

SOCIAL IMPACT AND COMMITMENT POLICY

The main goal of Grupo SYLVESTRIS SL is to promote environmental care and recovery, employing people in need or those who are at risk of social exclusion. The work of SYLVESTRIS has a beneficial social impact resulting in a triple bottom line: **social, environmental and financial**.

The **Social Impact and Commitment Policy** at SYLVESTRIS has been designed to maximize these positive results by managing, optimizing and disseminating its contributions to society, thus formalizing its societal commitment through a set of principles of action which inform and develop its social character.

Environmental Policy

SYLVESTRIS' business activity is closely connected to the work of environmental care and the recovery of degraded areas, promoting positive local, regional and global impacts which are achieved by the following:

- **Restoring** areas affected by forest fires.
- Carrying out **environmental engineering** projects.
- Promoting the use of **renewable energies**.
- Offering **mitigation and adaptation** solutions to climate change.
- Drawing up inventories, technical studies, evaluations and management tools for **sustainable development**.
- Completing and managing landscape-engineering works, **bringing nature and people closer together**.
- Completing **Rural Development and Cooperation** projects.
- Developing environmental **training programs**.

Social Policy

While SYLVESTRIS is dedicated to the environment, our main focus is on **people**, especially the needy. This is why we are committed to:

- Give **priority** to people in risk of social exclusion and/or those who have greater difficulty gaining access to the job market: unemployed people over the age of 45; mothers or fathers with non-shared family undertakings; people with disabilities; victims of gender-based violence; under-qualified young people and immigrants; the long-term unemployed; the rural population; etc.
- Work with **local communities** when carrying out cooperation and development projects conducted in rural areas, as often as needed and allowed.
- Give workers proper **training and information** for their jobs, in particular regarding occupational risk prevention.
- Maintain a **volunteer** program where people can collaborate economically and as corporate volunteers with various foundations, with proven social impact.

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Economic Policy

In order to promote and improve a positive contribution to society at SYLVESTRIS, we have adopted the following financial policy:

- When profits are made, **only 30% of the dividends are distributed**, the rest are reinvested in-house in order to stimulate business activity, thus multiplying our social impact.
- Social inequalities exist in part due to wage disparities which can be disproportionate between executive and less-qualified positions. Although our wage policy considers the relative value of job-specific duties, responsibilities and characteristics, SYLVESTRIS has set a **maximum ratio of 1:7 between the lowest wage and highest wage** in the company.
- SYLVESTRIS promotes forestry planting as a method of repopulating areas affected by forest fires, pursuing **economic and other efficiencies**, which allows for increased forest restoration coverage.
- SYLVESTRIS promotes energy efficiency and the offsetting of carbon emissions as well as the use of biomass as a renewable energy source - which is less expensive than some conventional sources - in order to produce **energy savings**.
- In accordance with its commitment to continual improvement, the company will **reinvest resources into research** and innovation, including the development and implementation of a Master Plan for Forestry Planting Research.
- SYLVESTRIS will apply **new techniques and technologies** to promote work efficiency resulting in increased work quality, well-being and economy.

Impact Monitoring and Transparency

In order to evaluate the aforementioned environmental, social and economic impacts, SYLVESTRIS will continuously measure **impact indicators**, such as hectares of forests restored, number of work contracts created for people at risk for social exclusion, number of people who received training, economic savings generated, or number of tons of carbon sequestered.

SYLVESTRIS will publish an **annual report**, updating the status of its social impact for public review.

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