



ACERINOX

2021

Committed
to people

1. Social sustainability: our employees

The talent and unwavering commitment of the thousands of people who make up the Acerinox team has been crucial to the success enjoyed by the group over the last 50 years and by the products it markets all over the world.

Acerinox is a leading creator of stable employment across the globe.

Total number of employees at 2021 year-end

1,797
Acerinox
Europa

90
Acerinox
S.A.

398
Bahru
Stainless

1,275
Columbus

106
Inoxfil

1,535
NAS

395
Roldán

1,838
VDM Metals

197
Grupinox

497
Commercial

Total de
empleados:
8,206*

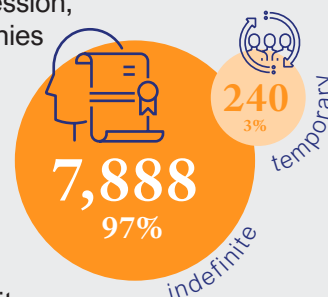


Acerinox provides skilled employment in emerging countries, thus meeting very significant targets of the 2030 Agenda.

* This headcount figure includes 10 members of Senior Management and 68 employees from VDM Metals commercial subsidiaries, which are not included in the scope of this report.

Number of employees by type of contract

At a time of economic recession, the contribution by companies to sustainable development is appreciated for its capacity to generate employment, and it demonstrates their commitment to stability. Acerinox stands out since 97% of its employees have an indefinite contract with the Group.



When we committed to the 2030 Agenda, we committed to diversity. Today, 28% of our workforce is aged 50 or over. We offer comprehensive careers where young people can design their own career paths and access a multicultural environment as we operate all over the world. The Acerinox team also includes 257 people with recognised disabilities.

We have two Diversity and Inclusion policies, one for employees and one for members of the Board of Directors. These policies place particular emphasis on:



We have set ourselves the target of increasing new recruits from minorities by 10% each year, and at least 40% of the Board members must be women.

In the area of accident prevention and employee safety, we are very proud to have **reduced the Lost Time Injury Frequency Rate (LTIFR) by more than 31%** compared to the previous year, far outperforming our target of 10%.

Employee safety is our #1 priority

Some of our best practices as a benchmark employer:

- VDM Metals:** received the St. Gallen Leadership Award, a prestigious recognition awarded annually by the Institute for Leadership and Human Resource Management (I.FPM) at the University of St. Gallen (Switzerland) and the German Association for Human Resource Management (DGFP). The award recognises projects aimed at giving visibility to exemplary leadership techniques, tools and strategies.
- Columbus (South Africa):** The factory identified six specific causes of accidents. Posters were produced and displayed at strategic points for prevention purposes. Failure to comply with the actions highlighted can even lead to dismissal, all with the ultimate aim of safeguarding health and safety at our work centres.
- Acerinox Europa:** Practical exercise undertaken with the fire brigade, simulating an emergency scenario at the Palomares factory.
- The Group's factories have the 6S system in place,** also known as 5S + Safety, which seeks to maintain strong productivity and safety levels in the work environment.
- Acerinox held a Safety Week to mark World Steel Safety Day.** Under the slogan "Our People, Our Priority: Safety First", Acerinox organised a series of activities at its offices and production centres all over the world.
- Acerinox and the ALAPAR Foundation** signed an agreement to work together on raising awareness, integrating people with disabilities into the workforce and supporting collaboration. The two institutions will carry out training activities, support the integration of people with disabilities into the labour force and roll out initiatives for volunteering and providing goods and services, supporting the integration of people with disabilities into society and raising awareness throughout the company.

2. Social sustainability: our communities

We support social sustainability in our communities through five core lines of action:

- We create local employment: We have paid out €591m in remuneration even without factoring in the sector multiplier, which indicates that for every direct job, at least 6 indirect jobs are created.
- We use local suppliers: 60.69% of our suppliers are local to the area around our factories.
- We roll out initiatives locally
- We invest directly in a range of projects with a significant impact on disadvantaged communities, allocating €565,000.
- Our tax policy is committed to the place where we generate wealth.

Spanish, British, Canadian and US tax agencies rate Acerinox as a low tax risk organisation

These are some of the best practices in the communities where we operate:

- **Education:** The Group has cooperation agreements with more than 20 university and vocational training centres, helping to identify new generations of future professionals and support their development, which is key for the sector.
- **Health and safety:** to ensure the best possible health and safety for employees, customers and suppliers alike, around €5m was invested over the year in precautionary measures, medical equipment, direct aid and donations to mitigate the effects of the pandemic.
- **Cooperation with the NGO Employee Tender Loving Care,** donating €8,761 to support employees who are experiencing difficulties at the NAS factory.
- **Donation of materials** worth €20,000 from the Columbus factory (South Africa) to local schools, NGOs and other local institutions.
- **Following the floods in Germany, through VDM Metals,** we contributed up to €25,000 in aid to the towns of Altena and Werdohl, and another €25,000 in direct aid to the people affected, in addition to the donations made by VDM Metals employees.
- **Aid for Kampung Tanjung Langsat (Malaysia):** Bahru Stainless wanted to support the village by donating money and 50 sets of aid materials valued at €300 each.





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