



ROCA GROUP

SUSTAINABILITY ROADMAP

SUSTAINABILITY DEPARTMENT (March, 2021)

SUSTAINABILITY DEFINITIONS

Official

Sustainability means meeting our own needs without compromising the ability of future generations to meet their own needs. In addition to natural resources, we also need social and economic resources.

In our Mission

MISSION

Our mission is to leave the next generation of Employees, Customers, Suppliers, Shareholders and the Community at large, a bigger and stronger company with sustainable profitability



SUSTAINABILITY

How do we create value

By applying sustainability criteria in all operations and processes, in line with the principle of creating value beyond operational result that has characterized Roca Group historically.

In our words

Our strategic pillars...

1 GROWTH	2 OPERATIONAL EXCELLENCE	3 INNOVATION	4 DIGITAL TRANSFORMATION	5 PEOPLE
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...to achieve a three-fold action

1 ECONOMIC	2 SOCIAL	3 ENVIRONMENTAL
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...to support the Sustainable Development Goals (SDG)

Our activities line up with the Sustainable Development Goals (SDGs) defined by the United Nations for 2015-2030, with the global goals of eradicating poverty, protecting the planet and ensuring prosperity for all.

Direct impact on:

3 GOOD HEALTH AND WELL-BEING	6 CLEAN WATER AND SANITATION	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
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Indirect impact on:

1 NO POVERTY	2 ZERO HUNGER	4 QUALITY EDUCATION	5 GENDER EQUALITY	7 AFFORDABLE AND CLEAN ENERGY	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
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SETTING THE ROCA GROUP SUSTAINABILITY COMMITTEE

Creation of multi-disciplinary, multi-departmental Sustainability Committee, meeting monthly, including the selected relevant members of the Organization can assist in influencing sustainability-related change within Roca Group.

-To identify and engage the right members of the Organization that can play the role of 'guiding coalition' in the scope of the Sustainability Committee (kick off meeting September).

-The Sustainability Director should chair the Committee, allowing members to act in an informal, open-minded way but having a clear and strategic vision, key selected initiatives and clear targets and KPI's :

(Sustainability Director)

(Vitrous China Manufacturing Director)

(Faucets Manufacturing Director)

(Composite Products Director)

(Corporate Supply Chain Director)

(Corporate Marketing and Desing Director)

(Corporate Labour Relations Manager)

(Digital Transformation and IT Director)

(Others on demand)

-The goal is to separate the Sustainability Project from the Sustainability Department by inviting the entire Organization to feel part of it, thru the Steering Committee (which is intended to become the change instigator and accelerator).

ROCA GROUP SUSTAINABILITY KPI's

- Environmental KPI's
- Economic KPI's
- Social KPI's

ROCA GROUP SUSTAINABILITY TARGETS

- Selection of KPI's: all of the above? Some? Missing KPI's? Missing areas?
- Definition of Horizon
- Definition of Targets associated to the KPI's (SMART)

S Specific	M Measurable	A Attainable	R Realistic	T Time-bound
Do: Set real numbers with real deadlines. Don't: Say, "I want more visitors."	Do: Make sure your goal is trackable. Don't: Hide behind buzzwords like, "brand engagement," or, "social influence."	Do: Work towards a goal that is challenging, but possible. Don't: Try to take over the world in one night.	Do: Be honest with yourself- you know what you and your team are capable of. Don't: Forget any hurdles you may have to overcome.	Do: Give yourself a deadline. Don't: Keep pushing towards a goal you might hit, "some day."

ROCA GROUP SUSTAINABILITY ROPADMAP

Major Sustainability Workstreams' (2021):

- #1: Carbon Emissions Reduction
- #2: Sustainable Materials
- #3: Sustainable Products
- #4: People
- #5: Society
- #6: Sustainable Supply Chain
- #7: Sustainable Logistics
- #8: Sustainability Communication

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