Poplar, an ally in the fight against climate change

Growing a sustainable future

A vision inspired by respect for the environment through poplar, an intelligent option for our planet.

Climate change is having a dramatic impact on our planet, therefore sustainably managed forests are vital for the reduction of greenhouse gases.

In this regard, trees are our main allies in the fight against this threat as they act as carbon dioxide sinks.



EPD[®]
THE INTERNATIONAL EPD[®] SYSTEM

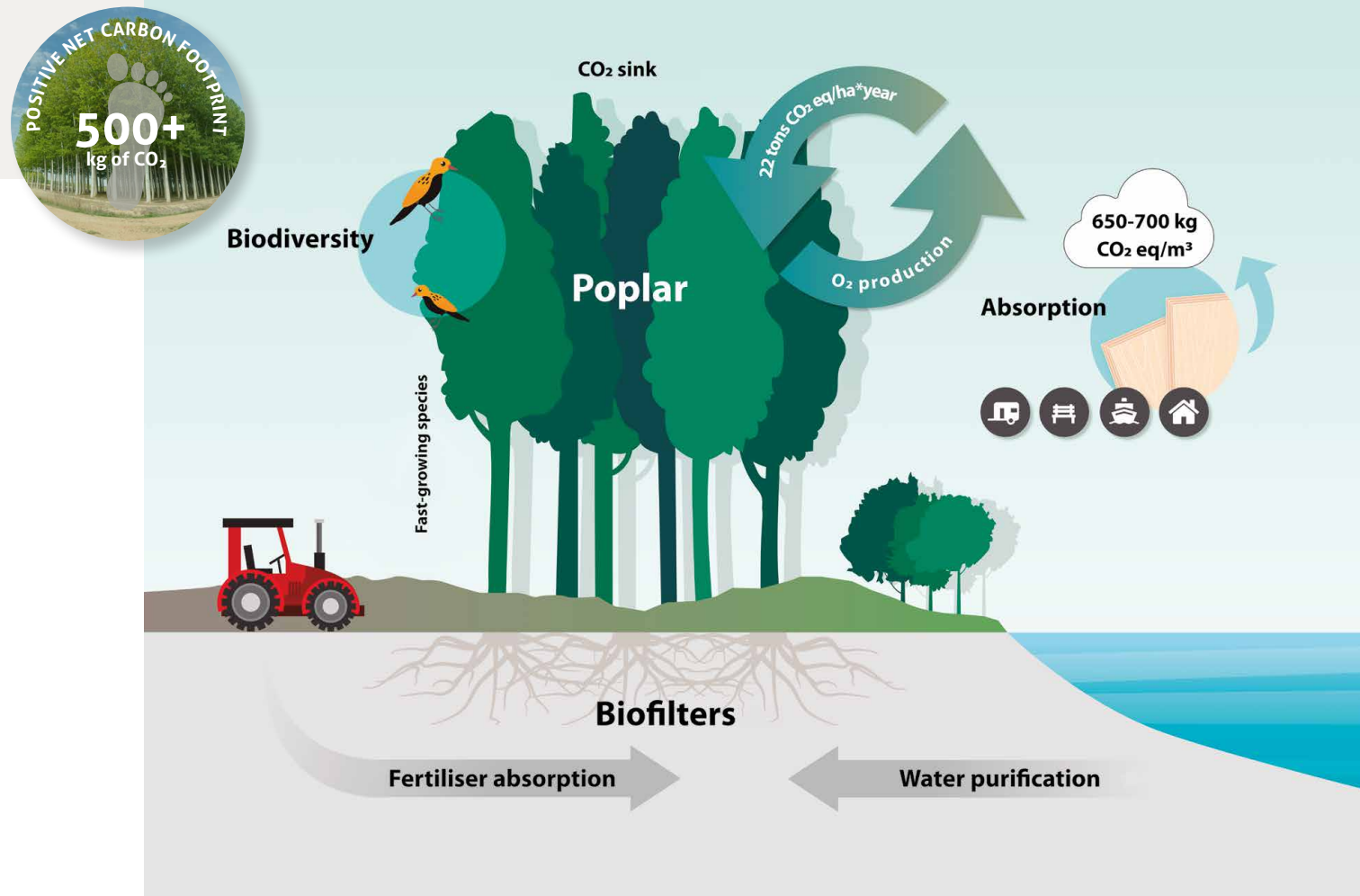


Poplar trees are biofilters that act as natural CO₂ sinks

Given its rapid growth, poplar is one of the species with the highest CO₂ absorption capacities on the planet - with an average of 22 tonnes per hectare and year.

Poplar trees act as green filters, protecting river water from eutrophication by neighbouring agriculture. They are also highly flood resistant, meaning they are compatible in flood zones, where they also control flow and trap sediment.

What's more, poplar-derived products are also major carbon dioxide sinks. Every cubic metre of manufactured plywood panels has a net positive carbon footprint of approximately 500 kg of CO₂, capturing approximately 650-700 kg of CO₂.



2

Growing a sustainable future

At Garnica we use different poplar varieties selected and grown in nurseries in order to find the varieties that are most resilient to climate change, pests and diseases, with the best growth and wood quality.



We are constantly conducting research to improve populiculture, innovating new cultivation techniques and investing in new varieties selected from nurseries.

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


Bosques & Ríos
PLANTAMOS FUTURO





3

Culture of circular economy and zero waste

7 AFFORDABLE AND CLEAN ENERGY



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Growing a sustainable future

The circularity of processes and minimising waste are two fundamental objectives for Garnica.

We are committed to a "lean" production model based on sustainability and continuous improvement, taking advantage of all available resources and integrating by-products into our processes or seeing them used in other industries, such as the manufacture of chipboard, packaging or renewable energy production.

We offer numerous sizes, XL and custom-made panels, in order to maximise performance across all applications and extend panel life.

Thermal energy represents our largest energy consumption, and it is supplied entirely by renewable energy sources generated at our facilities. Practically 100% of the total energy used by Garnica comes from renewable sources.



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

Garnica plywood panels are used in final applications with very long life cycles, such as caravans, yachts and kitchen furniture.

The use of clonal varieties that ensure the consistency and strength of the raw material together with extensive know-how regarding the production of plywood by means of advanced processes and machinery, results in a plywood of exceptional quality and maximum useful life.

Investments in R&D are key in continuously improving the sustainability of our manufacturing process. In 2021 we launched "Recircularity", a circular economy project to find alternative uses for sawdust.



4

Promoting the rural environment

Growing a sustainable future

By using local wood, we have a positive impact on rural areas and thereby help to improve the quality of the lives of the people who live there.



Garnica creates hundreds of direct and indirect jobs in rural areas. Our production centres are mainly located in areas with low population density, in towns with less than 5,000 inhabitants.

It is estimated that one job is created for every two hectares of poplar harvested. Moreover, the jobs generated by Garnica's activity are stable and of a high quality, establishing a stable population and attracting talent to these areas.

The presence of Garnica in rural communities also promotes the development of these areas, thus improving communications for nearby towns.

3 GOOD HEALTH AND WELL-BEING



8 DECENT WORK AND ECONOMIC GROWTH



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



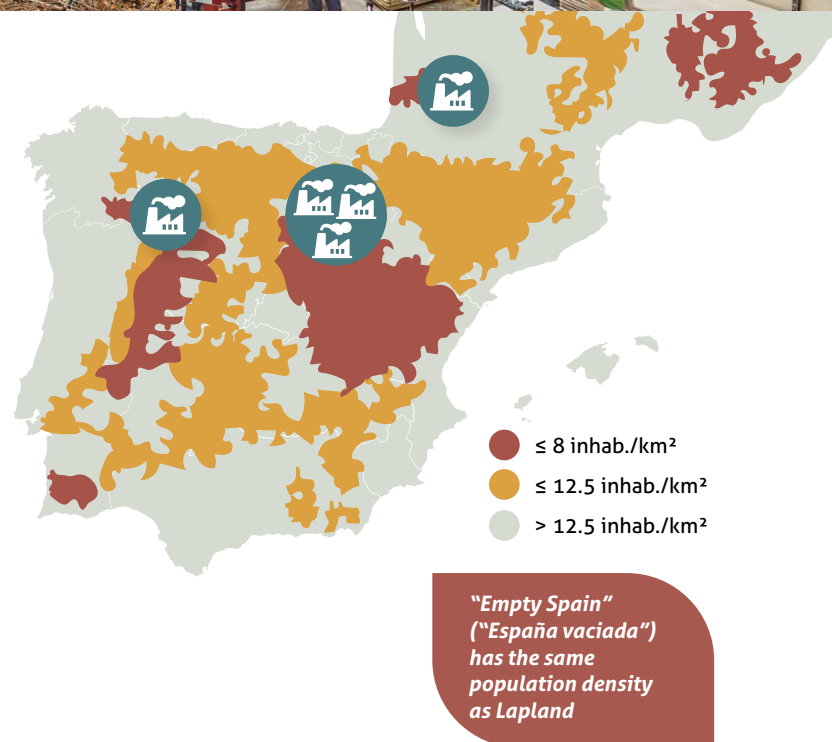
Poplar farms and their value chain generate quality and stable employment in rural areas



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

>900 direct jobs

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



Source: Burillo-Cuadrado, Serranía Celtibérica

5

Responsibility towards society

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Garnica is involved in several initiatives across different sectors as part of its commitment to society.

We develop projects that respond to the needs of the environments of our employees and the local communities in which Garnica has a presence.

The specific programmes developed by Garnica promote quality training and improve health, well-being, diversity and equality through activities inside and outside the organisation.

We also work with local organisations that support the needs of our communities, such as education and health centres, 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.



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



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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.



Welcome aboard!

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

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



Smooth employment relations

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



Garnica is a people-centred organisation.



5

Growing a sustainable future



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



Donating panels for the Concéntrico Architecture and Design Festival in Logroño



Through UNICEF, we have supported Ukrainian children and families and helped vulnerable populations gain access to vaccines and treatment for COVID-19



Financing scholarships for various Masters programmes at 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 lifestyle habits



Sponsorship and internal promotion of the La Rioja Women's Race



Collaboration with "ARPA Autismo Rioja" in an event to celebrate a new record in the prevention of industrial accidents



Donating beds and partitions to health centres and care homes as part of the fight against COVID-19



Financing and donating panels for the Master's Degree in Wood Structures, Construction and Design from the University of the Basque Country



Partner in the Rioja Sports Promotion Plan



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garnica
Challenge the ordinary

www.garnica.one