



Sustainability Report 2025





LEZAMA HQ

EUROPE

Lezama HQ
Toledo
Milan (Italy)
Lisbon (Portugal)

ASIA

KSA
Dubai

INTRODUCTION

On behalf of the Management of **BELGICAST Internacional**, we are pleased to present our **Sustainability Report for 2025**, which was prepared as part of our participation in the UN Global Compact and in line with the Sustainable Development Goals (SDGs).

The current global backdrop continues to be dominated by high economic uncertainty, geopolitical tensions, fluctuations in commodity prices and changes in regulatory environments. These factors have had a direct impact on markets, supply chains and business plans. In this complex, dynamic scenario, **we have reaffirmed our commitment to long-term, responsible resilience management.**

As an industrial company, we are fully aware of the importance of natural resources and the impact of our operations on the environment. Consequently, **we have committed ourselves to protecting the environment**, optimising the use of resources and actively contributing to sustainable development by integrating environmental, social and governance criteria into all of our decision-making.

Belgicast made significant progress as far as sustainability is concerned during 2025. This included building a solar farm at our Toledo plant, with a generating capacity of **939,927 kWh per year**, which allows us to offset approximately **385 tons of CO₂**, which is equivalent to planting **32,114 trees**. This initiative marks a decisive step in our transition to a cleaner, more efficient energy model.

We have also continued to build up our fleet of electric vehicles, thereby reducing emissions resulting from corporate mobility, and implementing a number of measures aimed at operational efficiency, reducing waste and consuming resources responsibly, as well as other significant actions.

Our commitment to sustainability extends to the social and human domain. In 2025, **we stepped up our charitable actions** through partnerships with the Food Bank, UNICEF and various other charitable initiatives, along with community support campaigns. Similarly, we continued to implement policies aimed at wellbeing, physical and mental health, work-life balance and the creation of a safe, inclusive, motivating work environment.

This report is a transparent account of the progress we have made, the challenges and opportunities for improvement along the way, and the actions we have taken on environmental, social and governance matters. It reflects our **commitment to the ten principles of the Global Compact and the Sustainable Development Goals**, particularly in areas such as climate action, responsible production, decent work and strengthening partnerships.

We are grateful for the trust of our partners, customers, suppliers, communities and strategic allies whose support will be essential as we move forward along this path of continuous improvement. We hope that you will read this report and join us in our ongoing commitment to sustainable development.

Yours faithfully

Joan Galtés
Commercial MD

Aitor Bernardo
Operations MD



WE SUPPORT

THE TEN PRINCIPLES OF THE UN GLOBAL COMPACT

Corporate sustainability begins with **BELGICAST's** value system and principles-based approach to business. That means operating in a way that complies with core responsibilities in the areas of human rights, labour, the environment and anti-corruption, at the very least. **BELGICAST** applies the same values and principles wherever it operates, and understands that good practices in one area do not make up for shortcomings in another. **BELGICAST** not only fulfils its basic responsibilities with regard to people and the planet by incorporating the Ten Principles of the United Nations Global Compact into its strategies, policies and procedures and by instilling a culture of integrity, it also lays the foundation for long-term success.



Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Businesses should make sure that they are not complicit in human rights abuses.



Work

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: Businesses should eliminate of forced and compulsory labour.

Principle 5: Businesses should effectively abolish child labour.

Principle 6: Businesses should eliminate discrimination in respect of employment and occupation.



Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: Undertake initiatives to promote greater environmental responsibility.

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.



Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

ABOUT US

We offer a wide range of products, and **provide comprehensive solutions for the entire water cycle**, from hydrants to butterfly valves, from knife gate valves to control valves. Our experience, innovative technology, overall capacity, and track record in providing individual consultancy services form the basis for **developing sustainable solutions to efficiently manage a vital resource: water**.

BELGICAST is one of the largest suppliers of valve technology and the first choice when it comes to valves and services for the water cycle.

HISTORY

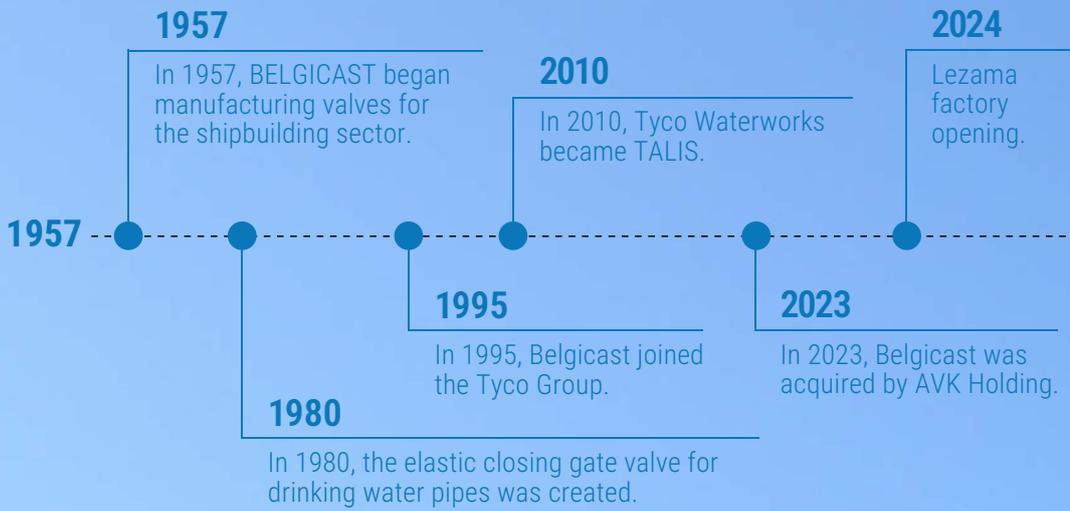
In 1957, **BELGICAST started out as a manufacturer of valves for the shipbuilding industry**, until the onset of the oil crisis in the early 1980s, which led many companies to shut down. At that time, **BELGICAST began to diversify its product range**, focusing on a market that was virtually unknown at the time: water. This led to the creation of the soft seal gate valve for drinking water pipes. Thanks to its innovative design, **BELGICAST** has ended up being very successful. The brand and its products have become established worldwide and, in 1995, the company joined the Tyco Group. Tyco Waterworks became TALIS in 2010.

After many years spent further developing and refining the resilient seal gate valve, it has become an essential part of ensuring that high-quality water can be conveyed safely over a long period of time.

Also worth noting is the full range of accessories, from flanges and universal couplings to clamp saddles, all available for different types of pipes. The efforts invested in developing butterfly valves and check valves have allowed **BELGICAST** to consolidate its position. The effort invested in previously inaccessible markets, such as desalination and district cooling.

In 2023, **BELGICAST was acquired, along with Bayard, by AVK Holding**, a leading Danish industrial group in valves for the water industry.





We continue building our future with new challenges and projects.



MISSION AND VALUES

Our mission is to **develop, manufacture and market high-quality products with a long service life**. These products are used in vital infrastructure such as water supply, wastewater treatment and energy supply, and in a wide range of industrial applications that together contribute to sustainable development, human health and improvements to the environment.



QUALITY

WE STRIVE FOR QUALITY IN EVERYTHING

Quality is at the heart of everything we do. **Quality** is part of every step of the process, from the initial idea to its implementation. It can be seen in our activities and the way we behave, both with our colleagues and in our dealings with customers and the other people we come into contact with in the course of our work. **Quality** can be found in our products, processes, delivery, service, communication, and approach. This focus on quality has paved the way for our position as market leader.





INNOVATION

INNOVATING TO MAKE A DIFFERENCE

Innovation is essential to **BELGICAST**. We focus on innovation and developing new, high-quality, optimised products with a long service life. Our innovative approach to developing and designing our products and solutions means we can continue to adapt to current and future market demands. We make sure that our products and solutions are always as efficient as possible by continuously monitoring and optimising them. **BELGICAST** also focuses on investing in new technologies and business areas that contribute to sustainable development.



RELIABILITY

WE STRIVE TO BE TRUSTED AND CONSISTENT

Reliability is crucial to us. We strive to be a reliable, trusted company that creates lasting results and builds relationships with our employees, customers and other stakeholders. Reliability is key to this, and it is important for us to document our reliability and trustworthiness as a company. We are proud to be **ISO 9001** certified for quality management, **ISO 14001** certified for environmental management, **ISO 29001** certified for quality management in the oil and gas industry, **ISO 45001**, certified for occupational health and safety management, and **ISO 50001** certified for energy management.



SUSTAINABILITY

WE TAKE A LONG-TERM APPROACH

Sustainable development has always been key to our business, and we work on **sustainability** on many levels. We have focused on innovation and developing high-quality products with a long service life from the very beginning. At the same time, we have worked continuously to reduce our environmental and climate impact when manufacturing our products. We want to invest in innovative technologies and new business areas that contribute to the ecological transition.



CUSTOMER SERVICE

WE STRIVE TO BE OUR CUSTOMERS' PREFERRED PARTNER

Customer service is important to us, as we measure our success through the progress made with and satisfaction of our customers, not only in terms of our products, but also in terms of how we handle their needs, enquiries and requests. We believe in long-term partnerships and following the trends in our market, while keeping our customers' needs in mind.

THE 17 UN SUSTAINABLE DEVELOPMENT GOALS

The **17 Sustainable Development Goals (ODS) of the UN** are the framework for global sustainable development efforts up to 2030. The goals acknowledge the fact that social, economic and environmental development are closely interlinked and that achieving sustainable development requires a common global effort. **BELGICAST** is very aware of its responsibility. SDGs 6 and 9 are particularly relevant to our business model, but we are also working on other goals, either at a strategic level or through decentralised activities, as outlined below.

Ensure healthy lives and promote well-being for all at all ages.



Water has a significant bearing on health and quality of life. As we operate in the water and wastewater sector, indirectly we are contributing to SDG 3 of the United Nations, which is aimed at ensuring healthy lives and promoting well-being. Water-related diseases are a serious problem worldwide, and wastewater can contaminate sources of drinking water.

Collaborations during 2025



We are involved in various initiatives, mainly with the aim of sparking an interest in young people in careers in Science, Technology, Engineering, the Arts, and Mathematics (STEAM), such as the Industria Erronka project (organised by FVEM).

We work closely with vocational training centres, universities, and schools in the areas in which we operate, giving young people the opportunity to do internships at our company, gain experience about the world of work, develop their skills and receive training.

The primary objectives of these initiatives are:

- To attract and retain **talent**.
- To promote **STEAM** careers.
- To bring more **women** into the industry.
- To contribute to the **future** of Basque industry.
- To make this industry and the **job profiles** it requires more visible.



SUSTAINABLE DEVELOPMENT GOALS

Equality Plan



Our focus on SDG 5 means that **we are committed to ensuring that men and women receive equal treatment and opportunities**, and to preventing gender inequality in terms of access to employment, training, promotion and working conditions. This is all part of our commitments to responsible conduct and practices as set out in our Code of Ethics. As a result, fostering a work environment based on ethical standards, respect for diversity, and effective equality is a commitment that is part of our corporate culture and is incorporated into our internal policies.

Belgicast is committed to implementing the principle of equal opportunities, compliance with which is one of the cornerstones of the career development promoted by the organisation. The company practises this and treats all of its employees fairly, creating an environment that facilitates integration and a good work-life balance. We apply diversity and equal opportunities by helping people with disabilities get jobs, in line with the General Law on the Rights of Persons with Disabilities and their Social Inclusion. We collaborate with various Special Employment Centres (CEEs by their Spanish acronym), by helping people with disabilities integrate into society and gain employment.

Belgicast has an **Equality Plan negotiating committee**, made up of the legal representation of the workers (LRW) and the company. The committee is responsible for implementing a number of measures and actions that will allow us to move towards a more inclusive, equitable and diverse organisational culture. It is also responsible for implementing, monitoring and evaluating this plan.

We have an **Equity Plan** that reflects the company's commitment to equal opportunities and eliminating any kind of gender discrimination in all areas of work.

We promote diversity, as we recognise its importance as a source of competitiveness and value creation within the company. To this end, we have approved an **LGTBI Harassment and Discrimination Protocol**, with the aim of setting out a set of rules and procedures to prevent, identify, respond to and resolve situations of harassment and discrimination that people may experience. We strive to ensure that there is respect for human rights and the dignity of individuals, and to create a safe environment free of violence and discrimination for everyone.

Ensure availability and sustainable management of water and sanitation for all



The **BELGICAST** product portfolio is a direct extension of UN SDG 6, which is aimed at ensuring that everyone has access to clean water and sanitation and that it is managed in a sustainable way.

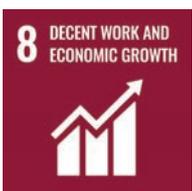
Our valve solutions **help to make sure clean drinking water is available in well-established water supply systems**, by providing reliable, long-lasting, safe water management, and helping to reduce water waste and energy consumption. AVK products and solutions are used in various processes aimed at ensuring responsible wastewater management and preventing risks to the environment and health.

Ensure access to affordable, reliable, sustainable, and modern energy for all



Sustainable energy is at the heart of SDG 7. The aim of this goal is to ensure that everyone has access to affordable, reliable, sustainable, modern energy by 2030. It calls for a significant increase in the share of renewable energy in the global energy mix by 2030. Our valves for wastewater treatment, biogas and hydroelectric power generation are **helping to increase the share of renewable energies.**

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



We are working on UN SDG 8, which focuses on decent work and economic growth. This means that **we need to provide healthy, safe workplaces for our employees, both in Spain and around the world**, and respect their right to fair, equitable working conditions.

We only want to work with suppliers who guarantee compliance with human rights legislation and our ethical policy, the Code of Conduct.

Ensure sustainable consumption and production patterns



UN SDG 12 focuses on responsible consumption and production. We support this goal **by carrying out life cycle assessments and identifying methods and processes that will allow us to recycle materials from our factories.** We also use large quantities of recycled metals and plastics in our production.



Take urgent action to combat climate change and its impacts

UN SDG 13 on climate action refers to reducing the rise in the average temperature of the planet and building up resilience and adapting to climate change.

We contribute to this goal as a company in the water and wastewater sector, as water consumption has an impact on energy consumption. The energy consumed in pumping water is lower when **our valve solutions reduce water losses and manage pressure in the distribution network efficiently**.

Our valves can be used in the energy sector to distribute water for district heating, producing biogas, hydroelectric power and converting wastewater into green energy. Climate adaptation solutions for flooding are needed to prepare society for extreme rainfall. This is another area where **BELGICAST** can make a contribution with its valve solutions.

Moreover, **we have devised an environmental and climate strategy with the primary goal of reducing CO₂ emissions** by reducing energy consumption throughout the life cycle of our products and investing in environmentally friendly energy sources.

Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development.



We think that SDG 17 is crucial for the success of the other sustainability goals. At **BELGICAST** we want to be part of **creating a sustainable water and energy supply** and building a **community in which the circular economy plays a more important role**. Collaboration between local, national and international organisations, authorities, industries and professions is essential, and that is what we do through partnerships.

DROUGHT

Drought is a constant and increasingly frequent threat. Dry periods are expected to become increasingly intense and prolonged as a result of climate change. The increase in water use and consumption must also be taken into account, which puts us in a situation of real water scarcity and hydrological drought.

BELGICAST provides the best solutions for managing water efficiency, thereby saving many litres of water.



SPAIN'S WATER RESERVES

Spain's water reserves were at approximately:

54.9%

of its capacity on 16 December 2025.

Source: https://www.miteco.gob.es/content/dam/miteco/es/prensa/25_12_16_NdP_La_reserva_h%C3%ADdrica_espa%C3%B1ola_se_encuentra_al_54%2C9_.pdf?utm



DROUGHT IN SPAIN

Drought accounts for most of the impact in Spain:

€10.72 billion

Source: <https://www.tutiempo.net/noticias/verano-extremo-europeo-deja-factura-de-43000-millones-de-euros-espana-lidera-perdidas.html?utm>



DRINKING WATER

1 in 4 people, or

2.1 billion people

worldwide still do not have access to safely managed drinking water

Source: <https://www.unicef.org/press-releases/fast-facts-1-4-people-globally-still-lack-access-safe-drinking-water-who-unicef?utm>



SANITATION

3.4 billion people

still do not have access to safely managed sanitation services

Source: <https://www.unicef.org/press-releases/fast-facts-1-4-people-globally-still-lack-access-safe-drinking-water-who-unicef?utm>

WHAT WE OFFER IN THIS SCENARIO

BELGICAST is a valve manufacturer that specialises in the entire water cycle. Since it was founded, the company has been committed to continuously improving its designs, **by adapting its products to existing and emerging technologies.**

In-house expertise and accumulated experience have allowed it to develop solutions designed for specific applications. As a result, **BELGICAST** has been able to establish itself as a **market leader in the entire water cycle**, particularly in distribution networks, where insulation, watertightness and control of flow rates and pressures need to be guaranteed for efficient consumption. The company is also an expert in isolation valves and safety systems for non-conventional water installations, such as reverse osmosis desalination plants and reuse systems based on micro- and ultrafiltration technologies, which require valves with very specific technical features using high-performance materials.

Valves

BELGICAST designs, develops and manufactures a wide range of valves, using its own technology and mechanics.

With water at the core of its business, the company has built up a sound knowledge of gate valves, centric and double eccentric butterfly valves, check valves, hydraulic valves for controlling networks and a complete range of pipe fittings.

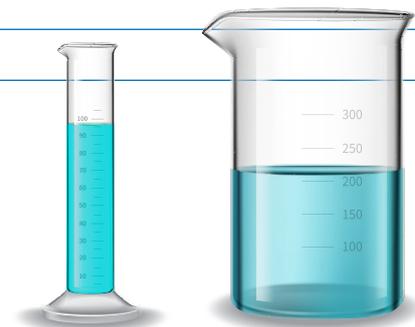
The company is **at the cutting edge of design and manufacture**, applying criteria of sustainability and respect for the environment, such as using Bisphenol A-free materials in drinking water networks, recycling epoxy paint to reduce consumption, minimising the water footprint and reducing CO₂ emissions.



Purification

Purification processes require highly specialised, extremely reliable components. **BELGICAST has a strong presence** in this field and offers solutions adapted to the requirements of each application.

Its range includes knife gate valves, gate valves, ball check valves and centric butterfly valves, all of which are manufactured to **the highest quality standards.**



Distribution

Low-pressure municipal networks make it possible to provide a safe, continuous supply of drinking water to households. It is essential to have **reputable managers and manufacturers** to guarantee this service, backed by quality certifications and international standards that ensure that materials that are fit for human consumption are used.

BELGICAST has a wide range of certifications awarded by the main international certification bodies, having passed demanding audits, such as **AENOR**, **ACS**, **WRAS**, **DGVW** and **GSK**. The company is also anticipating future regulatory requirements by offering **gate valves labelled Bisphenol-free**.



Desalination processes

Desalination has seen continuous growth since the start of the 21st century, which calls for highly reliable, resilient solutions. These processes require materials that can withstand highly corrosive seawater, and coatings and designs that will ensure maximum durability and reliability.

To meet these needs, **BELGICAST has a customer-oriented department that specialises in executing projects**. This approach has positioned the company as **one of the leading manufacturers of desalination valves**, allowing it to play a part in some of the world's largest desalination infrastructures, where its solutions have been used in both low-pressure networks and in the discharge of high- and low-pressure pumps.



**DESALINATION
BUSSINES UNIT**

ENVIRONMENT

BELGICAST implemented an ambitious Action Plan in 2025. The actions that made up the backbone of this plan were as follows:

Energy efficiency, decarbonisation and sustainable mobility

Objective: To reduce energy consumption, greenhouse gas emissions and move towards more sustainable mobility.

Main actions:

- Electrical energy certified as being from 100% renewable and CO₂ neutral sources
- Installation of energy-saving LED lighting and energy-efficient windows in offices.
- Implementation of an energy monitoring system to optimise consumption.

Photovoltaic generation

- Lezama plant: **880 panels installed**, with a planned increase of 500 units, equipped with capacitor banks.
- Toledo plant: **1,050 panels on the solar farm** and 120 on the roof, contributing to the self-consumption of energy.
- Sustainable mobility: Addition of six electric vehicles and six plug-in hybrids to the corporate fleet.
- Replacement of R22 air conditioning systems with air source heat pumps (FY26).

Expected impact: A reduction in energy consumption and greenhouse gas emissions and a move towards greater energy efficiency, lower emissions, an increase in renewable self-consumption and a transition to a low-emission vehicle fleet.



Circular economy and resource management

Objective: To minimise waste, maximise the use of materials and reduce the consumption of virgin resources.

Main practices:

- Recirculation of water in hydraulic tests.
- Reuse of 40% of epoxy powder paint.
- Use of 100% recycled pallets.
- 100% recycled packaging materials (cardboard and plastic).

Expected impact: A reduction in waste, savings in raw materials and the promotion of the circular economy throughout the production chain.



Renewable energy and climate action

In 2025, **BELGICAST** took a significant step in its decarbonisation strategy with the commissioning of a solar farm at its Toledo plant, which will allow the installation to be supplied with clean, renewable energy.

This infrastructure has an **installed capacity of 750 kW**, which directly contributes to reducing the company's carbon footprint. It is estimated that this initiative will result in an **annual reduction of 382 tons of CO₂**, thereby strengthening Belgicast's commitment to sustainability, energy efficiency and protecting the environment.



Environmental Product Declaration (EPD) and sustainable materials

Project under development:

- EPD for Infinity DN 40 - DN 700 gate valve, with official certification planned for June 2026.
- It will provide verified information on environmental performance.

Materials management and health security:

- Adaptation to the European Drinking Water Directive (EU DWD), ensuring harmonised criteria for materials in contact with water intended for human consumption.
- Compliance with UBA regulations on elastomers and rubbers, enhancing hygiene and safety standards for gaskets and seals.
- Use of Bisphenol-free labelled epoxy powder paint.
- Identification, reduction and elimination of PFAs and lead in processes and materials, in line with regulations and best environmental practices.



The organisation is making comprehensive progress in terms of energy efficiency, decarbonisation, the circular economy, sustainable materials and low-emission mobility, by integrating sustainability criteria into production processes, products and corporate strategy.

- Sustainable mobility

During 2024, **BELGICAST** began to transform its vehicle fleet with the addition of four 100% electric vehicles and the installation of electric charging points at the Lezama and Toledo plants.

In 2025, the company continued to make progress along these lines by adding three new electric vehicles, thereby strengthening its **commitment to more sustainable mobility and progressively reducing its use of fossil fuels**.

These actions are part of **BELGICAST's** strategic objective to progressively electrify its entire fleet and thus contribute to reducing emissions associated with corporate transport.



SOCIAL



BELGICAST particularly values the social element, both towards our teams and the society in which we operate, in both a local and global sense. First and foremost, the company is made up of 167 people, with our differences and different points of view, but **all sharing a common project**.

BELGICAST wants to reward its staff's commitment with the best possible job and a **fair, equitable, respectful** working relationship.



100% of BELGICAST's workforce works full-time, with the exception of staff who request shorter working hours.



100% of the workforce has indefinite contracts.



100% of the workforce benefits from profit sharing.



Committed to equal treatment of and equal opportunities for women and men.



Collective bargaining since 2006. Agreed solutions.



We are looking for new measures to improve work-life balance.



We keep a close eye on the potential emergence of pay gaps.



We collaborate with UNICEF and the Food Bank.

UNICEF BLUE GIFT

We have resumed our **collaboration with UNICEF through the Blue Gift initiative**, by helping to provide **7,900 water purification tablet kits** to children living in emergency situations.

Each kit will ensure that a child has access to safe drinking water for a week, a resource that is essential to protecting their health and wellbeing. By taking this action, we are reaffirming our commitment to making a positive, tangible impact on society by supporting projects that protect the most vulnerable groups and respond to critical needs.

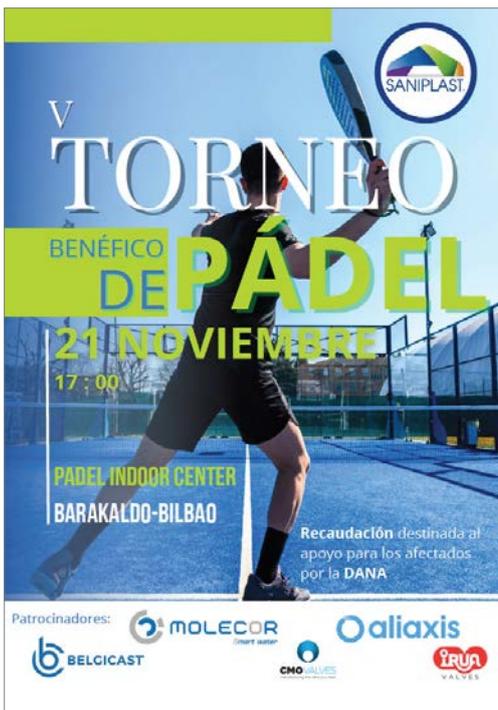
At **BELGICAST** we believe that corporate social responsibility means concrete actions that combine solidarity and efficiency, and the Blue Gift project is an example of how our initiatives can contribute to a fairer, more sustainable future.

CHARITY PADDLE TENNIS TOURNAMENT

In 2025, we sponsored a **charity paddle tennis tournament** organised by Saniplast, to support those affected by the recent *DANA* (cut-off low/cold drop weather event) in Valencia.

By getting involved in this project, we have reaffirmed our commitment to promoting solidarity, strengthening collaboration between companies and making a positive impact on the community. We believe that initiatives of this kind are a concrete way of contributing to social welfare, by getting actively involved in projects that respond to the real-life, urgent needs of society.

We have continued to build a corporate culture that integrates social responsibility as a cornerstone through these actions, demonstrating that our commitment to sustainability goes beyond the environmental sphere and extends to the human and social dimension.



LARGE TOY COLLECTION DRIVE

We took part for the first time in the **large toy collection drive** organised by the Federation of Metal Companies of Bizkaia (FVEM), an initiative aimed at providing social value and supporting those who need it most.

With this collaboration, we have reaffirmed our commitment to promoting actions that will have a positive impact on the community, strengthening the relationship between companies and social entities and promoting solidarity in our environment.

At **BELGICAST**, we understand that social responsibility transcends our daily operations and that getting involved in projects like this allows us to transform collective efforts into concrete benefits for society, expanding the scope and effectiveness of initiatives by working in coordination with organisations such as KOOPERA.



SOCIAL COMMITMENT AND CHARITABLE ACTIONS

In 2025, we reaffirmed our commitment to social responsibility with another donation to the **Bizkaia Food Bank**, an initiative which is in line with our values and our goal to have a positive impact on society.

This action was only possible thanks to the voluntary, supportive participation of our staff, whose involvement reflects a corporate culture based on collaboration, empathy and commitment to the most vulnerable people. The aim of this contribution is to support the essential work carried out by the Food Bank, which makes it easier for those most in need to get access to basic products.

At **BELGICAST**, we view sustainability as a holistic concept that encompasses not only environmental, but also social and human commitment. Therefore, we will continue to promote initiatives that foster solidarity, strengthen the social fabric and contribute to the well-being of the communities in which we operate.



INTEGRAL PLAN FOR MANAGING ABSENTEEISM



IMPLEMENTATION OF THE PLAN

Implementation of an Integral Plan for Managing Absenteeism, with a preventive, analytical and corrective approach, **aimed at improving the health, well-being and quality of life** of workers, and reducing the impact of absenteeism on the organisation.

INITIATIVES CARRIED OUT

In order to achieve this goal, **BELGICAST** has put in place a set of initiatives focused on promoting the physical, mental and emotional health of its workforce, while encouraging a healthy, flexible working environment with a good work-life balance.

PHYSICAL HEALTH AND PREVENTION

ON-SITE PHYSIOTHERAPY SERVICE

This service is aimed at preventing musculo-skeletal injuries, improving physical health and encouraging healthy lifestyles.

HEALTH CAMPAIGNS

Campaigns aimed at prevention and raising awareness on issues such as smoking, drug addiction and cardiovascular diseases.

SPECIALISED MEDICAL MONITORING

This includes medical follow-up of health processes, and support for certain treatments and diagnostic tests.

TRAINING ON HEALTHY HABITS

Training on topics such as balanced nutrition, playing sports and managing stress.

MENTAL HEALTH AND EMOTIONAL WELLBEING

MENTAL HEALTH SERVICE (VITALY ECOSYSTEM)

This programme focuses on preventing and tackling situations of stress, anxiety, burnout and other disorders that can affect both personal wellbeing and professional performance.

WORKSHOPS AND TALKS ON MANAGING STRESS AND COPING WITH EMOTIONS

Workshops and talks aimed at providing workers with practical tools to care for their mental health.

WORK-LIFE BALANCE AND ORGANISING WORK

FLEXIBLE HOURS

This is a key measure for improving the balance between personal, family and working life.

TELEWORK

With the possibility of taking up to **6 days a month** without going to the office, helping to organise time better and reduce the stress associated with travelling.

HEALTHY WORKING ENVIRONMENT

FRUIT, COFFEE AND TEA BASKET SERVICE

This service is available to employees, to promote healthy habits and wellbeing in their day-to-day working lives.

ZERO PAPER CONSUMPTION

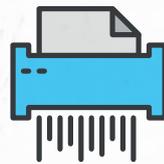
We have launched a project to digitise invoices and delivery notes with the aim of achieving zero paper consumption. Information from invoices is automatically extracted using a programme and stored digitally in our Enterprise Resource Planning (ERP).

Furthermore, when the offices were relocated to the new Lezama Plant, our office staff carried out a **a 5S project** with the help of **BELGICAST** employees, **with the aim of achieving a paperless office**. Over 5,000 kg of paper were destroyed using certified data protection procedures. The desks in our office now look a lot neater.



480 kg

**Paper with
confidential content**



4,755 kg

**Papers with
non-confidential content**

KEY DATA FOR ESG 2025

ENVIRONMENT - SEPTEMBER 2024-25

	Year-to-date Sep 2024-25	
CO _{2e} , scope 1	890	Direct emissions (combustion of e.g. natural gas, oil, petrol) in tons
CO _{2e} , scope 2	0	Indirect emissions (purchased energy e.g. electricity and district heating) in tons
Electricity - Conventional	-	Consumption of conventional electricity in kWh
Electricity - Green	1,304,357	Total consumption of green electricity in kWh (windmills, solar, nuclear etc.)
Own-produced electricity-green	331,749	Consumption of green electricity in kWh from own production
Purchased electricity-green	972,608	
Without certificate	-	Consumption of green electricity in kWh from sources without a certificate
With certificate (CO ₂ -neutral)	972,608	Consumption of green electricity in kWh from sources with a certificate
Water	1,516	Consumption of water in m ³
District Heating	-	Consumption of district heating in kWh
Conventional Gas	407,961	Consumption of conventional gas in m ³
Green Gas	-	Consumption of green gas in m ³

Transportation (internal)

Fuel Consumption

Petrol	11,654	Consumption of petrol in litres from company cars (owned/lease) and other internal transport, e.g. trucks
Diesel	12,789	Consumption of diesel fuel in litres from company cars (owned/lease) and other internal transport, e.g. trucks

Cars

Electric - owned	0	Total number of electric cars owned by the company (100% electric)
Electric - leased	6	Total number of electric cars leased by the company (100% electric)
Combustion engine and hybrid - owned	1	Total number of petrol, diesel and hybrid cars owned by the company
Combustion engine and hybrid - leased	16	Total number of petrol, diesel and hybrid cars leased by the company
Total - owned	1	
Total - leased	22	

Recycled waste	394,590	Waste materials from production sent for recycling in Kg.
Non-Recycled waste	95,560	Waste materials from production sent to landfill (non-recycled) in Kg.
Total waste	490,150	Total waste in kg
Facilities area	11,003	Total area (office and factory) in m ²

SOCIAL	UNIT	2024 RESULT	2025 RESULT	% CHANGE	DESCRIPTION
Employees	Workforce	146	153	+4.79%	Total employees
Severity index	LTISR	1.17	0.81	-30.77%	Number of days lost due to accidents per 1,000 hours divided by the total number of hours.
Lost time injuries (LTI)	LTI	42.90	17.9	-58.27%	Number of accidents per million hours.
Indefinite contracts	%	100%	100%	0%	Contractual relationship.

GOVERNANCE	UNIT	2024 RESULT	2025 RESULT	% CHANGE	DESCRIPTION
Complaints	No.	0	0	0.00%	Complaints or incidents of discrimination.
Gender gap	%	-0.72	-0.02	-97.22%	Average difference in level.

GOVERNANCE

BELGICAST has implemented a **Code of Conduct**, which sets out the minimum requirements that apply to all internal and external relationships. These requirements are based on the principles of the United Nations Global Compact, the relevant conventions of the International Labour Organisation and **BELGICAST's** internal rules and values.

This covers every aspect of our business, from our suppliers and employees to the end product.

Data protection

All entities of any kind that work with us or any person who interacts with **BELGICAST** can rest assured that their data will be processed **securely** and will only be used for the purpose for which it was shared. **BELGICAST** is certified in compliance with the Data Protection Act.



Our processes

Our commitment to the **environment**, the **safety** of our **staff** and **customers** is evident in our work procedures, technical instructions, control inspections and external audits.



ISO 14001



ISO 45001



ISO 9001



Our customers

In the end, our customers are the ones who really matter. **Listening to them and focusing our efforts on their needs** are the best ways to guarantee our sustainability as a business. Our end customers create the infrastructure needed so that when we turn on a tap, something as simple as water flows.



OUR CERTIFICATION

ISO 9001
Quality Management
Systems Certification



ISO 14001
Environmental Management
Systems Certification



ISO 45001
Occupational Health and Safety
Management Systems Certification



**Kiwa Regulations
for Certification**
NSF/ANSI/CAN 61



France
Attestation de
Conformite Sanitaire



Italy
ICIM rule n°. 0415CS
DM174



France
NF EN:1074-1
NF EN:1074-2



European Union
2014/68/UE



United Kingdom
WRAS BS 6920-1:2000
WRAS BS 6920-1:2014



European Union
ATEX 94/9/EC



Poland
CNBOP-PIB
Fire Protection



European Union
ISO 9001:2015
ISO 14001:2015
ISO 45001:2018



Spain
Fire Hydrants
UNE EN 14339:2006

012/003042



Germany
VdS 2344:2014-07
VdS 2100-08:2011-05
Fire Protection



Austria
ÖVGW EN:1074-1
ÖVGW EN:1074-2



Germany
RAL-GZ 662/2
Coating Protection



Croatia
IGH EN:1074-2: 2022
IGH EN:1074-2: 2022/A1: 2008



Germany
DVGW EN:1074-1
DVGW EN:1074-2



Netherlands
KIWA EN:1074-1 / KIWA EN:1074-2



Malaysia
PSV EN:1074-1 / PSV EN:1074-2

LINKS

At **BELGICAST**, we believe in teamwork.



Message from United Nations Secretary-General António Guterres to the Intergovernmental Panel on Climate Change:

<https://www.un.org/sg/es/content/sg/statement/2023-03-20/secretary-generals-video-message-for-press-conference-launch-the-synthesis-report-of-the-intergovernmental-panel-climate-change>



La Agencia de la ONU para los Refugiados



If you would like to learn more about the UN Refugee Agency's (UNHCR) water-related projects, please visit the following link:

<https://eacnur.org/es/labor/areas-de-trabajo/agua>



BELGICAST supports, respects and promotes the Universal Declaration of Human Rights and encourages you to read the full text of the United Nations document:

<https://www.un.org/es/documents/udhr/>



We have supported the UN Global Compact project since 2012. Click on this link to find out more:

<https://www.pactomundial.org/que-puedes-hacer-tu/diez-principios/>





BELGICAST

WATER IS LIFE



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DUBAI



SAUDI
MADE