



## CORPORATE SOCIAL RESPONSIBILITY POLICY





In Miguélez, we are committed to **corporate social responsibility**. A statement with its own roadmap that guides us towards a **brighter and more sustainable** future.

We recognize our role in society and in the environment, and we are determined to make a difference.







For us, being a **Responsible and Sustainable Company (RSC)** is more than a concept; it is a quality that we seek to cultivate and expand in **every action we undertake**.

From our relationship with our employees to how we interact with local communities, every step counts towards a **more prosperous and equitable** tomorrow.





Our **Corporate Social Responsibility** policy encompasses  
**six fundamental pillars**, each vital to our commitment  
to making the world **a better place**:



Corporate citizenship



Strategic growth



Workplace well-being



Social sustainability



Business ethics



Responsible  
business practices





## Corporate citizenship



We ensure that our employees and those in our supply chain work in safe and healthy environments. We promote equal opportunities and prohibit any form of discrimination. And of course, neither child labor nor forced labor have place in our operations.





## Corporate citizenship



- Integration and equality plan.
- Internal code of conduct.
- External code of conduct.
- Compliance system.





## Strategic growth



We strive to minimize our environmental impact by adopting sustainable production practices that ensure the highest product quality and rigorously comply with environmental regulations. We don't just do what's legal, we do what's right.





## Strategic growth

**Guaranteed traceability control of processes, achieving higher standards of quality, efficiency and trust.**

- Implementation of a Quality Management System (QMS) and an Environmental Management System (EMS) according to ISO 9001 and ISO 14001 respectively.
- Numerous product certifications obtained by accredited entities: AENOR, IQNet, LCIE, CESMEC, Bureau Veritas, UL, Certif, etc.
- Wide range of high-security halogen-free cables, safer in the event of fire and environmentally friendly.
- Obtaining environmental certifications: Carbon Footprint, EPD, etc.





## Strategic growth



### Responsible consumption of raw materials, energy and natural resources.

- We separate waste during the manufacturing process for subsequent recycling, in addition to efficiently managing discarded material, thus ensuring its recovery.
- We prioritize the acquisition of circular economy raw materials. For example: recycled copper, wood from suppliers responsible with forest resources (FSC and PEFC), etc.
- We market our products in 100% recyclable packaging with a high percentage of recycled material in its composition.
- We have our own photovoltaic solar installation for self-consumption.
- We reduce our electricity consumption and carbon footprint by replacing old lighting with low-consumption equipment that incorporates LED technology and, also, adapting the rooftops for a better use of natural light in the factory.
- We are committed to using machinery with new high-efficiency IE2 and IE3 motors.
- We opt for the acquisition of electric forklifts.
- We promote and carry out environmental awareness days.





## Strategic growth

**Unification of production processes for greater optimization of time and logistics.**



- Our purchasing policy prioritizes the acquisition of products from local suppliers and ensures that all supplied items comply with the REACH Directive and the RoHS Regulation.
- Reusable packaging and supports. “Traveling Forests” program for drums, pallets and cradles: we recover the material, subjecting it to a retrofit process and reincorporating it into the supply chain, thus reducing the demand for wood.





## Workplace well-being



Our employees are our greatest strength, in consequence, the protection and health of each one of them is a priority for MIGUÉLEZ. From training programs to the provision of personal protective equipment, we make sure to provide them with the necessary support from day one.





## Workplace well-being



- Corporate equality plan.
- Internal code of conduct.
- Flexible working hours for employees with family responsibilities.
- Training sessions and preparation of informative documentation.





## Social sustainability



We believe in giving back to the communities that support us. We promote high-quality, permanent employment, we support education and training, and we work closely with other organizations in order to address the most pressing needs.



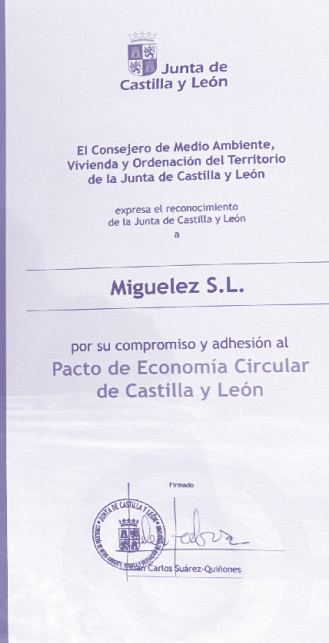


## Social sustainability



- Permanent employment for more than 90% of the staff.
- Agreements with vocational training programs.
- Social action through support for companies and entities that promote the labor inclusion of people with functional diversity.
- Support for scientific research, promoting innovation.
- Participation in standardization committees with the aim of improving quality and sustainability parameters of the products.





## Business ethics



Honesty, integrity and transparency are the foundations of our business relationships. Customers, not only satisfied, deal with people in our organization with as much integrity as themselves.





## Business ethics



- Supplier profile questionnaire.
- Compliance System.
- Adherence to the CyL Circular Economy Pact (Spain).





## Responsible business practices



We strive to continuously improve by setting clear goals and monitoring our progress in social responsibility. And we don't just do this for ourselves, we also report openly and transparently to all stakeholders.





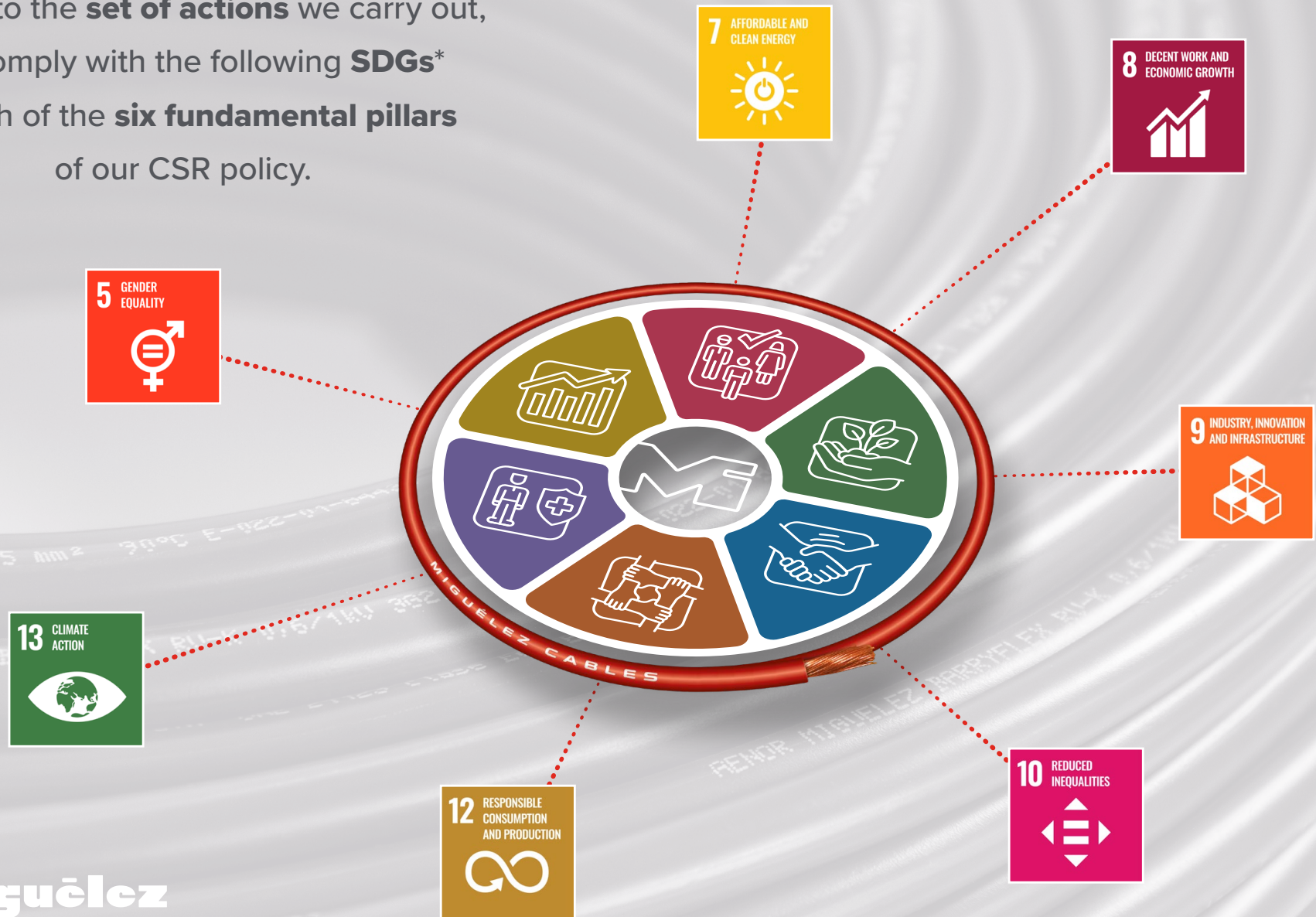
## Responsible business practices



- EINF (CSRD - Corporate Sustainability Reporting Directive). Annual publication.
- New fleet of commercial vehicles, opting for more efficient models with fewer emissions.



Thanks to the **set of actions** we carry out,  
we comply with the following **SDGs\***  
in each of the **six fundamental pillars**  
of our CSR policy.

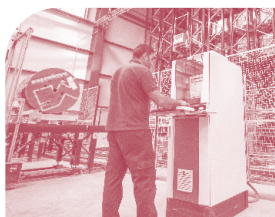


**Miguëlez**  
CABLES

\* Sustainable Development Goals set by the United Nations.



This policy is not just a document, **it is part of our corporate culture**. We work **closely** with all our interested parts in order to ensure that every step we take is in the **right direction**, towards a **positive and sustainable** impact on the world we share.



*Together, we are building  
a better tomorrow!*

