



**SUSTAINABILITY
REPORT 2024**

SASMAT RETAIL

PDPAOLA

CONTENTS

1. A MESSAGE FROM OUR FOUNDERS	3	4.3 Biodiversity and ecosystems	37	6. GOVERNANCE INFORMATION	62
2. 2024 AT A GLANCE	5	4.4 Use of resources and circular economy	38	6.1 Business conduct	63
3. GENERAL INFORMATION	9	4.4.1 Towards more responsible materials	38	6.1.1 Supplier relationship management	65
3.1 General basis for preparation of the sustainability report	10	4.4.2 Packaging	40	6.1.2 Prevention and detection of corruption and bribery	71
3.2 Governance	11	4.4.3 Repair programme	41	ANNEXES	74
3.2.1 Governance structure	11	5. SOCIAL INFORMATION	43	I. VSME table of content	75
3.2.2 Sustainability governance	13	5.1 Own workforce	44	II. GRI table of content	77
3.2.3 Statement on due diligence	14	5.1.1 Characteristics of SASMAT RETAIL employees	46	III. Most relevant contribution to the SDGs	80
3.3 Strategy, business model, and value chain	15	5.1.2 Characteristics of non-employee workers	50		
3.3.1 SASMAT RETAIL & PDPAOLA	15	5.1.3 Diversity, inclusion and equal opportunities	51		
3.3.2 Value chain	17	5.1.4 Collective bargaining and social dialogue	53		
3.3.3 Interests and views of stakeholders	18	5.1.5 Adequate wages	53		
3.3.4 Material impacts, risks and opportunities and their interaction with the strategy and business model	22	5.1.6 Social protection	54		
3.3.5 Methodology for identifying and assessing material impacts, risks, and opportunities	24	5.1.7 Training and skills development	54		
3.3.6 Codes of conduct and corporate policies	27	5.1.8 Occupational health and safety	55		
4. ENVIRONMENTAL INFORMATION	31	5.1.9 Work–life balance	56		
4.1 Energy, greenhouse gases, and climate change	32	5.1.10 Incidents, complaints and severe human rights impacts	56		
4.1.1 Energy consumption	32	5.2 Workers in the value chain	57		
4.1.2 Renewable energy	33	5.2.1 Dialogue with workers in the value chain	57		
4.1.3 Greenhouse gas emissions	34	5.2.2 Grievance mechanisms and processes to remediate negative impacts	57		
4.2 Pollution	36	5.2.3 Measures adopted regarding material impacts	58		
		5.3 Consumers and end users	59		
		5.3.1 Dialogue with consumers and end users	59		
		5.3.2 Grievance mechanisms and processes to remediate negative impacts	60		
		5.3.3 Measures adopted regarding material impacts	60		

001 A MESSAGE
FROM OUR
FOUNDERS

In a fast-changing world, we stay true to who we are: a global, multichannel company deeply connected to our customers’ emotions. We were born digital, grew through retail, and today we are present in 42 markets, with stores across Europe, Asia, and the Americas. We design pieces that bring beauty to the world and celebrate love, guided by a clear vision: to shape the future of contemporary jewelry through design and meaning.

IN A COMPLEX LANDSCAPE, WE CHOOSE TO STAND OUT

2024 has been a year of contrasts. We have operated in a challenging macroeconomic context, within a saturated market and in front of consumers whose expectations are evolving at unprecedented speed.

This environment has pushed us to question ourselves, adapt, and learn with agility. Experience and a continuous learning mindset have been key to building a company capable of identifying the right growth model for our business and culture.

Along the way, we’ve taken important steps to strengthen the customer experience. The launch of our PDPAOLA app is a clear example of how technology can help us deepen our connection with our community and offer a more personalized relationship with the brand. Moreover, our new repair programme allows us to support our customers beyond the point of purchase, offering a professional, traceable, and sustainable after-sales service.

THE POWER OF DESIGN AND MEANINGFUL PRODUCT

Our products are born from a deep understanding of our customers. We know that every piece we design is a vehicle for expression, identity, and connection. Our approach blends creativity, quality, and functionality with a strong brand identity. And that’s where our strength lies: delivering perceived value that goes beyond the tangible—turning each piece of jewelry into a meaningful experience.

SUSTAINABILITY: THE PATH TOWARDS FUTURE RESILIENCE

The world we are heading toward demands companies that not only meet today’s expectations, but are also prepared for tomorrow’s challenges. Sustainability is a strategic priority and a core pillar of how we operate and how we envision growth.

In a context of limited resources, geopolitical tensions, and growing threats to human rights, we make decisions that both mitigate risk and create value. We are committed to using materials that meet sustainability criteria—such as exclusively lab-grown diamonds and recycled metals. Today, 100% of our gold references and 72% of our silver references incorporate recycled content, helping us reduce the risks associated with mining and the availability of raw materials.

In 2024, we became a certified member of the Responsible Jewelry Council Code of Practices, following the audit completed at the end of the previous year. This certification not only validates our commitment—it also empowers customers to make informed and ethical choices when purchasing jewelry.

From our position, we aim to inspire both our customers and business partners to embrace a more conscious, lasting, and responsible approach to jewelry. Because it’s not just about making jewelry, it’s about asking ourselves what we leave behind and what kind of future we help shape.

This report reflects the ongoing efforts dedicated to advancing sustainability throughout 2024, grounded in the belief that building a more sustainable and circular value chain may not happen overnight, but it is a challenge that cannot be postponed.

**Paola & Humbert Sasplugas,
Founders & CEOs**



002 2024 AT A GLANCE

2024 AT A GLANCE

(1) JEWELRY REPAIR PROGRAMME

(2) FINE JEWELRY PASSPORT

(3) PDPAOLA APP

(4) OPENING OF 16
PDPAOLA STORES

(5) OPENING OF PDPAOLA STORES IN 5 NEW
COUNTRIES: CHINA, ECUADOR, UNITED
STATES, MEXICO AND PARAGUAY

(6) CERTIFICATE OF THE RESPONSIBLE
JEWELLERY COUNCIL CODE OF PRACTICE



2024 AT
A GLANCE

+800.000

UNITS SOLD

224¹

WORKERS

52

PDPAOLA STORES

+1.800

AUTHORIZED POINTS
OF SALE

42

COUNTRIES WITH
PHYSICAL PRESENCE

28²

COUNTRIES WITH RELEVANT
DIGITAL PRESENCE

100%

GOLD REFERENCES
WITH RECYCLED
CONTENT

72%

SILVER REFERENCES
WITH RECYCLED
CONTENT

¹ Includes employees and self-employed workers or workers of other organizations dedicated full time to the needs of SASMAT RETAIL

² Number of countries accounting for 95% of e-commerce turnover



PDPAOLA CORDUSIO
Via Tomassi Grossi 6
Milán, Italia

003 GENERAL INFORMATION

- 3.1 General basis for preparation of the sustainability report
- 3.2 Governance
- 3.3 Strategy, business model, and value chain

3.1 GENERAL BASIS FOR PREPARATION OF THE SUSTAINABILITY REPORT

This marks the fourth consecutive year that we present our annual Sustainability Report as part of the SASMAT RETAIL S.L. group, which includes PDPAOLA. The report includes information pertaining to the consolidated SASMAT RETAIL group, encompassing SASMAT RETAIL S.L. and its subsidiaries.

More than a reaffirmation of our commitment to sustainability, this report offers the opportunity to share the progress and achievements made during the fiscal year from January 1 to December 31, 2024. Unlike the financial report, which focuses solely on SASMAT RETAIL S.L., this document provides a comprehensive view of the sustainability performance and strategy of the entire consolidated group.

The report also offers an in-depth analysis of key aspects of our value chain—from upstream activities and internal operations to downstream stages. Through this approach, we aim to deliver a complete overview of our impact and progress at every phase of the process.

This report has been prepared in accordance with both the basic and comprehensive modules of the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME) developed by the European Financial Reporting Advisory Group (EFRAG).

To learn more about our commitment to sustainability, please visit: <https://www.pdpaola.com/pages/jewelry-sustainability>

For any questions or feedback, feel free to contact us at: sustainability@pdpaola.com

³ Subsidiaries of SASMAT RETAIL S.L.

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(02) SASMAT RETAIL FRANCE SAS: 31 Rue de la Federation. 75015, Paris, France.

(03) SASMAT RETAIL ITALIA SRL: Via Castel Morrone 24, 20129, Milan, Italy.

(04) PDPAOLA US LTD: 135 W 50th St, New York, NY 10020, United States.



3.2 GOVERNANCE

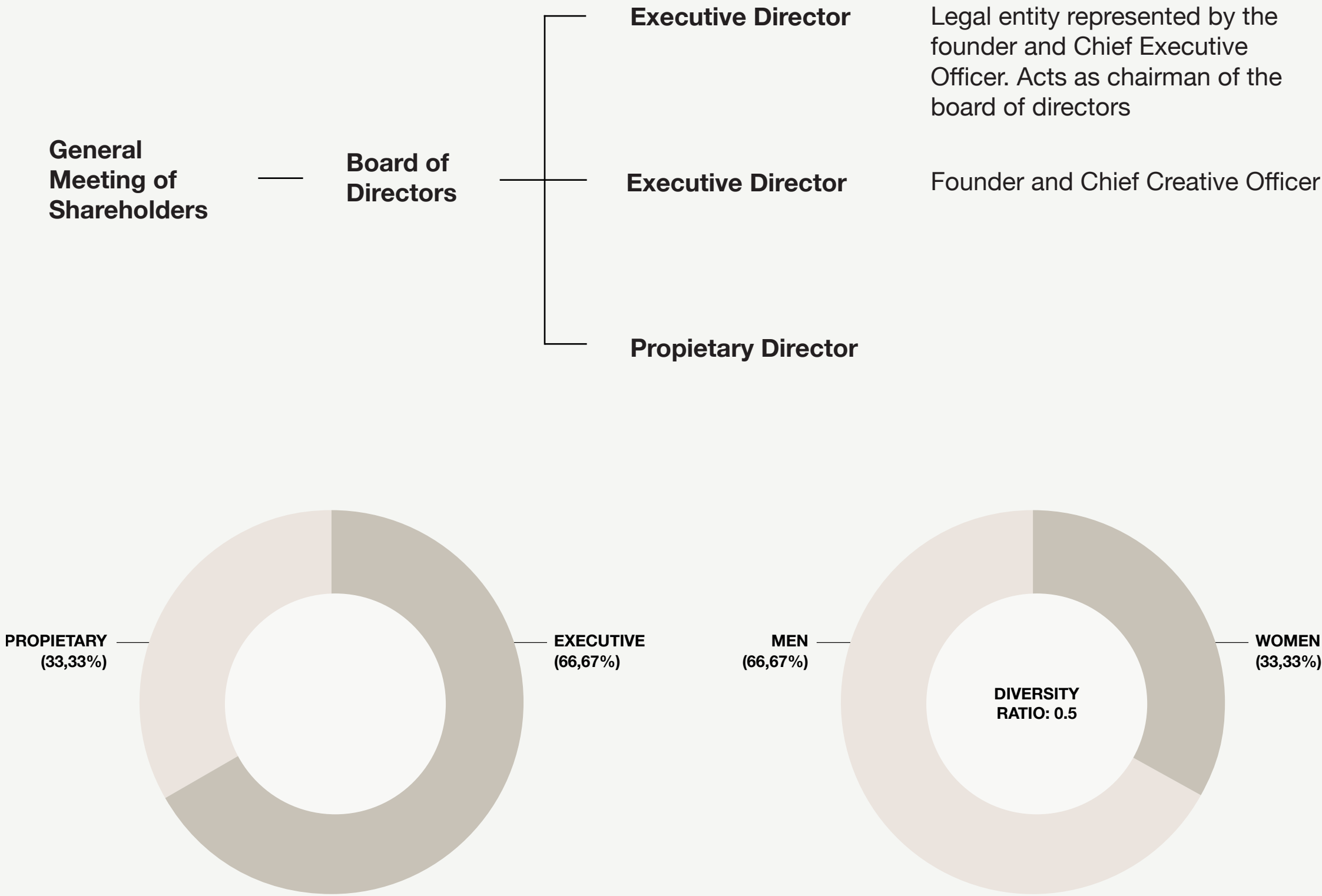
3.2.1 GOVERNANCE STRUCTURE

At SASMAT RETAIL, our corporate governance structure is built around a Board of Directors, appointed by the General Meeting of Shareholders. This governing body is responsible for representing, managing, and overseeing the company’s business and interests in all matters not specifically reserved for the General Meeting. It is also tasked with approving the codes of conduct and key corporate policies related to sustainability.

At the operational level, day-to-day management is handled by our second tier of leadership, represented by the Executive Management team. This group of senior executives is responsible for making key operational decisions and effectively implementing the company’s business strategy. The Executive Management team is made up of the heads of the main business areas, who lead their respective divisions and ensure that the established objectives are met.

In terms of sustainability, both strategic and operational leadership is delegated to our *Chief Sustainability Officer*, who leads the Sustainability Department and reports directly to Executive Management. This structure ensures that our sustainability initiatives are aligned with our overall vision and receive the necessary support and oversight to achieve their goals.

We also have several specialized committees that contribute to the monitoring and oversight of key corporate governance matters.



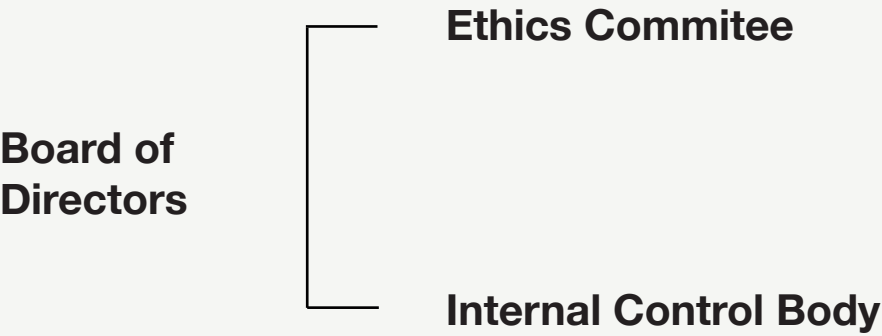
3.2 GOVERNANCE

ETHICS COMMITTEE

The body responsible for overseeing compliance with our Codes of Conduct and other Corporate Policies in the exercise of our self-governance powers, as well as for systematically promoting an ethical organizational culture. The Ethics Committee is also in charge of managing and monitoring the Internal Reporting Channel, which is designed to provide a secure and informed space for stakeholders affected by the companies, organizations, individuals, or activities within our value chain to raise concerns early, openly, and with a high level of protection.

INTERNAL CONTROL BODY

Body responsible for implementing policies and procedures for the prevention of money laundering, terrorist financing, and bribery.



3.2 GOVERNANCE

3.2.2 SUSTAINABILITY GOVERNANCE

At SASMAT RETAIL, our commitment to sustainability is led by the Board of Directors, which receives regular and structured updates through various internal bodies and channels. The Management Team, the Ethics Committee, and the Internal Control Body work collaboratively to gather, analyze, and present sustainability-related information, ensuring that relevant issues are appropriately addressed throughout the reporting period.

Chief Sustainability Officer

- The Chief Sustainability Officer is part of SASMAT RETAIL’s senior management and a member of both the Ethics Committee and the Compliance Committee.
- Responsible for designing and executing the sustainability strategy, as well as managing the identification and assessment of sustainability-related impacts, risks, and opportunities.
- Holds specific responsibilities within the framework of participation in the Ethics Committee and the Compliance Committee.
- Reports regularly to the Chief Executive Officer.

Chief Executive Officer

Ethics Committee

- Define, update, and internally communicate SASMAT RETAIL’s Code of Conduct, as well as oversee its compliance.
 - Responsible for the implementation of the Internal Reporting System.
- The Ethics Committee meets on a regular basis every six months and reports to the Board of Directors with the same frequency.

Internal Control Body

- Responsible for implementing anti-money laundering policies and procedures.
- The Compliance Committee meets on a regular basis every six months and reports to the Board of Directors with the same frequency.

Board of Directors

3.2 GOVERNANCE

3.2.3 STATEMENT ON DUE DILIGENCE

Although Directive (EU) 2024/1760 on sustainability due diligence is not directly applicable to SASMAT RETAIL, we are indirectly affected by the requirements of our business partners who are subject to this regulation. In this context, we reaffirm our commitment to the prevention and mitigation of adverse impacts on human rights and the environment.

As a first step toward sustainability due diligence, we continue to implement a specific due diligence process within our jewelry supply chain, identified as the one with the highest social and environmental risks. This process is integrated into our responsible sourcing programme and aligned with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. It has also been audited under the Responsible Jewellery Council (RJC) Code of Practices.

See [Management of relationships with suppliers](#) for more information.



3.3 STRATEGY, BUSINESS MODEL, AND VALUE CHAIN

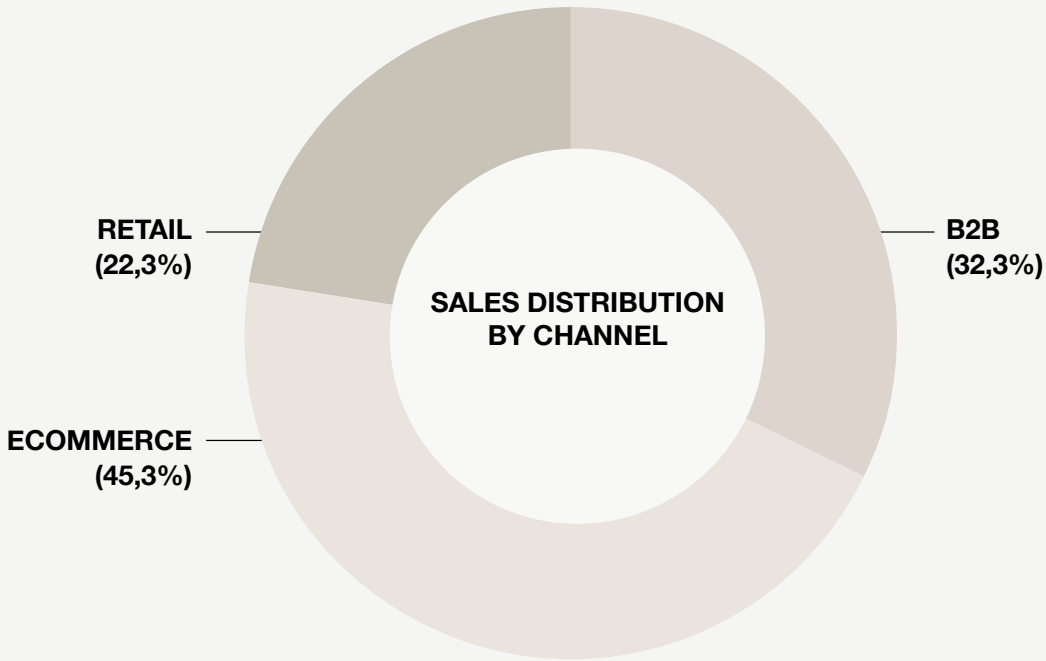
3.3.1 SASMAT RETAIL & PDPAOLA

Founded in 2015 by siblings Paola and Humbert Sasplugas, SASMAT RETAIL S.L. conducts our core business — retail and wholesale trade of watches and jewelry — through our brand PDPAOLA.

Headquartered in Barcelona and driven by Paola’s passion for jewelry, we primarily design pieces crafted from precious metals (gold and sterling silver), semi-precious stones, and lab-grown diamonds for an adult audience.

We have established a global presence through a combination of online and offline channels. A key part of our expansion lies in an international retail network comprising standalone stores—both owned and franchised—as well as branded spaces within department stores, totaling 52 strategically located stores in major cities across Spain, Italy, the United Kingdom, France, Saudi Arabia, China, Mexico, Ecuador, Puerto Rico, Peru, Paraguay, and Andorra.

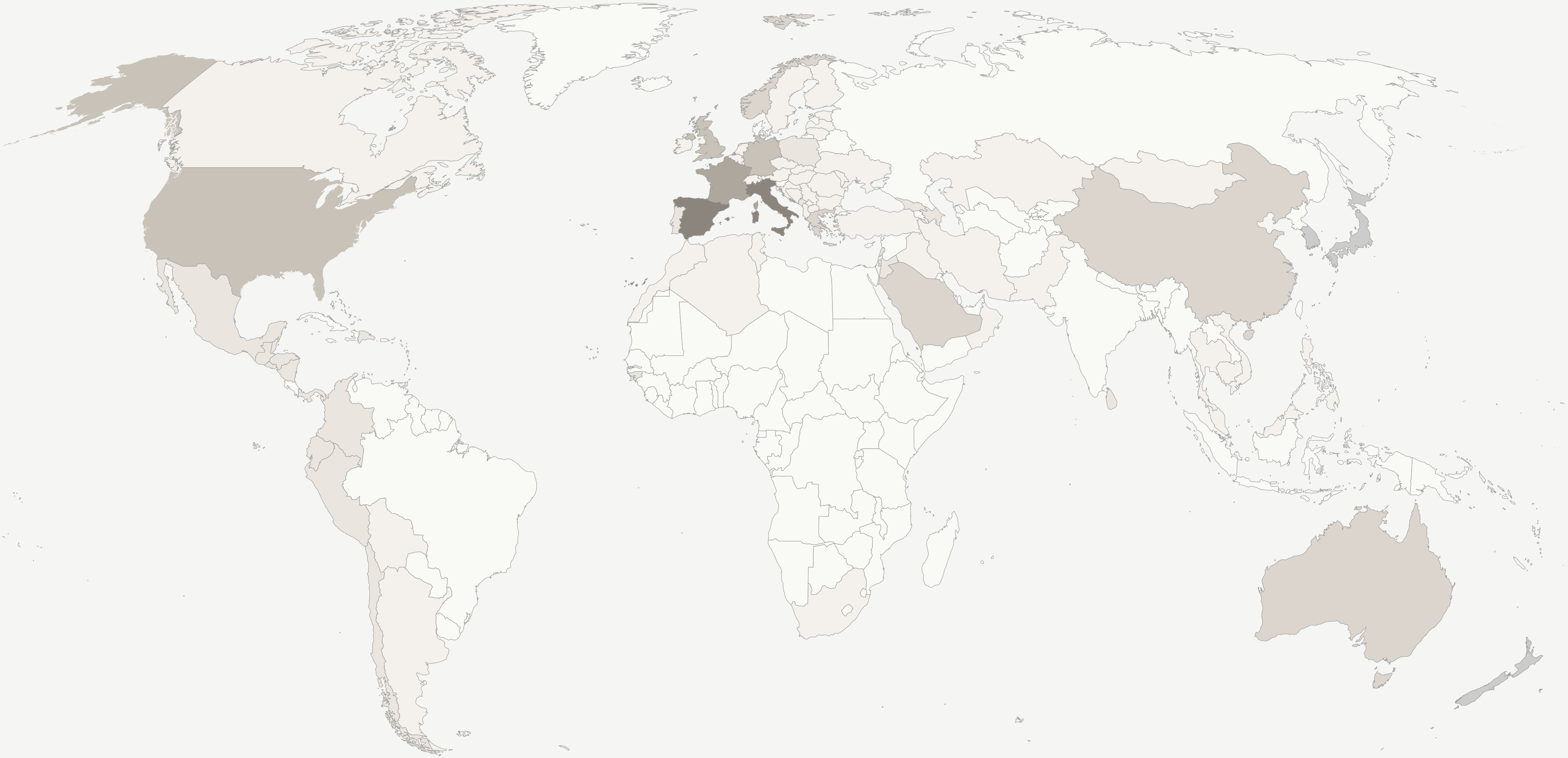
This retail footprint is further supported by a strong network of over 1,800 multi-brand points of sale across more than 42 international markets.



⁴ CNAE codes 4777 and 4648 respectively.



3.3
STRATEGY,
BUSINESS MODEL,
AND VALUE CHAIN

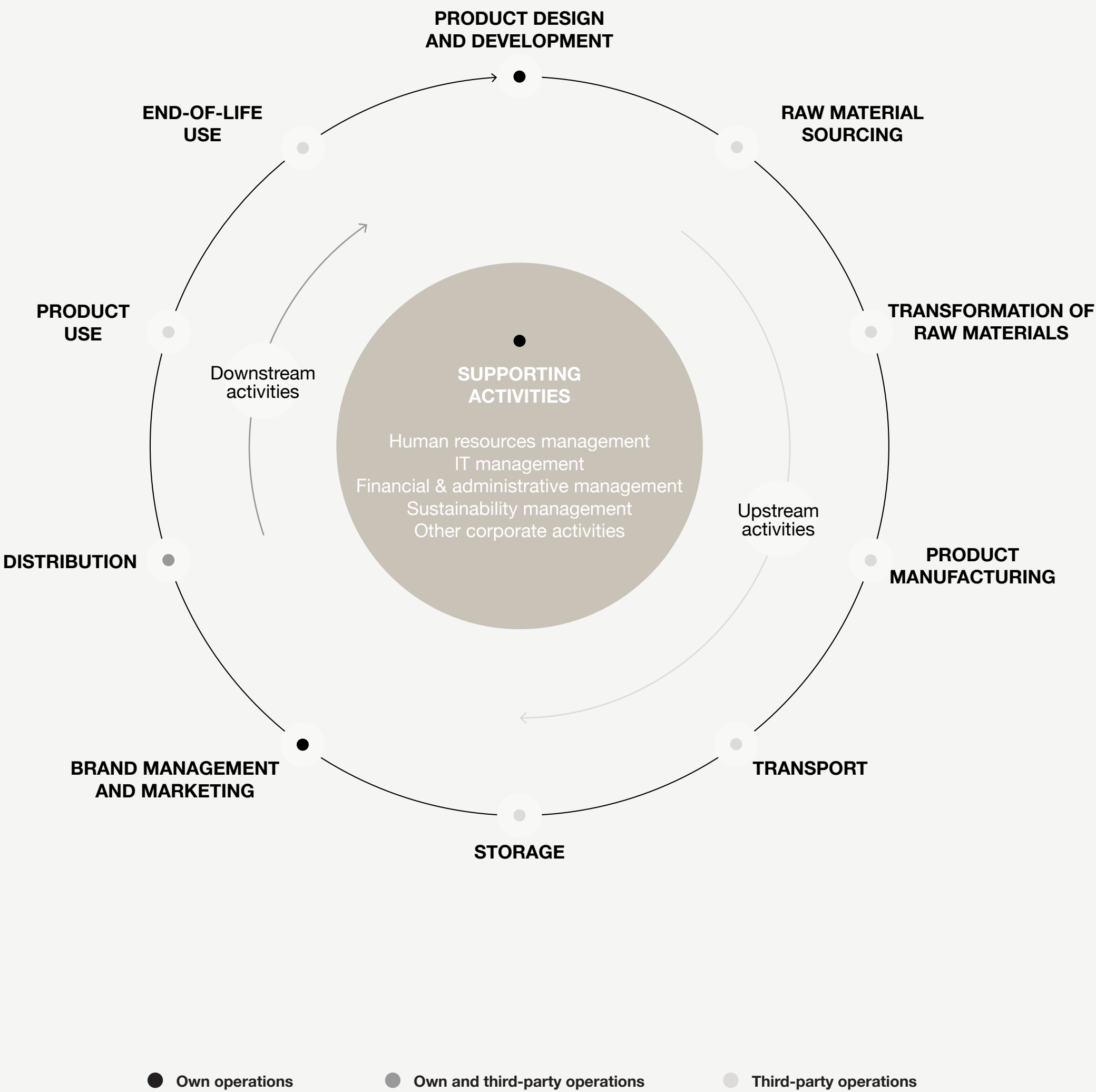


3.3 STRATEGY, BUSINESS MODEL, AND VALUE CHAIN

3.3.2 VALUE CHAIN

Our value chain is defined by the set of activities, resources, and relationships connected to our business model and the external environment in which we operate. It encompasses all the elements we use and rely on to create our products and services—from design to sale, use, and end of life. It is structured as follows:

- Upstream activities. Primarily focused on the sourcing and processing of raw materials, product manufacturing, transportation, and storage.
- Own operations. Mainly include product design and development, brand management and marketing, sales through our e-commerce and owned retail stores, and post-sales service. These are supported by cross-functional activities across the company, such as human resources, technology, and financial management, among others.
- Downstream activities. Primarily involve the sale and distribution of products through commercial partners.



3.3 STRATEGY, BUSINESS MODEL, AND VALUE CHAIN

3.3.3 INTERESTS AND VIEWS OF STAKEHOLDERS

Our commitment to stakeholders is a cornerstone of our ongoing due diligence process and the assessment of material sustainability issues. To ensure effective management that is aligned with stakeholder expectations, we follow a structured approach that includes:

- **Identifying** the internal and external stakeholders we engage with throughout our value chain and within the broader context in which we operate.
- **Prioritizing** these stakeholders based on their level of influence and impact on our business model and value chain.
- **Taking their views into account** through various mechanisms, including direct consultations—such as surveys, interviews, or working groups—as well as the analysis of public and contextual information.



STAKEHOLDERS	ENGAGEMENT MECHANISM	PURPOSE OF ENGAGEMENT	NTEGRATION OF RESULTS INTO MANAGEMENT THROUGH INITIATIVES, PROGRAMMES, OR STRATEGIES RELATED TO:	
Shareholders An individual or legal entity that holds shares in SASMAT RETAIL, granting them ownership rights as well as a stake in the company’s profits and deci-sion-making processes.	<ul style="list-style-type: none">• Ongoing engagement to gather insights• Due diligence process	Shareholders play a key role in the company’s financial growth. Keeping them transparently informed is essential to build trust, strengthen engagement, and ensure strategic decision-making aligned with their expectations.	<ul style="list-style-type: none">• Financial report• Sustainability report	
Employees Any individual who has an employment relationship with SASMAT RETAIL	<ul style="list-style-type: none">• Internal reporting channel• Annual employee satisfaction survey• Company events• Other internal communications: meetings, emails, training courses, etc.	Employees are the driving force of the company. Ensuring they are well-informed and engaged enhances productivity, workplace well-being, and talent retention.	<ul style="list-style-type: none">• Employees	
Customers An individual or legal entity that purchases products from SASMAT RETAIL	<p>General (end customers and business partners)</p> <ul style="list-style-type: none">• Surveys• Internal Reporting Channel <p>End consumers</p> <ul style="list-style-type: none">• Customer service• Interviews <p>Business partners:</p> <ul style="list-style-type: none">• Due diligence and audit process• Other communications: meetings, emails, training sessions, etc.	Customers are essential to the company’s viability and growth. Maintaining effective communication ensures customer satisfaction, loyalty, and a stronger relationship with the brand.	<ul style="list-style-type: none">• Consumers and end users <p>The views of business partners are also taken into account in relation to key sustainability matters such as climate change, pollution, water resources, biodiversity and ecosystems, circular economy, workers in the value chain, and business conduct.</p>	
Suppliers Companies that are part of SASMAT RETAIL’s supply chain, as well as their respective employees.	<ul style="list-style-type: none">• Due diligence and audit processes• Supplier mapping and product traceability• Training and capacity building	Suppliers are essential to the supply chain and the quality of our products. Maintaining effective communication ensures that goods and services are deli-vered on time, meet the expected standards, and are provided under mutually beneficial conditions.	<ul style="list-style-type: none">• Climate change• Pollution• Water resources• Biodiversity and ecosystems• Circular economy	<ul style="list-style-type: none">• Workers in the value chain• Business conduct
Environment The natural surroundings that may be affected by the company’s actions and decisions. According to ESRS 1, AR 7: Nature can be considered a silent stakeholder. In this context, ecological data and information on species conservation can support the company’s materiality assessment.	<ul style="list-style-type: none">• Data collection	Environmental impact has become a key criterion for both consumers and re-gulators. Improving environmental performance strengthens reputation, ensures regulatory compliance, reduces risk, and enhances the resilience of the business model.	<ul style="list-style-type: none">• Climate change• Pollution• Water resources• Biodiversity and ecosystems• Circular economy	
Others: Governments and public authorities, financial institutions, industry peers, sectoral associations and initiatives, media, and civil society.	<ul style="list-style-type: none">• Information gathering• Permits, declarations, registrations, and similar• Partnerships• Consultative processes• Events, conferences, and interviews	Ensure regulatory compliance, strengthen corporate reputation, foster collabo-ration in sector-wide initiatives, and improve access to financing and strategic opportunities. Moreover, maintaining an open relationship with public adminis-trations and other key stakeholders facilitates adaptation to regulatory changes and promotes innovation and sustainability within the sector.	<ul style="list-style-type: none">• Climate change• Pollution• Water resources• Biodiversity and ecosystems• Circular economy	<ul style="list-style-type: none">• People within the organization• Workers in the value chain• Affected communities• Consumers and end users• Business conduct

3.3

STRATEGY, BUSINESS MODEL, AND VALUE CHAIN

At SASMAT RETAIL, we gather input from our stakeholders through various communication channels and integrate this information into a double materiality assessment. To do this, we evaluate the relevance and legitimacy of each perspective in relation to our strategy, value chain, and business model.

During the reporting period, we did not implement significant changes to our strategy or business model based on stakeholder feedback. However, we did optimize management processes with business partners, collaborate on the implementation of new regulations, and identified potential impacts, risks, and opportunities.

Stakeholder analysis is a key component of our double materiality assessment. We communicate its results primarily by presenting our sustainability strategy to relevant personnel, offering specific training accessible to all employees, and publishing annual sustainability reports available to the public.

Thanks to ongoing communication with stakeholders, we convey their concerns to the appropriate internal teams based on their nature and connection to the value chain.

PARTNERSHIPS

We believe that transformative partnerships and alliances are the only way to find integrated and innovative solutions to the current and future challenges of the jewelry sector.

Responsible Jewellery Council (RJC)

In 2021, we joined the Responsible Jewellery Council (RJC), the leading global organization dedicated to setting standards across the entire value chain of the jewelry and watch industry. We actively promote the adoption of RJC standards among our suppliers, including its Code of Practices (COP) and Chain of Custody (COC). These frameworks enable us to improve our supply chain, ensure ethical business practices, and promote responsible management by our suppliers.



Code of Practice (COP)

The Code of Practices (COP) is aligned with the OECD Due Diligence Guidance and the United Nations Guiding Principles on Business and Human Rights. Through the implementation of the COP, members contribute to the United Nations 2030 Agenda and the 17 Sustainable Development Goals (SDGs).

Chain of Custody (COC)

The COC standard defines an approach for companies to handle and trade gold, silver, and platinum group metals in a traceable manner and from responsible sources. The COC certification complements the RJC's Code of Practices (COP) certification.

In November 2023, we decided to audit our progress in accordance with the Code of Practices (COP) standard, as part of our commitment to excellence in ethical and sustainable business practices. In March 2024, the audit results were published, awarding us the highest possible rating and a 3-year certification.

Since then, we have become part of the 1,500+ RJC COP-certified companies, united by a shared commitment to:

- Enhance legal and regulatory compliance, strengthen public disclosure, and ensure alignment with responsible business practices.
- Increase the use of due diligence in supply chains to uphold human rights, support community development, promote anti-corruption efforts, and manage sourcing risks.
- Better adhere to international labour conventions and ensure responsible working conditions.
- Protect the health and safety of people and the environment, while using natural resources efficiently.
- Monitor and accurately disclose product information to prevent misleading marketing practices.
- Ensure responsible mining exploration and extraction practices that safeguard communities and ecosystems from potential adverse impacts.

This milestone highlights our commitment to positive impact, where becoming increasingly sustainable is a natural outcome of our business model. It enables us to offer customers the assurance that their purchasing choices support ethical, more sustainable, and socially responsible business practices. The certification not only validates our commitment but also empowers customers to make informed, ethical decisions when purchasing jewelry.

3.3 STRATEGY, BUSINESS MODEL, AND VALUE CHAIN

UN Global Compact

We have been a signatory of the United Nations Global Compact since 2021, demonstrating our commitment to ethical management based on the Compact's Ten Principles. We actively contribute to the achievement of the Sustainable Development Goals (SDGs) and report on our progress annually.

The Ten Principles of the UN Global Compact are derived from universally accepted UN declarations on human rights, labor, the environment, and anti-corruption, and they enjoy global consensus.

WE SUPPORT



HUMAN RIGHTS

- 01

Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence.
- 02

Businesses should make sure they are not complicit in human rights abuses.

LABOUR RIGHTS

- 03

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- 04

Businesses should support the elimination of all forms of forced and compulsory labour.
- 05

Businesses should support the effective abolition of child labour.
- 06

Businesses should support the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

- 07

Businesses should support a precautionary approach to environmental challenges.
- 08

Businesses should undertake initiatives to promote greater environmental responsibility.
- 09

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

ANTI-CORRUPTION

- 10

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

3.3 STRATEGY, BUSINESS MODEL, AND VALUE CHAIN

3.3.4 MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH THE STRATEGY AND BUSINESS MODEL

This report outlines the impacts, risks, and opportunities identified at SASMAT RETAIL, along with their interaction with our strategy and business model through specific policies, initiatives, and relevant data.

The double materiality analysis, described in the following chapter, enables us to identify the material impacts, risks, and opportunities for SASMAT RETAIL.

See [Methodology for identifying and assessing material impacts, risks, and opportunities](#) for more information

In this context, the following definitions apply:

- **Impact:** Refers to the actual or potential effect we have on the economy, the environment, or people—including impacts on human rights—arising from our activities or business relationships throughout the value chain.
- **Risks and opportunities:** These are events or circumstances that, if they materialize, may negatively (risks) or positively (opportunities) affect our economic performance, with consequences over the short, medium, or long term.



3.3

STRATEGY, BUSINESS MODEL, AND VALUE CHAIN

TOPIC	IRO MATERIALS CONCERNING SUSTAINABILITY	VALUE CHAIN
Climate change		
Climate change mitigation	Risk	Transportation Distribution Own operations
Pollution		
Water, soil, and air pollution	Current impact	Raw material sourcing
Substances of concern or of very high concern	Current impact	Raw material sourcing
Microplastics	Current impact	End-of-life use
Biodiversity and ecosystems		
Biodiversity loss and ecosystem collapse	Current impact	Raw material sourcing
Resource use and circular economy		
Waste	Current impact	Raw material sourcing Distribution End-of-life use
Resource outflows related to products and services	Opportunity	Product design and development
Resources inflows including resource use	Opportunity	Raw material sourcing
Raw material availability	Risk	Raw material sourcing
Own workforce		
Secure employment	Current impact	Own stores

TOPIC	IRO MATERIALS CONCERNING SUSTAINABILITY	VALUE CHAIN
Workers in the value chain		
Working conditions [Working hours, adequate wages, social dialogue, freedom of association including the existence of works councils, collective bargaining, work-life balance, and health and safety].	Current impact	Product manufacturing
	Potential impact	Raw material sourcing Transformation of raw materials Product manufacturing
Human rights	Potential impact	Raw material sourcing Transformation of raw materials
Consumers and end-users		
Product health and safety	Potential impact	Product use
Responsible marketing practices	Opportunity	Product use
Business conduct		
Management of relationships with suppliers	Risk	Own operations
Corruption and bribery	Potential impact	Distribution
Regulatory compliance	Risk	Own operations
Raw materials origin and traceability	Risk	Raw material sourcing Transformation of raw materials Product manufacturing Distribution Own operations

3.3 STRATEGY, BUSINESS MODEL, AND VALUE CHAIN

3.3.5 METHODOLOGY FOR IDENTIFYING AND ASSESSING MATERIAL IMPACTS, RISKS, AND OPPORTUNITIES

The double materiality analysis has been based on the methodology established by the Corporate Sustainability Reporting Directive (CSRD) and the implementation guidance “Materiality Assessment” developed by EFRAG.

CONTEXT ANALYSIS

Through this phase, we develop an overview of our activities and business relationships, the context in which they take place, and an understanding of the main affected stakeholders. To this end, the following has been carried out:

- Review of the business plan, strategy, and financial statements.
- Analysis of the legal and regulatory framework applicable to our operations and markets, identifying potential risks and opportunities arising from regulatory changes.
- Analysis of the value chain, including upstream, own, and downstream activities.
- Mapping and analysis of stakeholders.
- Analysis of sustainability trends and the sector.
- Analysis of competitors, customers, and benchmark companies.

This analysis provides us with key data to identify our impacts, risks, and opportunities.

IDENTIFICATION OF IMPACTS, RISKS, AND OPPORTUNITIES

We have undertaken a structured process to identify sustainability-related impacts, risks, and opportunities across our own operations as well as our value chain. This process has resulted in the development of an extensive list of impacts, risks, and opportunities, which will be subject to more detailed analysis and evaluation in subsequent stages.

To ensure the thoroughness of this process, we have referenced the list of topics and subtopics contained in ESRS 1, paragraph AR16, supplementing it with the Global Reporting Initiative (GRI) standards where relevant. We have also identified entity-specific sustainability issues not included in the aforementioned list, ensuring a comprehensive approach that accurately reflects our operational and sectoral reality.

To conduct this analysis, we have followed a dual approach. Firstly, we performed an initial screening of the topics described above, identifying those relevant to our operations and value chain. Subsequently, this exercise was complemented by identifying company-specific issues through the analysis of internal processes such as due diligence, risk management, and grievance mechanisms. Additionally, we considered external sources, including stakeholder interactions, current and future applicable legislation, and international standards such as the Responsible Jewellery Council Code of Practices.

Finally, for each identified material impact, risk, or opportunity, we determined whether it pertains to our own operations or to our upstream or downstream value chain, as well as the relevant time horizon.

Generally, this sustainability report follows the time horizons established by ESRS 1, section 6.4, paragraph 77, defining the timeframes as follows:

- Short term: 1 year.
- Medium term: 2 to 5 years.
- Long term: more than 5 years.

3.3

STRATEGY, BUSINESS MODEL, AND VALUE CHAIN

ASSESSMENT AND PRIORITISATION OF IMPACTS, RISKS, AND OPPORTUNITIES

To determine the materiality of impacts, risks, and opportunities, we apply a structured approach based on objective criteria. These criteria are grouped into two perspectives: impact and financial.

IMPACT ASSESSMENT

The impacts arising from the topics and subtopics identified in the previous step are evaluated based on their severity and likelihood:

- **Severity:** based on the scale, scope, and irremediable nature of negative impacts, and on the scale and scope of positive impacts.
 - **Scale:** how severe the negative impact is, or how beneficial the positive impact is, for people or the environment.
 - **Scope:** how extensive the negative or positive impacts are.
 - **Irremediable character:** the extent to which the negative impact can be mitigated
- **Likelihood:** the probability of a potential impact materialising

Furthermore, we have incorporated consultations with relevant stakeholders into our evaluation to gain a deeper understanding of the severity and likelihood of impacts. In addition, we have engaged key internal departments to validate the materiality assessment.

ASSESSMENT OF RISKS AND OPPORTUNITIES

Risks and opportunities, in turn, are assessed from a financial perspective based on the following criteria:

- **Potential magnitude of financial effect:** the potential impact on annual turnover.
- **Likelihood of occurrence:** the probability that a risk or opportunity will materialise.

Similarly, we conducted a consultation process with the relevant business departments to validate the list of material risks and opportunities and to ensure its completeness.

ASSESSMENT CRITERIA FOR IMPACTS, RISKS, AND OPPORTUNITIES

The assessment is based on the following criteria:

IMPACT		
Positive	Current	Scale + Scope
	Potential	(Scale + Scope) x Likelihood
Negaitve	Current	Scale + Scope + Irremediable character
	Potential	(Scale + Scope + Irremediable character) x Likelihood
RISK AND OPPORTUNITY		
Potential magnitude of financial impact x Likelihood		

APPLICATION OF THRESHOLDS AND DETERMINATION OF MATERIALITY

The assessment criteria for impacts, risks, and opportunities have been applied using qualitative and quantitative thresholds, structured into five levels according to their estimated rating and likelihood.

The final determination of materiality is established by comparing the evaluation results. An impact, risk, or opportunity is considered material when its rating exceeds 50% of the maximum possible value in either of the two analytical perspectives—impact and financial—and across any time horizon.

Finally, the results of the double materiality assessment have been reviewed and validated by management to ensure the integrity and completeness of the final list of impacts, risks, and opportunities.



3.3 STRATEGY, BUSINESS MODEL, AND VALUE CHAIN

3.3.6 CODES OF CONDUCT AND CORPORATE POLICIES

Below is a breakdown of the main policies adopted to manage material sustainability issues.

OUR CODE OF CONDUCT	
Description	It regulates the behaviours and attitudes of individuals within the organisation through a set of common rules, practices, and principles concerning compliance, ethics, and responsibility.
Scope	Individuals who have an employment relationship with SASMAT RETAIL.
Responsible for implementation	Ethics Committee
Responsible for approval	Approved by the Board of Directors in April 2021
External references	<ul style="list-style-type: none">• United Nations International Bill of Human Rights• International Labour Organization Declaration on Fundamental Principles and Rights at Work
Advertising and communication	The company's internal HR platform
Applicable topics	<ul style="list-style-type: none">• Cross-cutting environmental topics, including climate change, pollution, water resources, biodiversity and ecosystems, and the circular economy.• People within the organisation• Cross-cutting across other social topics, including workers in the value chain, affected communities, consumers, and end-users.• Business conduct
SUPPLIER CODE OF CONDUCT	
Description	To establish a set of common rules, practices, and principles regarding ethics, social responsibility, and environmental protection.
Scope	Suppliers of goods and services to SASMAT RETAIL
Responsible for implementation	Ethics Committee
Responsible for approval	Approved by the Board of Directors in April 2021
External references	<ul style="list-style-type: none">• United Nations Universal Declaration of Human Rights• United Nations Global Compact Principles• International Labour Organization Declaration on Fundamental Principles and Rights at Work
Advertising and communication	Publicly available on the PDPAOLA website
Applicable topics	<ul style="list-style-type: none">• Cross-cutting across environmental topics such as climate change, pollution, water resources, biodiversity and ecosystems, and the circular economy.• Cross-cutting across social topics such as workers in the value chain, affected communities, consumers, and end-users.• Business conduct

3.3 STRATEGY, BUSINESS MODEL, AND VALUE CHAIN

HUMAN RIGHTS POLICY	
Description	Commitment to developing a corporate culture that implements a policy for the promotion and protection of internationally recognised human rights, and seeks to avoid complicity in human rights abuses.
Scope	This policy applies to SASMAT RETAIL. The company also expects its suppliers and business partners to respect these provisions and encourages them to adopt similar policies within their own organisations.
Responsible for implementation	Ethics Committee
Responsible for approval	Approved by the Board of Directors in April 2021
External references	<ul style="list-style-type: none">• nternational Charter of Human Rights, including i) the United Nations Universal Declaration of Human Rights, ii) the International Covenant on Civil and Political Rights, and iii) the International Cove- nant on Economic, Social and Cultural Rights• International Labour Organization Declaration on Fundamental Principles and Rights at Work
Advertising and communication	Publicly available on the PDPAOLA website
Applicable topics	<ul style="list-style-type: none">• People within the organisation
RESPONSIBLE SOURCING POLICY	
Description	It establishes a common framework to ensure responsible sourcing practices for minerals. Additionally, it aims to raise awareness among suppliers about the risks associated with the supply chain, from material extraction to delivery to the end user.
Scope	This policy applies to SASMAT RETAIL. The company also expects its suppliers and business partners to comply with these provisions and encourages them to adopt similar policies within their own organisations.
Responsible for implementation	Sustainability department
Responsible for approval	Approved by the Board of Directors in March 2022
External references	<ul style="list-style-type: none">• OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.
Advertising and communication	Publicly available on the PDPAOLA website
Applicable topics	<ul style="list-style-type: none">• Resource Use and Economy• Cross-cutting social topics (workers in the value chain, affected communities)• Business conduct
ENVIRONMENTAL SUSTAINABILITY POLICY	
Description	Commitment to implementing environmentally responsible practices across all operations, with the aim of protecting the environment and preserving natural resources for future generations.
Scope	This policy applies to SASMAT RETAIL. The company also expects its suppliers and business partners to comply with these provisions and encourages them to adopt similar policies within their own organisations.
Responsible for implementation	Sustainability department
Responsible for approval	Approved by the Board of Directors in October 2023
Advertising and communication	Publicly available on the PDPAOLA website
Applicable topics	<ul style="list-style-type: none">• Cross-cutting across environmental topics (climate change, pollution, water resources, biodiversity and ecosystems, and circular economy)

3.3

STRATEGY, BUSINESS MODEL, AND VALUE CHAIN

BRIBERY PREVENTION POLICY	
Description	Acknowledgement that bribery, in all its forms, is unacceptable and can compromise the integrity of the business, together with a commitment to prevent bribery in any form and to ensure that the company operates with integrity and in full compliance with all applicable laws and regulations.
Scope	This policy applies to SASMAT RETAIL. The company also expects its suppliers and business partners to comply with these provisions and encourages them to adopt similar policies within their own organisations.
Responsible for implementation	Internal Control Authority
Responsible for approval	Approved by the Board of Directors in October 2023
Advertising and communication	Publicly available on the PDPAOLA website
Applicable topics	<ul style="list-style-type: none">• Business conduct
INTERNAL REPORTING SYSTEM POLICY	
Description	This policy establishes the principles governing the Internal Reporting System to enable stakeholders affected by the companies, organisations, individuals, or activities within SASMAT RETAIL's value chain to raise their concerns early, openly, and knowledgeably, with a high level of protection, so that such concerns can be effectively addressed within the Company.
Scope	It applies to all communications from stakeholders received through SASMAT RETAIL's internal reporting channels concerning any conduct that may constitute a breach of applicable laws, as well as SASMAT RETAIL's Codes of Conduct and Corporate Policies.
Responsible for implementation	Ethics Committee
Responsible for approval	Approved by the Board of Directors in November 2024.
External references	<ul style="list-style-type: none">• Directive (EU) 2019/1937 on the protection of persons who report breaches of Union law• Law 2/2023 regulating the protection of persons who report regulatory breaches and the fight against corruption.
Advertising and communication	Publicly available on the PDPAOLA website
Applicable topics	<ul style="list-style-type: none">• Business conduct



HOUSE OF PDPAOLA NEW YORK

346 Bleecker Street
New York, EE.UU

004 ENVIRONMENTAL INFORMATION

- 4.1 Energy, greenhouse gases, and climate change
- 4.2 Pollution
- 4.3 Biodiversity and ecosystems
- 4.4 Use of resources and circular economy

4.1 ENERGY, GREENHOUSE GASES, AND CLIMATE CHANGE

SUSTAINABILITY-RELATED IMPACTS, RISKS, AND OPPORTUNITIES

1 Climate change mitigation



RELATED POLICIES

1 Environmental sustainability policy

MOST RELEVANT CONTRIBUTION TO THE SDGS



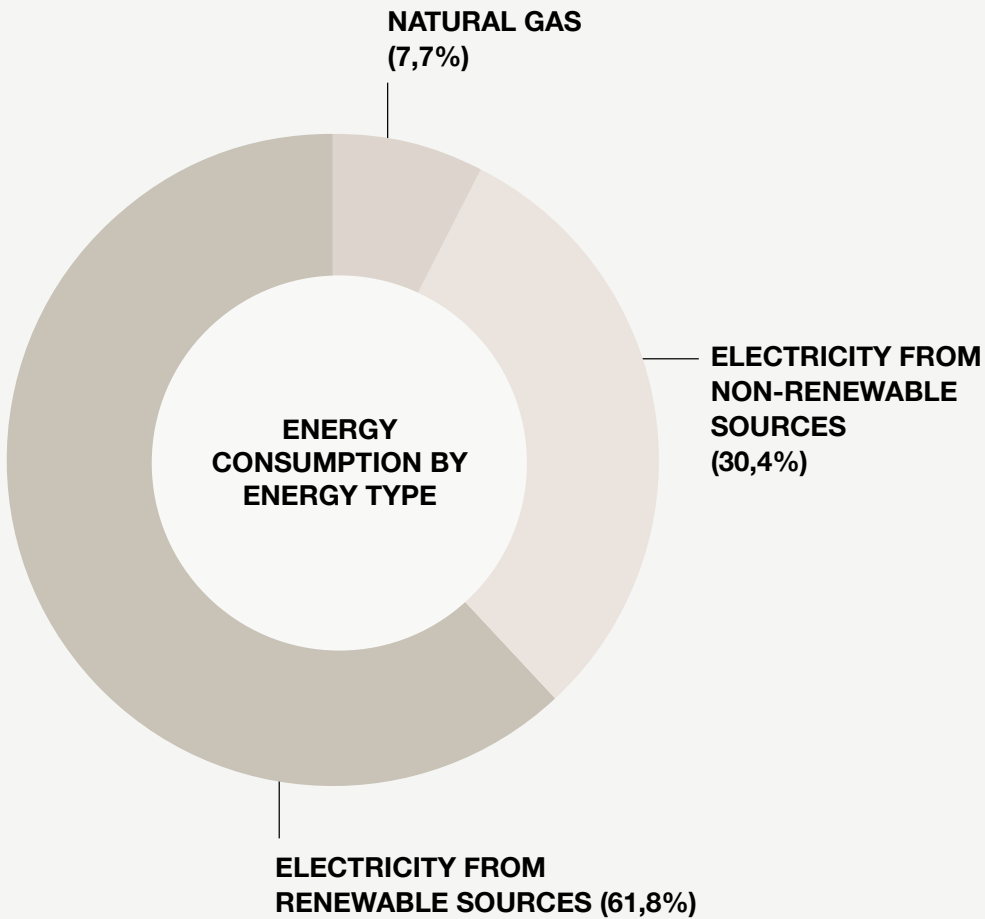
The current context is defined by the global recognition of climate change as an imminent reality requiring immediate action. Within this framework, we have identified energy transition and climate change risks as material issues to which we are exposed.

The risks associated with transitioning to a lower-carbon economy may involve significant political, legal, technological, and market changes aimed at addressing mitigation and adaptation requirements related to climate change.

4.1.1 ENERGY CONSUMPTION

The total energy consumption in 2024, covering both our corporate headquarters and stores, experienced a slight increase of 8.47% compared to the previous year, reaching a total of 305,688 kWh. This increase is primarily attributed to the opening of new stores during the reporting period.

Regarding the energy consumption breakdown, electricity accounts for 92.27% of the total, followed by natural gas consumption, which contributes 7.73%. It is important to highlight that 61.85% of the energy consumed comes from renewable sources, maintaining a similar proportion to the previous year.



ENERGY CONSUMPTION BY ENERGY TYPE	2023	2024
Total energy consumption (kWh)	281.820	305.688
Natural gas (kWh)	19.622	23.623
Other fuels (kWh) ⁵	1.673	Not reported ⁶
Electricity (kWh) ⁷	260.525	282.065
Electricity from non-renewable sources (kWh)	84.807	93.007
Electricity from renewable sources (kWh)	175.719	189.059

⁵ Includes fuel consumption by the company's own vehicles.

⁶ The fuel consumption of vehicles used by the company has not been included due to its marginal significance within the organisation's overall energy profile and the limited availability of disaggregated data with the necessary accuracy.

⁷ For those stores where consumption data or invoices are unavailable, consumption has been estimated based on the average usage of other stores.

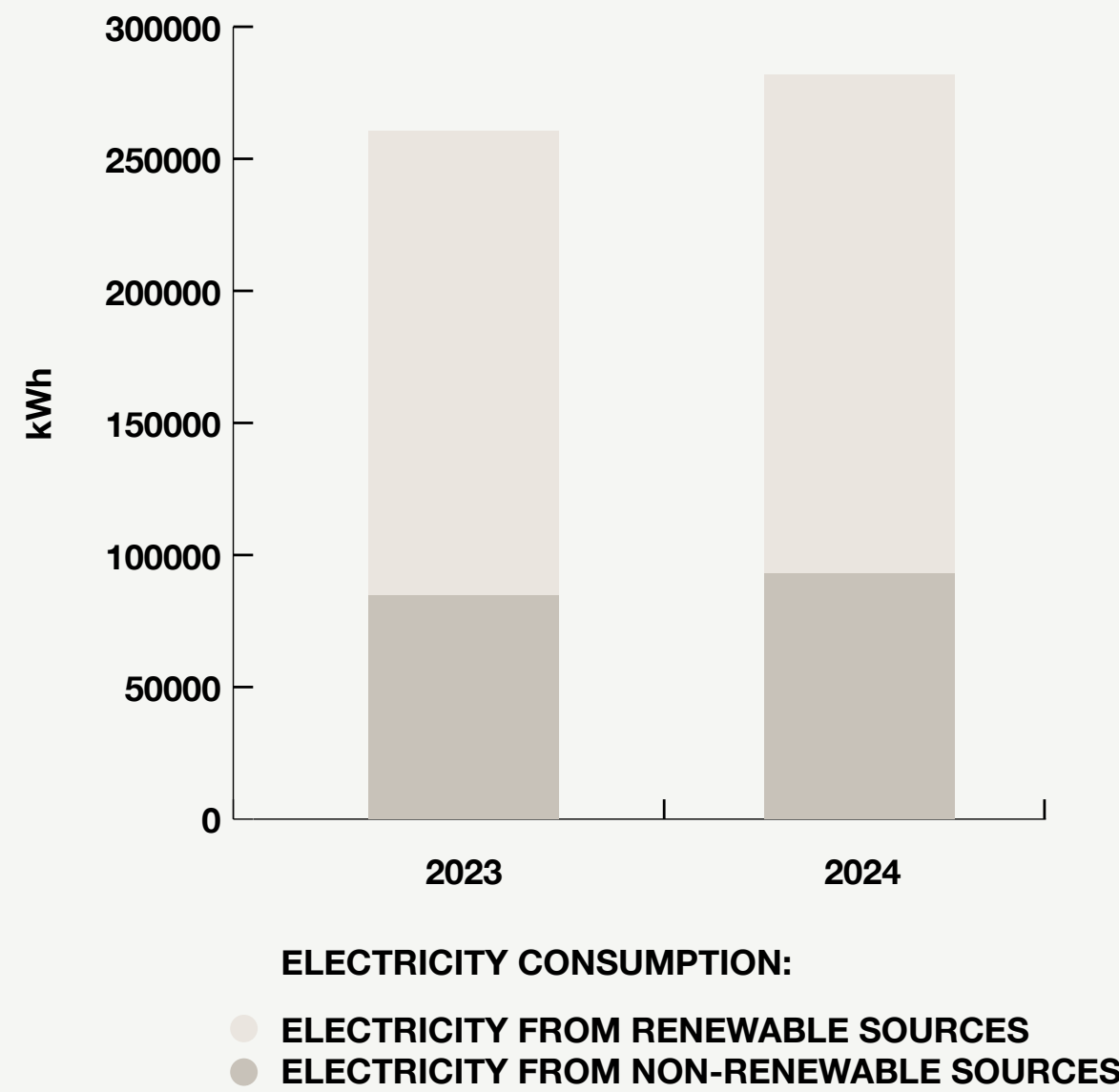
4.1 ENERGY, GREENHOUSE GASES, AND CLIMATE CHANGE

4.1.2 RENEWABLE ENERGY

Our retail expansion plan is accompanied by a strong commitment to continue advancing towards the use of renewable electricity to reduce greenhouse gas emissions from our facilities.

During 2024, 67.03% of the electricity consumption in our facilities was sourced from renewable energy, maintaining the same proportion as the previous year.

With the aim of improving this percentage, we will prioritise the procurement of renewable electricity in markets where this is feasible.



4.1 ENERGY, GREENHOUSE GASES, AND CLIMATE CHANGE

⁸ Scope 1 emissions are direct emissions of greenhouse gases associated with sources owned or controlled by SASMAT RETAIL S.L. such as emissions from boiler combustion, own vehicles or fugitive emissions among others.

⁹ Scope 2 emissions are indirect greenhouse gas emissions associated with the generation of electricity purchased and consumed by SASMAT RETAIL S.L.

¹⁰ Scope 1 emissions are calculated based on the consumption of various types of fuel and emissions associated with occasional refrigerant leaks from air conditioning equipment, using the corresponding emission factors. Sources of emission factors:

(01) Emission Factors, Version 24, Ministry for the Ecological Transition and the Demographic Challenge
(02) Vehicle database of the Institute for Diversification and Saving of Energy
(03) Fifth Assessment Report of the IPCC

¹¹ The fuel consumption of vehicles used by the company has not been included due to its marginal impact on the organisation's overall energy profile and the limited availability of disaggregated data with the required level of accuracy.

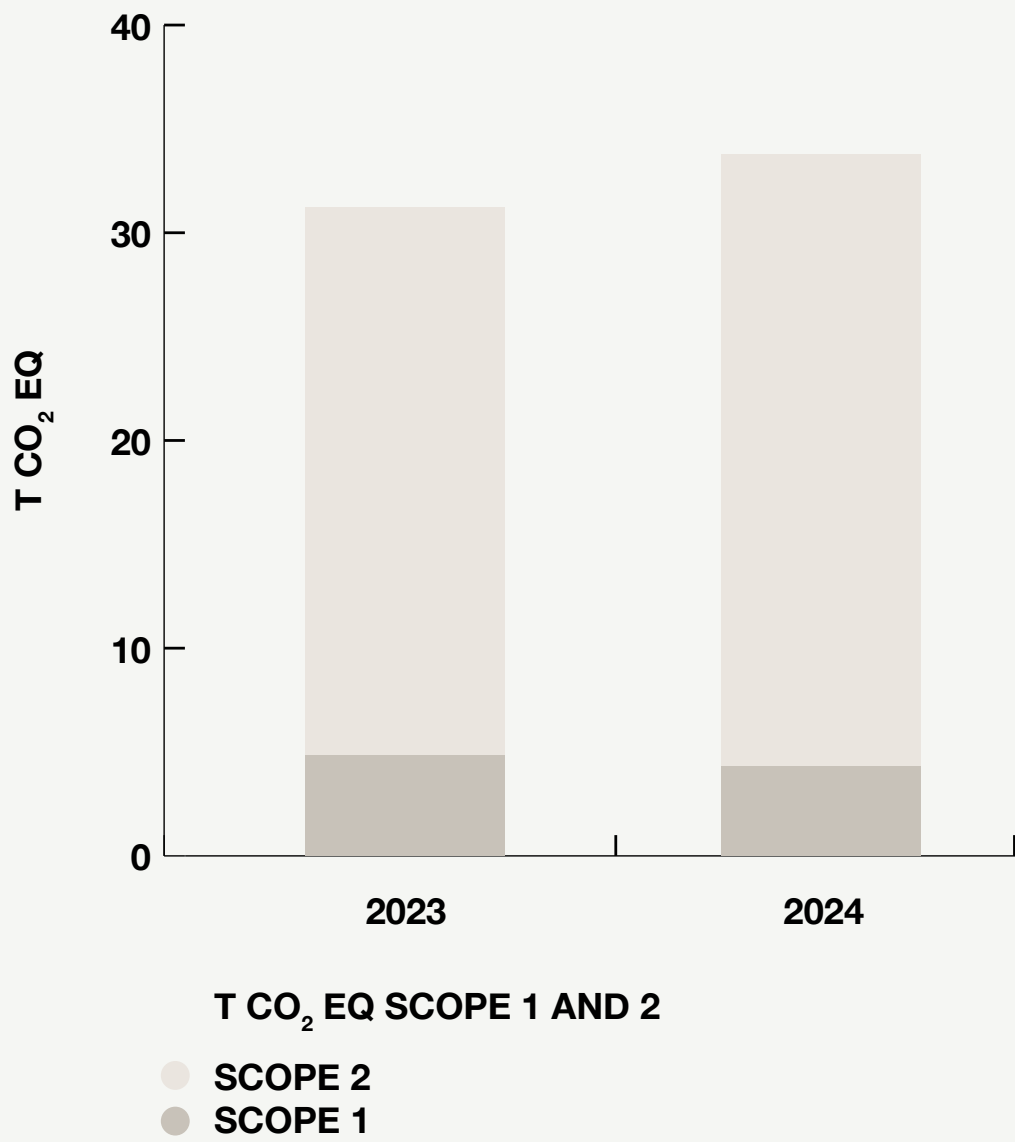
¹² Scope 2 emissions are calculated based on electricity consumption and their corresponding emission factors. Sources of the emission factors:

(01) CNMC (Comisión Nacional de los Mercados y la Competencia)
(02) ISPRA (Istituto Superiore per la Protezione e la Ricerca Ambientale)
(03) eGRID (Emissions & Generation Resource Integrated Database) - United States Environmental Protection Agency

4.1.3 GREENHOUSE GAS EMISSIONS

The global recognition of climate change as an imminent and high-impact reality has driven a profound transformation in the way governments, businesses, and society approach their activities. Within this context, our company takes on the responsibility to contribute to the decarbonisation of our operations, intertwining business growth with the reduction of our carbon footprint and the transition towards an increasingly sustainable business model.

During 2024, we conducted a renewed monitoring of our CO₂ emissions, covering both Scope 1 and Scope 2. The results show a total of 33.8 tonnes of CO₂ equivalent, representing an 8.16% increase compared to the previous year. This rise is primarily attributable to the expansion of our retail business.



Aware of the impact we have on the environment, we take responsibility for reducing our CO₂ emissions. To this end, we have implemented concrete measures such as:

- Prioritise the procurement of electricity from renewable sources across all our facilities.
- Offset our carbon footprint when sourcing renewable energy is not feasible. In this regard, since 2021, we have successfully neutralised all our Scope 1 and 2 emissions. For 2024, we are committed to maintaining this achievement by utilising the United Nations’ recognised Carbon Offset Platform.

The decarbonisation of our business model is an ongoing process, and we continue to work diligently to identify new opportunities for improvement and to implement solutions that enable us to further reduce our carbon footprint.

CARBON FOOTPRINT	2023	2024
Scope 1 (t of CO ₂ equivalent) ^{10, 11}	4,84	4,30
Scope 2 (t of CO ₂ equivalent) ¹²	26,41	29,50
Total: Scope 1 + Scope 2 (t of CO ₂ equivalent)	31,25	33,80



4.2 POLLUTION

SUSTAINABILITY-RELATED IMPACTS, RISKS, AND OPPORTUNITIES

1 Water, soil, and air pollution

TYPE	CURRENT IMPACT
VALUE CHAIN	RAW MATERIAL SOURCING

2 Substances of concern or substances of very high concern

TYPE	CURRENT IMPACT
VALUE CHAIN	RAW MATERIAL SOURCING

3 Microplastics

TYPE	CURRENT IMPACT
VALUE CHAIN	END-OF-LIFE USE

RELATED POLICIES

- 1 Supplier code of conduct
- 2 Responsible sourcing policy
- 3 Environmental sustainability policy

MOST SIGNIFICANT CONTRIBUTION TO THE SDGS



12. RESPONSIBLE
CONSUMPTION AND
PRODUCTION

The environmental pollution generated by our activities is primarily concentrated within the supply chain, given the retail nature of our business model. In this context, we have implemented various measures to prevent pollution at its source, in accordance with the mitigation hierarchy principle.

During the reporting period, we continue to promote the following actions:

- Responsible Sourcing Programme for all our jewellery suppliers, aimed at ensuring environmentally responsible production practices aligned with the principles of supply chain due diligence. As part of the programme, the adoption of the RJC Code of Practice standard is encouraged throughout the supply chain. This standard assesses how facilities work to reduce the use of hazardous substances and minimise pollution.

See [Responsible sourcing programme](#) for more information.

- Use of recycled gold and silver to reduce the impact associated with the extraction and processing of virgin resources.

See [Towards more responsible materials](#) for more information.

- We prioritise plastic-free packaging. Since 2021, all shipments from our website have been plastic-free, and we are working to ensure that deliveries from other e-commerce platforms follow suit.

See [Packaging](#) for more information.

4.3 BIODIVERSITY AND ECOSYSTEMS

SUSTAINABILITY-RELATED IMPACTS, RISKS, AND OPPORTUNITIES

- 1
- Loss of biodiversity and ecosystem collapse

TYPE

CURRENT IMPACT

VALUE
CHAIN

RAW MATERIAL SOURCING

RELATED POLICIES

- 1
- Supplier code of conduct
- 2
- Responsible sourcing policy
- 3
- Environmental sustainability policy

MOST RELEVANT CONTRIBUTION TO THE SDGS



12. RESPONSIBLE
CONSUMPTION AND
PRODUCTION



15. LIFE
ON LAND

We have assessed our direct operations and have not identified any material impacts on biodiversity nor the presence of facilities in key biodiversity areas, according to the [World Database on Key Biodiversity Areas](#) tool. However, we acknowledge that our main risks and impacts regarding biodiversity and ecosystems may occur indirectly, primarily at the initial stages of our value chain, particularly during the extraction phase of natural raw materials such as metals and natural stones.

During the reporting period, we continued to promote the following actions:

- Responsible Sourcing Programme for all our jewellery suppliers, aimed at ensuring environmentally responsible production practices aligned with the principles of supply chain due diligence. As part of the programme, adoption of the RJC Code of Practice standard is encouraged throughout the supply chain. This standard sets stringent criteria for managing environmental impacts, particularly concerning protected areas, sensitive habitats, and biodiversity, requiring concrete measures for prevention, mitigation, monitoring, and transparency.

See [Responsible Sourcing Programme](#) for more information.

- Use of recycled gold and silver to reduce the impact associated with the extraction and processing of virgin resources.

See [Towards more responsible materials](#) for more information.

- Paper and cardboard certified by FSC or PEFC, ensuring that the forests from which our raw materials are sourced are managed responsibly, respecting the rights of workers and local communities, and conserving biodiversity.

See [Packaging](#) for more information.

4.4 USE OF RESOURCES AND CIRCULAR ECONOMY

¹³ The standards recognized by SASMAT RETAIL to guarantee the recycled origin of metals in the refineries from which it sources are Responsible Jewellery Council - Chain of custody, Intertek recycled content verification, SCS recycled content certification and GRS / RCS standard.

SUSTAINABILITY-RELATED IMPACTS, RISKS, AND OPPORTUNITIES

1	Waste
TYPE	CURRENT IMPACT
VALUE CHAIN	RAW MATERIAL SOURCING
	DISTRIBUTION
	END-OF-LIFE USE
2	Resource outflows related to products and services
TYPE	OPPORTUNITY
VALUE CHAIN	PRODUCT DESIGN AND DEVELOPMENT
3	Resources inflows including resource use
TYPE	OPPORTUNITY
CADENA DE VALOR	RAW MATERIAL SOURCING
4	Raw material availability
TYPE	RISK
VALUE CHAIN	RAW MATERIAL SOURCING

RELATED POLICIES

- 1
- Environmental sustainability policy

MOST SIGNIFICANT CONTRIBUTION TO THE SDGS



12. RESPONSIBLE CONSUMPTION AND PRODUCTION

We have adopted initiatives focused on the circular economy and the responsible use of resources, with priority action areas including the use of recycled metals in the manufacture of our products, reducing the environmental impact associated with packaging, and our jewellery repair programme.

4.4.1 TOWARDS MORE RESPONSIBLE MATERIALS

At SASMAT RETAIL, we continue our commitment to introducing more materials that meet sustainability criteria in order to promote a circular economy, achieve a more responsible supply chain, and meet the demands of our customers.

RECYCLED METAL

In 2021, we launched our first 18K recycled gold collection, marking the beginning of our commitment to materials meeting sustainability criteria. This initiative was followed in 2023 by the launch of our first recycled silver collection, further consolidating our commitment to more responsible production. Since then, we have continuously sought innovative materials and processes, as well as recognised international tools and standards that allow us to certify the reduction of the environmental and social impact of our products.

This approach responds to the growing demand for more sustainable production and enables us to offer high-quality products that reduce environmental and social impacts without compromising the design or aesthetics of our collections.

By using recycled metals, we can avoid the use of new raw materials, as well as reduce the social, ethical, and environmental risks associated with mining.

Mining is a process with negative environmental impacts and is linked to significant adverse effects, including those related to human rights and other conflicts such as financing armed

conflicts, abuses by security contractors, money laundering, corruption, and non-payment of royalties.

The recycled metals used in the manufacture of our jewellery come from smelters verified by recognised bodies, primarily but not exclusively under the Responsible Jewellery Council’s Chain of Custody standard, which is the leading global organisation responsible for developing standards covering the entire value chain of the jewellery and watch sector.

SUPPLIER REQUIREMENTS TO GUARANTEE THE RECYCLED ORIGIN OF THE METAL:

The supplier must be certified by one of the recognised certification systems and provide the material transfer document to guarantee the recycled origin of the material at the product level or

The supplier must provide the refinery certificate from one of the recognised certification systems, the material transfer document from the refinery to the jewellery manufacturer, and a conformity declaration signed by the jewellery manufacturer guaranteeing the use of recycled metal.

4.4 USE OF RESOURCES AND CIRCULAR ECONOMY

76%

TOTAL REFERENCES WITH
RECYCLED CONTENT

100%

2024 GOLD REFERENCES WITH
RECYCLED CONTENT

72%

2024 SILVER REFERENCES WITH
RECYCLED CONTENT

In 2024, all gold product references were produced using recycled content, maintaining the commitment established in previous years. As for silver, 72% of product references contained recycled content, representing a 7-percentage-point increase compared to the previous year. Overall, 76% of the references marketed during the year contained recycled metals.

REFERENCES WITH RECYCLED CONTENT		
	2023	2024
	% with recycled content	% with recycled content
Gold	100%	100,00%
Silver	65%	71,79%
Total	73%	75,74%

LABORATORY-GROWN DIAMONDS

Diamonds are known as the hardest material on Earth, characterised by their resistance to scratching and their ability to scratch other metals.

Often referred to as “the world’s most precious gemstone,” their brilliance and beauty are undeniable. However, this does not justify the environmental and social damage caused by mining.

In recent years, awareness has grown regarding how diamonds are sourced and the importance of building a more ethical and sustainable value chain. This has led to the creation of international standards such as the Kimberley Process, which aims to end the trade in conflict diamonds. A key innovation in this context has been the development of man-made diamonds: laboratory-grown diamonds.

Laboratory-grown diamonds allow us to eliminate mining from the process and, consequently, the social risks

associated with it. These diamonds are created by replicating the natural conditions under which mined diamonds are formed, using technologies that reproduce the diamond formation process without the associated negative human impact.

They are physically, optically, and chemically identical to those formed beneath the Earth’s surface. For this reason, the criteria used to assess their quality are the same: the 4 Cs – Colour, Clarity, Cut, and Carat.

Specifically, our diamonds are laboratory-grown using Chemical Vapour Deposition (CVD) and High Pressure – High Temperature (HPHT) techniques.

In the **Chemical Vapour Deposition** (CVD) process, a diamond seed (laboratory-grown diamond powder) is placed in a vacuum chamber, which is then heated to a high temperature and filled with a carbon-rich gas. This gas is ionised, allowing pure carbon to slowly adhere to the diamond powder, atom by atom, layer by layer, ultimately culminating in the creation of a diamond.

Regarding the **High Pressure – High Temperature** (HPHT) technique, the diamond seed (also laboratory-grown diamond powder) is placed on a piece of carbon under conditions of high pressure and temperature. This seed melts along with the carbon, and a larger diamond forms around it, which is then allowed to cool to reveal the created diamond.

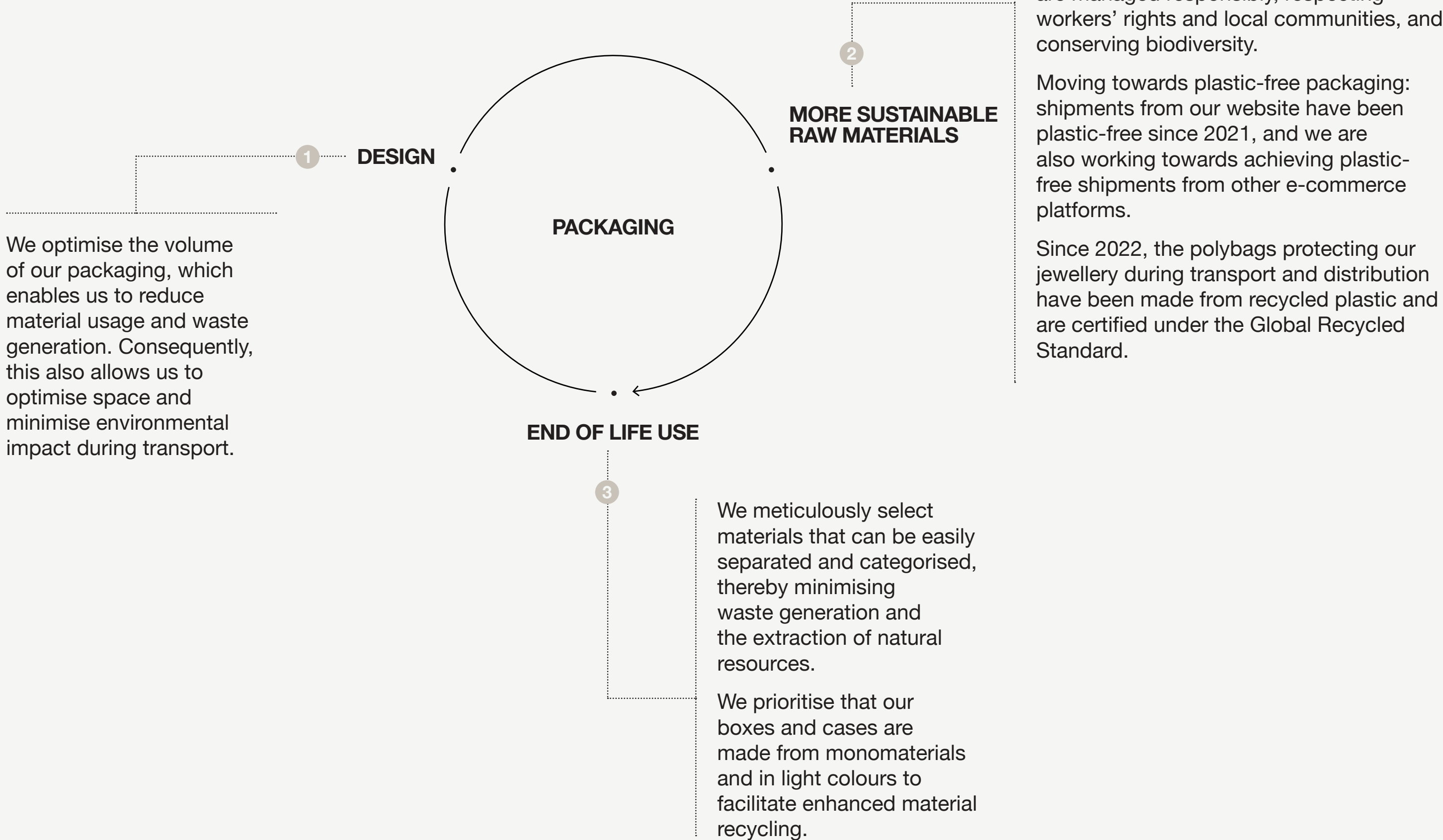
¹⁴ Diamond is rated 10 on the Mohs Hardness Scale.

4.4 USE OF RESOURCES AND CIRCULAR ECONOMY



4.4.2 PACKAGING

We constantly strive to reduce the environmental impact of our packaging without compromising the quality of the user experience. To achieve this, we focus primarily on three key areas:



4.4 USE OF RESOURCES AND CIRCULAR ECONOMY

4.4.3 REPAIR PROGRAMME

In 2024, the Repair Programme was launched—an initiative aimed at offering customers a structured and professional after-sales maintenance and repair service. This includes interventions such as chain soldering, jewellery replating, stone setting, and resizing, among others. All services are managed through our office, ensuring traceability and timeline control.

One of the main objectives of the programme is to reduce the need for product replacement by restoring the functionality and aesthetic value of the item. As data is gathered and the system is refined, we will be able to identify recurring patterns and implement corrective actions, whether in design, production processes, or after-sales services.





PDPAOLA ROMA
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Roma, Italia

005 SOCIAL INFORMATION

- 5.1 Own workforce
- 5.2 Workers in the value chain
- 5.3 Consumers and end users

5.1 OWN WORKFORCE¹⁵

SUSTAINABILITY-RELATED IMPACTS, RISKS, AND OPPORTUNITIES

1 Secure employment

TYPE

CURRENT IMPACT

VALUE
CHAIN

OWN STORES

RELATED POLICIES

- 1 Our code of conduct
- 2 Human rights policy
- 3 Internal reporting system policy

MOST SIGNIFICANT CONTRIBUTION TO THE SDGS



5. GENDER
EQUALITY



8. DECENT WORK
AND ECONOMIC
GROWTH



10. REDUCED
INEQUALITIES

At SASMAT RETAIL, we remain firmly committed to fostering a culture of collaboration and growth.

We are aware that there is always room for improvement and continuous development. For this reason, we are committed to defining and implementing new policies that will enable us to set clear and measurable objectives, driving meaningful change within our organisation. We are determined to keep evolving and growing, always with the goal of providing an exceptional working environment and making a positive impact on society.

We firmly believe that unity and collaboration are fundamental pillars for achieving our goals and promoting a positive and enriching work environment.

To this end, we have implemented a range of both grassroots and corporate initiatives designed to encourage camaraderie and integration among our team members. Events such as Sant Jordi, Halloween, Carnival and Christmas are special moments in which we share experiences, celebrate cultural diversity, and strengthen our bonds as a team.

Furthermore, since 2022, we have launched PDP Days, an annual event that has become a tradition within the company. PDP Days are not only an opportunity for learning and professional growth, but also a unique team-building experience. Through carefully designed activities and complementary initiatives, we aim to reinforce our company culture by promoting collaboration, effective communication and teamwork.

213

EMPLOYEES

+4,41% COMPARED TO 2023

79,8%

WOMEN

17

NATIONALITIES

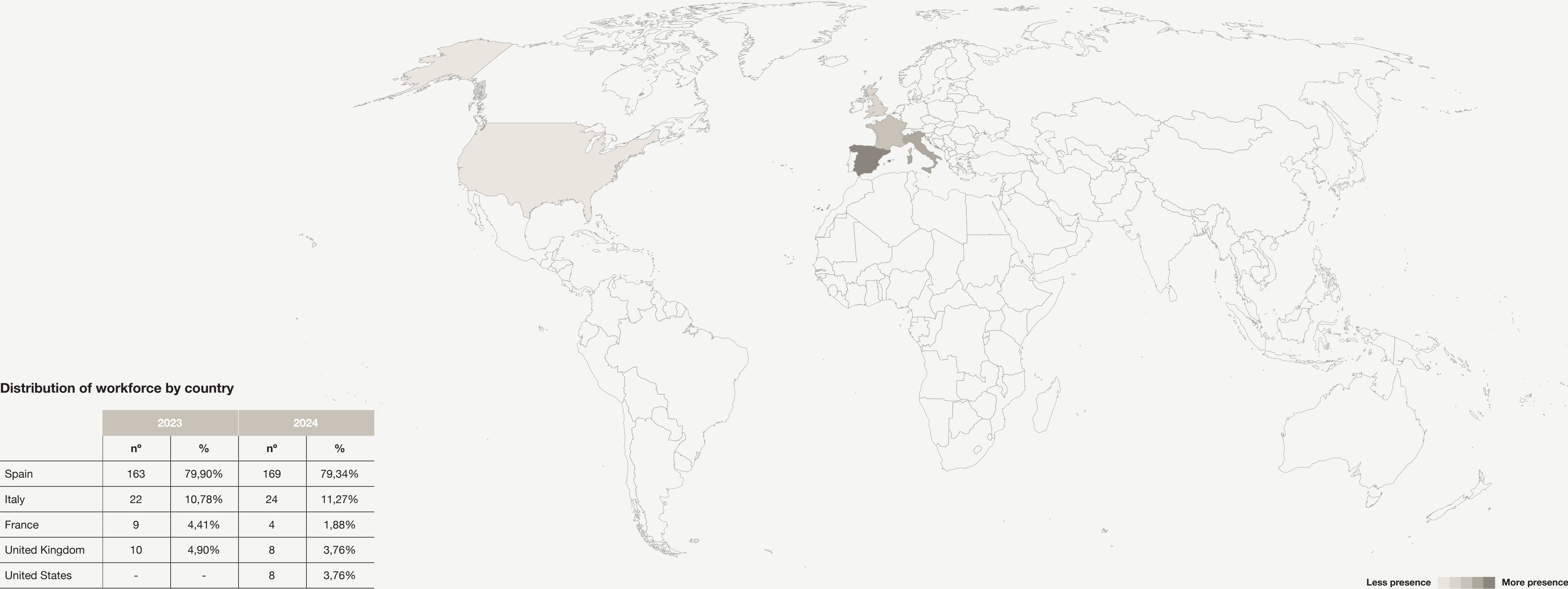
20,2%

MEN

¹⁵ Data collected at the end of the reporting period.

5.1 OWN WORKFORCE

Distribution of workforce by country



5.1 OWN WORKFORCE

5.1.1 CHARACTERISTICS OF SASMAT RETAIL EMPLOYEES

In 2024, we continued to consolidate our international growth strategy, particularly in the retail sector, as reflected in the evolution of our workforce. Notably, this included the creation of a new team in the United States and the appointment of a new CEO to lead our expansion in the North American market.

DISTRIBUTION OF WORKFORCE BY GENDER, AGE AND PROFESSIONAL CATEGORY

	2023								2024									
	SPAIN		FRANCE		ITALY		UNITED KINGDOM		SPAIN		FRANCE		ITALY		UNITED KINGDOM		UNITED STATES	
	n°	%	n°	%	n°	%	n°	%	n°	%	n°	%	n°	%	n°	%	n°	%
GENDER DISTRIBUTION																		
Women	126	73,30%	9	100%	22	100%	7	70%	132	78,11%	4	100%	23	95,83%	5	62,50%	6	75%
Men	37	22,70%	0	0%	0	0%	3	30%	37	21,89%	0	0%	1	4,17%	3	37,50%	2	25%
AGE DISTRIBUTION																		
< 30 years	84	51,53%	7	77,78%	8	36,36%	7	70%	84	49,70%	3	75%	9	37,50%	5	62,50%	3	37,50%
Aged 30 to 50	79	48,47%	3	22,22%	14	63,64%	3	30%	84	49,70%	1	25%	15	62,50%	3	37,50%	5	62,50%
> 50 years	0	0%	0	0%	0	0%	0	0%	1	0,59%	0	0%	0	0%	0	0%	0	0%
PROFESSIONAL CATEGORY																		
Senior management	11	6,75%	0	0%	0	0%	0	0%	11	6,51%	0	0%	0	0%	0	0%	1	12,50%
Middle management	26	15,95%	1	11,11%	1	4,55%	1	20%	29	17,16%	1	25%	3	12,50%	2	25%	2	25%
Other professionals	126	77,30%	8	88,89%	21	95,45%	8	80%	129	76,33%	3	75%	21	87,50%	6	75%	5	62,50%

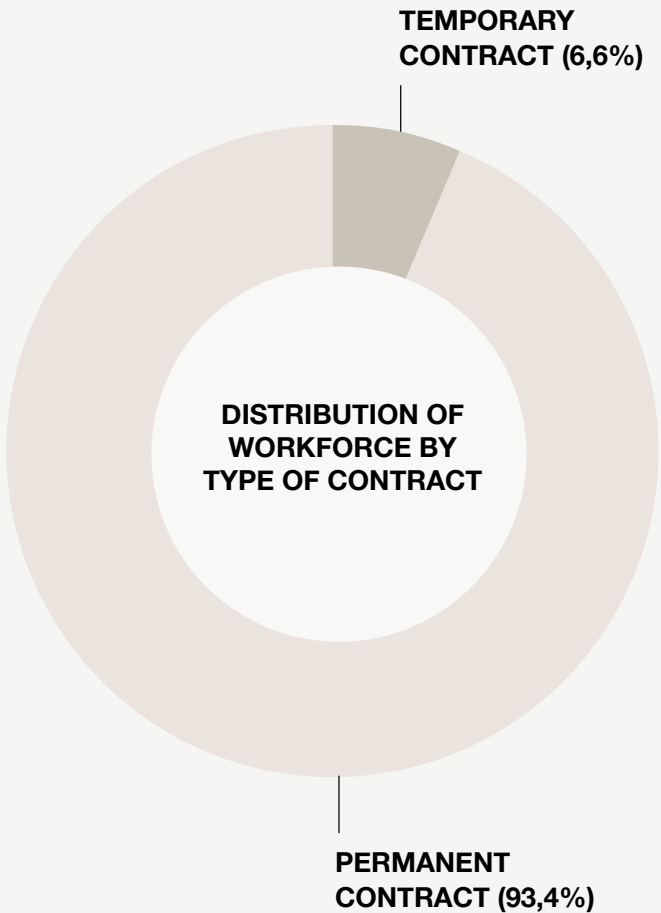
5.1 OWN WORKFORCE

DISTRIBUTION OF WORKFORCE BY TYPE OF CONTRACT

In the 2024 financial year, the proportion of permanent contracts compared to temporary contracts increased by 5.2%, marking progress towards our objective of strengthening employment stability within the organisation.

This improvement reflects the revision of our hiring policies, aimed at reducing structural temporary employment and enhancing talent retention in key business areas. One of the main strategies for achieving this result has been the conversion of temporary contracts into permanent ones.

The evolution of this indicator is the result of operational planning that prioritises, where feasible, the formalisation of permanent employment relationships. This approach provides a more stable framework for people management and the development of professional growth plans.



DISTRIBUTION OF WORKFORCE BY TYPE OF CONTRACT, GENDER, AGE AND PROFESSIONAL CATEGORY

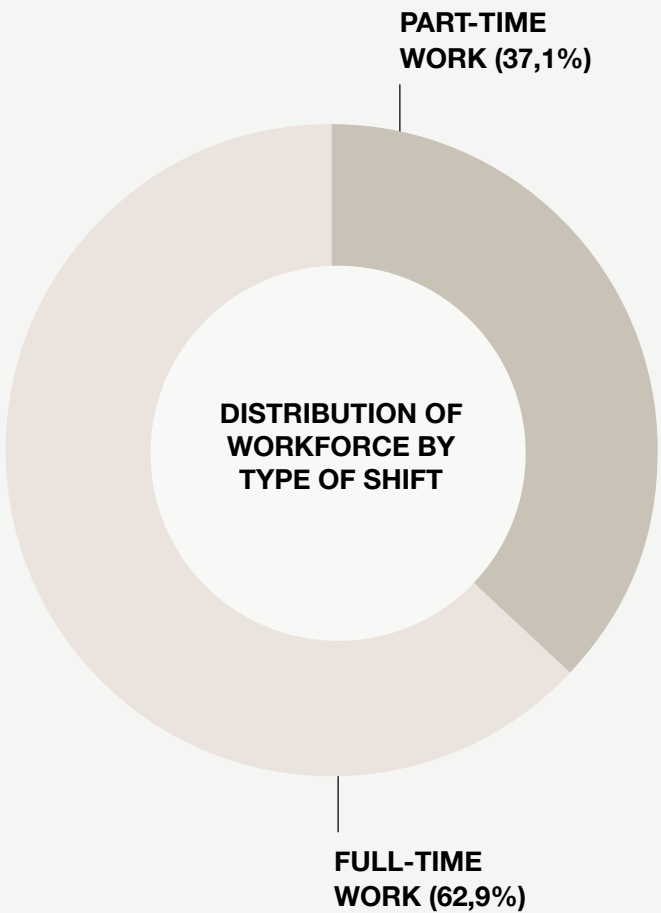
	2023				2024			
	PERMANENT CONTRACT		TEMPORARY CONTRACT		PERMANENT CONTRACT		TEMPORARY CONTRACT	
	nº	%	nº	%	nº	%	nº	%
GENDER DISTRIBUTION								
Women	142	69,61%	22	10,78%	101	73,71%	69	6,10%
Men	38	18,63%	2	0,98%	37	19,72%	6	0,47%
AGE DISTRIBUTION								
< 30 years	89	43,63%	17	8,33%	52	46,01%	52	2,82%
Aged 30 to 50	91	44,61%	7	3,43%	85	46,95%	23	3,76%
> 50 years	0	0,00%	0	0,00%	1	0,47%	0	0,00%
PROFESSIONAL CATEGORY								
Senior management	11	5,39%	0	0,00%	12	5,63%	0	0,00%
Middle management	30	14,71%	0	0,00%	35	16,43%	2	0,94%
Other professionals	139	68,14%	24	11,76%	91	71,36%	73	5,63%

5.1 OWN WORKFORCE

DISTRIBUTION OF WORKFORCE BY TYPE OF SHIFT

Full-time employment continues to be prioritised as a measure to strengthen job stability. In 2024, there was a 4.1 % increase in this type of contract compared to the previous year, mainly driven by a reduction in part-time contracts among store staff, thereby enhancing employment stability within this professional group.

It is also important to note that the majority of part-time employees choose this arrangement in order to balance personal responsibilities, such as studying or family care. However, we also make use of part-time contracts at specific times of the year to meet peaks in demand, thereby ensuring operational efficiency and customer satisfaction.



DISTRIBUTION OF WORKFORCE BY TYPE OF SHIFT, GENDER, AGE AND PROFESSIONAL CATEGORY

	2023				2024			
	FULL-TIME WORK		PART-TIME WORK		FULL-TIME WORK		PART-TIME WORK	
	nº	%	nº	%	nº	%	nº	%
GENDER DISTRIBUTION								
Women	88	43,14%	76	37,25%	97	45,54%	73	34,27%
Men	32	15,69%	8	3,92%	37	17,37%	6	2,82%
AGE DISTRIBUTION								
< 30 years	42	20,59%	64	31,37%	44	20,66%	60	28,17%
Aged 30 to 50	78	38,24%	20	9,80%	89	41,78%	19	8,92%
> 50 years	0	0,00%	0	0,00%	1	0,47%	0	0,00%
PROFESSIONAL CATEGORY								
Senior management	11	5,39%	0	0,00%	12	5,63%	0	0,00%
Middle management	29	14,22%	1	0,49%	36	16,90%	1	0,47%
Other professionals	80	39,22%	83	40,69%	86	40,38%	78	36,62%

5.1 OWN WORKFORCE

RECRUITMENT AND EMPLOYEE TURNOVER

Our Careers portal is a vital component of our talent acquisition strategy. We continuously update the available opportunities and provide candidates with the chance to join our team. We also recognise that talent retention is equally important, and it forms an integral part of our employee engagement approach.

In addition to the benefits provided under applicable regulations—such as parental leave and disability coverage—we offer all employees on permanent contracts additional

advantages. These include discounts on PDPAOLA products and those of partner brands.

For office-based employees, we offer remote work options and increased scheduling flexibility to support a better work–life balance, as well as access to a virtual canteen in Spain.

Additionally, permanent employees in Spain benefit from extra days of maternity and paternity leave, free health insurance starting from their second year of employment, and access to a flexible compensation programme.

As a result, in 2024 our workforce grew by 4.41% compared to the previous year, reaching a total of 213 employees by the end of the fiscal year.

The staff turnover rate for this period was 37.09%. No redundancies were recorded during the year.

DISTRIBUTION OF WORKFORCE IN NEW HIRES AND TURNOVER BY GENDER, AGE GROUP AND GEOGRAPHICAL AREA

	2023								2024							
	SPAIN				REST OF THE WORLD				SPAIN				REST OF THE WORLD			
	New hires		Terminations		New hires		Terminations		New hires		Terminations		New hires		Terminations	
	nº	%	nº	%	nº	%	nº	%	nº	%	nº	%	nº	%	nº	%
GENDER DISTRIBUTION																
Women	66	63,46%	89	89,00%	38	92,68%	18	90,00%	63	80,77%	78	88,00%	15	78,95%	24	88,89%
Men	13	81,25%	11	11,00%	3	7,32%	2	10,00%	8	66,67%	11	12,00%	4	21,05%	3	11,11%
AGE DISTRIBUTION																
< 30 years	54	71,05%	54	54,00%	22	53,66%	14	70,00%	45	63,38%	59	66,00%	9	47,37%	19	70,37%
Aged 30 to 50	25	56,82%	42	42,00%	19	46,34%	6	30,00%	25	35,21%	30	34,00%	10	52,63%	8	29,63%
> 50 years	0	0,00%	4	4,00%	0	0,00%	0	0,00%	1	1,41%	0	0,00%	0	0,00%	0	0,00%
PROFESSIONAL CATEGORY																
Senior management	0	0,00%	0	0,00%	0	0,00%	0	0,00%	0	0,00%	0	0,00%	1	5,26%	0	0,00%
Middle management	9	69,23%	10	10,00%	4	9,76%	0	0,00%	9	12,68%	9	10,00%	4	21,05%	1	3,70%
Other professionals	70	65,42%	90	90,00%	37	90,24%	20	100,00%	62	87,32%	80	90,00%	14	73,68%	26	96,30%

¹⁶ It is calculated by dividing the total number of employees who leave the company voluntarily or due to dismissal, retirement or death in service by the total number of employees at the end of the reporting period.

5.1 OWN WORKFORCE

5.1.2 CHARACTERISTICS OF NON-EMPLOYEE WORKERS

The most common types of non-employee workers are agency staff and self-employed professionals. Their work primarily involves technical support and commercial activities.

They represent 4.9% of the total workforce, as the use of non-employee personnel is not a common practice within the company. There have been no significant changes in this group compared to the previous financial year.

NON-EMPLOYEE WORKERS

	2023	2024
Non-employee workers	10	11



5.1 OWN WORKFORCE

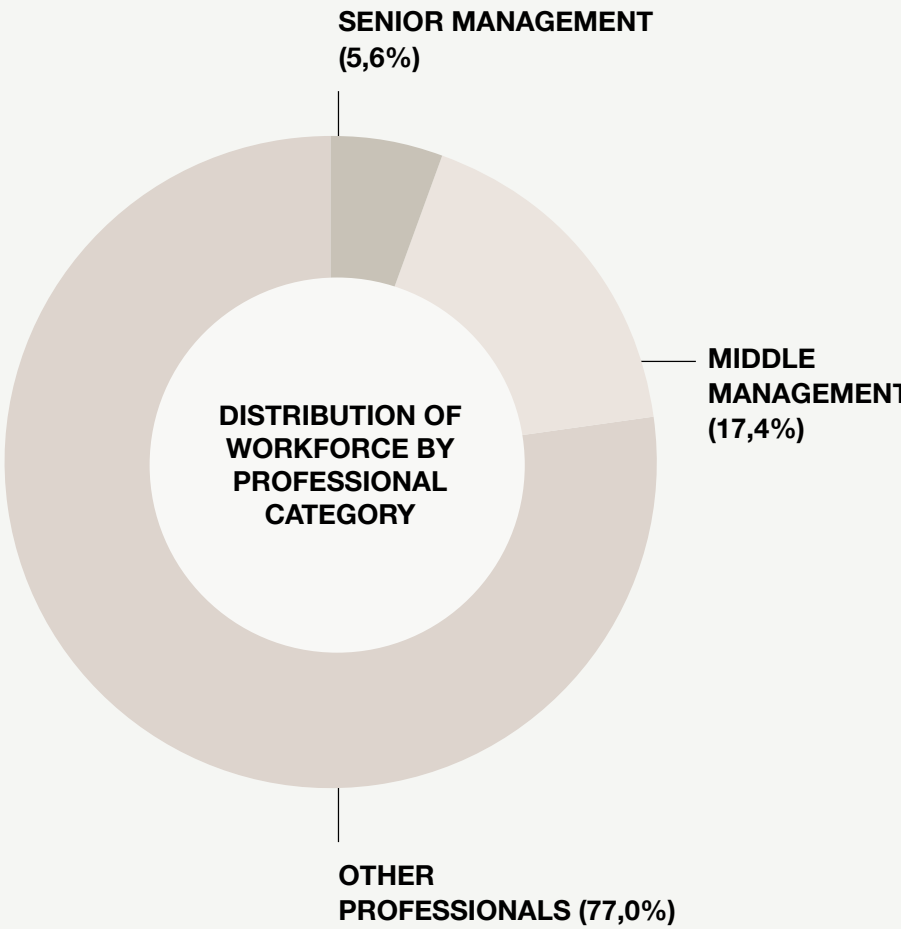
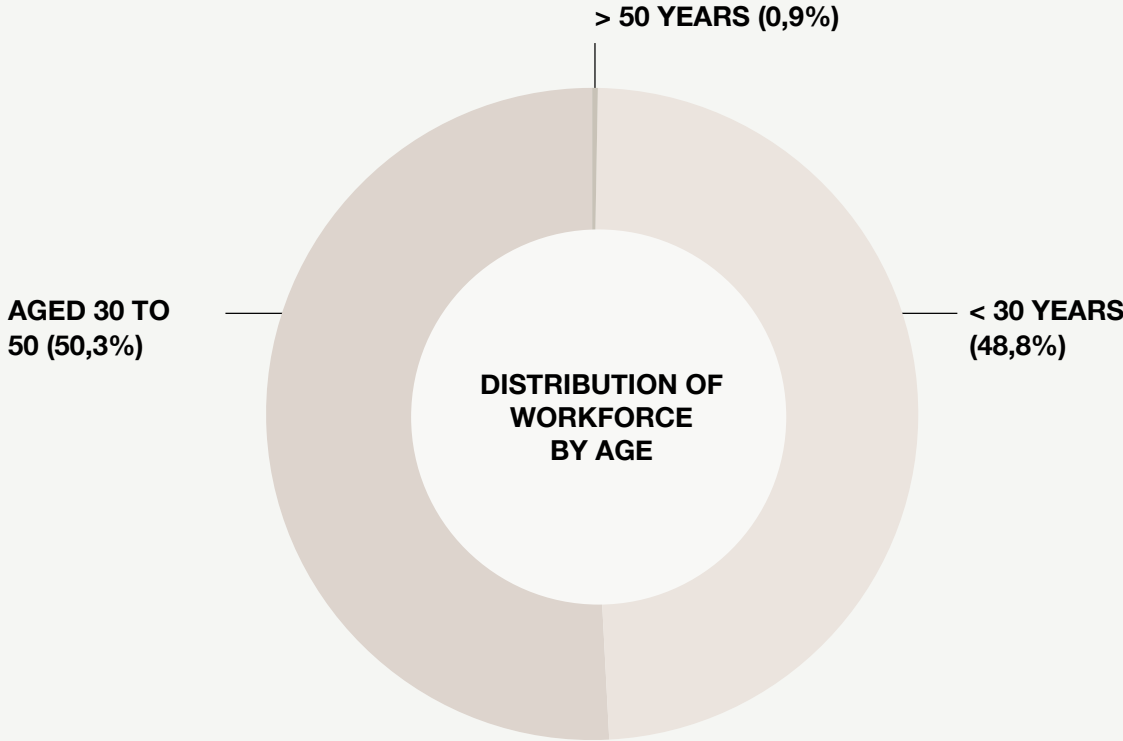
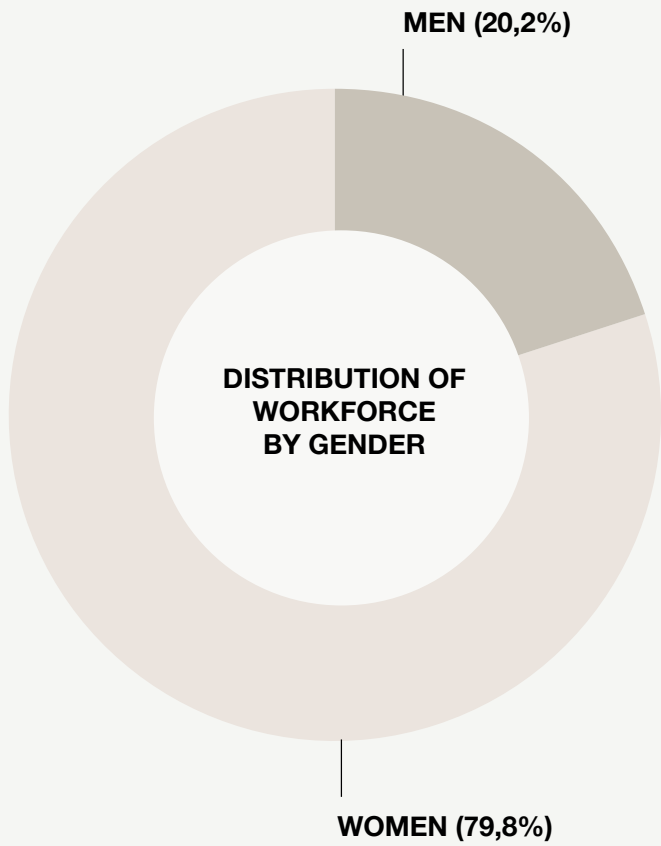
5.1.3 DIVERSITY, INCLUSION AND EQUAL OPPORTUNITIES

At SASMAT RETAIL, we are proud to champion a diverse team that enhances our capabilities by leveraging the unique strengths and skills of each member. With representatives from 17 different nationalities, our workforce reflects an inclusive and multicultural culture that enriches our company with a broad range of perspectives.

Our recruitment and internal promotion policy is grounded in meritocracy, with no barriers or limitations based on gender. We value talent and capability when appointing individuals—whether men or women—to senior executive roles, middle management positions, or other professional functions.

The distribution of our workforce in 2024, by age, gender and job category, is presented below:

See [Characteristics of SASMAT RETAIL employees](#) for a detailed breakdown.



5.1 OWN WORKFORCE

In 2022, we reaffirmed our commitment to equal opportunities and non-discrimination at SASMAT RETAIL by approving our **Equality Plan**. This plan, the result of a thorough analysis of the company’s current situation, focuses on implementing concrete measures to promote equality in key areas such as recruitment and selection, job classification, professional training, working conditions, and female representation, among others.

During the same period, we introduced the **Protocol for the Prevention of and Action Against Harassment**, designed to provide clear guidelines in the event of identifying inappropriate conduct, thereby ensuring a safe and healthy working environment for all employees. This protocol has been widely communicated across the organisation, and specific training sessions have been delivered to ensure its correct implementation.

Also in 2022, we established the **Equality Committee**, a dedicated team responsible for overseeing the effective implementation of the Equality Plan and the Harassment Prevention Protocol, as well as promoting a culture of equality throughout the company. The creation of this committee reflects our strong commitment to fostering equal opportunities and preventing harassment within our organisation.

Our Equality Plan, approved in 2022 and set to remain in force for four years, includes a series of actions aimed at promoting real and measurable equality across the company. One such measure is the annual preparation of a Pay Register.

Accordingly, the pay register was completed in the first half of 2025, covering the previous calendar year and in accordance with current regulations, using the Gender Pay Gap Self-Diagnostic Tool. Both medians and averages were considered in the analysis.

In the case of median values, regarding base salary, the gender pay gap stands at 3%, in favour of female employees. However, once salary supplements and non-wage benefits are taken into account, the total remuneration gap shifts to 40%, in favour of male employees.

In terms of average values, the base salary gender gap is 13%, also in favour of female employees. Following the inclusion of salary supplements and non-wage benefits, the total remuneration gap stands at 35%, in favour of male employees.

The differences in overall remuneration are attributable to a range of factors, most notably the heterogeneity of job roles. The company comprises various levels of responsibility, functions, and prior experience contributed by employees, which results in justified salary differentials. In addition, salary supplements and non-wage benefits — such as sales incentives, night shift bonuses, availability or responsibility allowances, among others — also influence remuneration. These are not distributed uniformly across the workforce, as they depend on the specific characteristics of each role and working schedule.

At SASMAT RETAIL, we will work throughout the duration of our Equality Plan to implement the scheduled equality measures, with continuous support and guidance from a consultancy specialised in this field.

5.1 OWN WORKFORCE

5.1.4 COLLECTIVE BARGAINING AND SOCIAL DIALOGUE

At our company, we ensure full respect for collective representation rights as recognised in applicable regulations, including the Revised Text of the Workers’ Statute Law (Royal Legislative Decree 2/2015 of 23 October), which governs employee representation within companies. In accordance with this legislation, it is the responsibility of employees to voluntarily initiate and organise the processes required to elect their legal representatives, without interference or promotion by the company regarding the establishment of representative bodies.

As of the close of the 2024 financial year, no works councils have been established, nor have any staff representatives been appointed in any of the countries where we operate. This is due to the fact that no employee has initiated the electoral process necessary to establish such representation. As a company, we remain fully committed to acting with transparency, respect, and cooperation should the workforce choose to initiate such processes in the future.

With regard to collective bargaining coverage, 100% of our employees in Spain are currently covered by the relevant regional collective bargaining agreements applicable to their respective workplaces. These agreements are publicly available and legally binding, and they govern essential aspects of employment conditions, including minimum wages, working hours, rest periods, leave entitlements, and other basic terms.

It is important to highlight that our Human Rights Policy reflects the company’s commitment to freedom of association and collective bargaining. We recognise and respect our employees’ right to form and join organisations or trade unions of their choice, as well as their right to engage in collective bargaining without prior authorisation. The company is also committed to adopting a collaborative attitude towards these organisations and their activities.

Alongside formal mechanisms, we foster continuous dialogue with employees through informal channels such as climate surveys, team meetings, and direct contact with the Human Resources Department, which remains fully accessible for any queries or suggestions.

EMPLOYEES COVERED BY A COLLECTIVE BARGAINING AGREEMENT¹⁷

	2023		2024	
	n° employees covered	% employees covered	n° employees covered	% employees covered
Spain	163	100%	169	100%

5.1.5 ADEQUATE WAGES

As outlined in our Human Rights Policy, we remunerate our employees based on the roles they perform, in a consistent manner and in line with industry standards. We ensure compliance with applicable minimum wage regulations and/or collective bargaining agreements—whichever offers the higher standard.

¹⁷ In line with the provisions of the VSME standard, information is not disaggregated for countries with fewer than 50 employees. Nevertheless, working and employment conditions in these countries fully comply with applicable labour regulations and are either stipulated in the employment contracts signed with employees or reflected in the principles set out in our Human Rights Policy.

5.1 OWN WORKFORCE

5.1.6 SOCIAL PROTECTION

In Spain, we guarantee social protection coverage through the public social security system, which safeguards against income loss due to life events such as illness, unemployment, workplace accidents, disability, parental leave, and retirement.

EMPLOYEES COVERED BY SOCIAL PROTECTION¹⁸

	2023		2024	
	n° employees covered	% employees covered	n° employees covered	% employees covered
Spain	163	100%	169	100%

5.1.7 TRAINING AND SKILLS DEVELOPMENT

We view training as a strategic element for the development of our team and the fulfilment of our ethical and operational commitments. Through our internal platform, PDPAcademy, we provide a broad and structured training offering designed to strengthen the key competencies of our employees, support their professional growth, and ensure their knowledge remains up to date with the evolving demands of the business and its environment.

PDPAcademy fosters a culture of continuous learning that contributes directly to operational efficiency, improved individual and collective performance, and the development of a skilled team aligned with the values and standards that define our brand. This training tool plays a fundamental role in onboarding processes by enabling the swift and effective integration of new employees, as well as in the sustained development of internal talent.

We develop targeted training content to raise awareness among our team about the importance of respecting human rights, promoting equal opportunities in the workplace, and protecting whistleblowers through accessible and effective consultation and reporting channels. Key topics also include occupational risk prevention, sustainable business management, and compliance with anti-money laundering and counter-terrorism financing regulations.

In addition, we have implemented specific training programmes to support the opening of new retail stores, focusing on improving sales processes, developing in-depth product knowledge, and strengthening commercial skills to ensure a customer experience that is consistent with our value proposition.

TOTAL AND AVERAGE TRAINING HOURS BY GENDER

	2023		2024	
	Hours	Average	Hours	Average
Women	1362,3	5,4	1173,6	4,3
Men	481,8	9,6	114,0	2,0

¹⁸ In line with the provisions of the VSME standard, information is not disaggregated for countries with fewer than 50 employees.

5.1 OWN WORKFORCE

5.1.8 OCCUPATIONAL HEALTH AND SAFETY

We have a robust occupational health and safety management system in place, based on a policy that lays the foundation for accident prevention in the workplace and outlines the procedures to follow in the event of a work-related incident. The primary objective is to ensure a prompt and appropriate response, minimising risks to employee health and well-being, as well as any impact on the company’s productivity.

The Human Resources Department acts as the main point of contact for all matters related to Occupational Risk Prevention (ORP) and works in coordination with External Prevention Services to manage all actions in this area. The department also serves as a consultation and reporting channel for any issues or irregularities concerning workplace health and safety.

As part of our preventive approach, all new employees receive initial health and safety training, aimed at informing them of job-specific risks and the preventive measures necessary to eliminate or minimise those risks. In addition, we offer periodic training sessions for current employees to reinforce awareness of occupational hazards and update preventive measures as operational processes and applicable regulations evolve. This ongoing training is essential to fostering a strong safety culture and reducing workplace accidents.

Initial training aims to familiarise each employee with the main risks associated with their specific job role and to inform them of the preventative measures to eliminate or reduce such risks. The objectives of this training include:

- To foster an interest in Occupational Risk Prevention within their respective workplaces.
- To provide an understanding of potentially risk-generating causal factors within this employment sector.
- To facilitate a set of preventative recommendations for risk control and the improvement of working conditions.
- To provide information on occupational risk prevention within the sector.
- To train employees for appropriate conduct in their regular work roles.
- To promote the integration of Safety and Health across all company activities.
- To comply with current Occupational Risk Prevention regulations.

We also offer our employees the opportunity to undergo preventive medical check-ups, in accordance with current regulations and based on the requirements of each workplace. This programme aims to support the early detection of potential health issues and promote a proactive approach to their management.

In Spain, we offer all employees with permanent contracts access to a voluntary private health insurance scheme, which they may join individually. The company covers the full cost of the premium after the first year of service and offers a corporate discount during the initial 12 months. We are currently evaluating the possibility of extending this benefit to other countries as our international expansion progresses.

As a result of these ongoing efforts, only four recordable work-related injuries were reported in 2024¹⁹.

COVERAGE OF THE EMPLOYEE HEALTH AND SAFETY MANAGEMENT SYSTEM

	2023		2024	
	nº	%	nº	%
Employees covered by the occupational health and safety management system	204	100%	213	100%

WORKPLACE ACCIDENT RATE

		2023	2024
Number of work-related illness or disease-related fatalities	Women	0	0
	Men	0	0
Number of recordable work-related injuries	Women	2	3
	Men	0	1

¹⁹ A work-related injury, illness or condition that results in any of the following: death, days away from work, restricted work activity, job transfer, loss of consciousness, or medical treatment beyond first aid; or a significant injury or illness diagnosed by a licensed healthcare professional, even if it does not result in death, days away from work, restricted work activity, job transfer, loss of consciousness, or medical treatment beyond first aid.

(GRI 403: Occupational Health and Safety 2018; U.S. Occupational Safety and Health Administration (OSHA), General Recording Criteria (1904.7)).

5.1 OWN WORKFORCE

5.1.9 WORK–LIFE BALANCE

At SASMAT RETAIL, we are continuously seeking ways to improve working conditions. In addition to complying with all measures required by current regulations, we continue to advance initiatives that support a better work–life balance for our employees.

For office-based staff, we have implemented several global initiatives, such as flexible start and finish times, adjustable lunch breaks, a hybrid work model combining on-site and re-remote work, and the option of an intensive workday schedule on specific days during the Christmas season—all aimed at enhancing employee well-being.

In our stores, we apply a rotating shift system (morning/afternoon) that prioritises, wherever possible, continuous work shifts. We also facilitate shift rotation based on individual needs, aiming to balance operational requirements with personal circumstances.

We also ensure that rights relating to work–life balance, such as reduced working hours, do not affect employees’ access to training or professional development opportunities. To support this, the Training Plan is communicated to all staff and made available on the corporate platform, ensuring equal access to information for everyone.

As an additional measure, since 2022, employees in Spain have had the option to take up to five extra days of leave following the birth of a child, depending on their years of service with the company.

WORK–LIFE BALANCE

		2024	
		nº	%
Employees eligible for family-related leave entitlements		213	100%
		nº	% ²⁰
Employees who utilised family-related leave entitlements	Women	5	2,94%
	Men	0	0,00%

5.1.10 INCIDENTS, COMPLAINTS AND SEVERE HUMAN RIGHTS IMPACTS

Our Internal Channel is the preferred mechanism for reporting any incident or grievance related to human rights, as well as any conduct that may constitute a breach of current legislation, our Codes of Conduct, or our Corporate Policies. This channel is part of our Internal Reporting System, which is managed in accordance with the general principles set out in our Internal Reporting System Policy.

See [Codes of conduct and corporate policies](#) for more information.

In 2024, no human rights-related incidents and/or complaints were recorded within our workforce.

²⁰ Percentage calculated based on the total number of women or men entitled to take family-related leave.

5.2 WORKERS IN THE VALUE CHAIN

SUSTAINABILITY-RELATED IMPACTS, RISKS, AND OPPORTUNITIES

1 Working conditions

TYPE 1	CURRENT IMPACT
VALUE CHAIN 1	PRODUCT MANUFACTURING
TYPE 2	POTENTIAL IMPACT
VALUE CHAIN 2	RAW MATERIAL SOURCING
	TRANSFORMATION OF RAW MATERIALS
	PRODUCT MANUFACTURING

2 Human rights

TYPE	POTENTIAL IMPACT
VALUE CHAIN	RAW MATERIAL SOURCING
	TRANSFORMATION OF RAW MATERIALS

RELATED POLICIES

- 1 Supplier code of conduct
- 2 Human rights policy
- 3 Responsible sourcing policy
- 4 Internal reporting system policy

MOST SIGNIFICANT CONTRIBUTION TO THE SDGS



5. GENDER
EQUALITY



8. DECENT WORK AND
ECONOMIC GROWTH

5.2.1 DIALOGUE WITH WORKERS IN THE VALUE CHAIN

We carry out a systematic sustainability due diligence process within our jewellery supply chain through our responsible sourcing programme, which focuses on identifying, assessing, and mitigating actual and potential adverse impacts on the human and labour rights of our suppliers’ workers.

We also maintain ongoing dialogue with our suppliers, as well as an accessible internal reporting channel for them, with the aim of facilitating direct communication regarding concerns, risks, or observations.

See [Responsible sourcing programme](#) and [Internal reporting channel](#) for more information.

5.2.2 GRIEVANCE MECHANISMS AND PROCESSES TO REMEDIATE NEGATIVE IMPACTS

In cases where adverse impacts are identified through the responsible sourcing programme or the internal reporting channel, we implement appropriate response plans to prevent, mitigate or remedy such impacts. Disengagement from a supplier is considered a last resort, reserved exclusively for cases that constitute a serious breach under the “Zero Tolerance” criteria defined in the Responsible Sourcing Policy.

Just as we maintain an internal reporting channel, we also require our suppliers to establish and maintain early warning mechanisms, as outlined in the Supplier Code of Conduct, to ensure their employees can raise concerns or complaints without fear of retaliation. Furthermore, we require high-risk suppliers to undergo independent audits in accordance with internationally recognised standards, such as the RJC Code of Practices, SMETA, or BSCI. These audits not only enable the direct participation of employees but also help verify the existence and effective functioning of local grievance mechanisms, among other aspects.

All identified adverse impacts or concerns raised—whether through the responsible sourcing programme or via the internal reporting channel—are recorded and managed in accordance with a specific technical procedure, which includes evaluation and ongoing monitoring.

See [Responsible sourcing programme](#) and [Internal reporting channel](#) for more information.

5.2 WORKERS IN THE VALUE CHAIN

5.2.3 MEASURES ADOPTED REGARDING MATERIAL IMPACTS

As a result of our double materiality assessment, working conditions and human rights have been identified as key material issues in our relationship with value chain workers, particularly when potential adverse impacts are not adequately prevented.

We address these impacts and risks through our Responsible Sourcing Programme, which serves as the cornerstone of our social and human rights due diligence strategy. In addition, we provide access to our Internal Reporting Channel across our entire supply chain.

See [Responsible sourcing programme](#) and [Internal reporting channel](#) for more information.

We also promote the use of recycled metals and laboratory-grown diamonds, which allow us to eliminate mining from our value chain and reduce the social, ethical, and environmental risks associated with the mining process.

Mining is a process often linked to significant adverse effects, including those related to human rights violations and other conflicts such as the financing of armed conflict, abuse by security contractors, money laundering, corruption, and non-payment of royalties.

See [Use of resources and circular economy](#) for more information.

In 2024, we identified minor non-conformities during independent audits, relating to excessive working hours and shortcomings in occupational health and safety systems at certain factories associated with suppliers from whom we source products. These findings were not classified as serious human rights incidents. In line with the procedures of the auditing bodies, the affected factories have adopted corrective action plans to address the deficiencies within a specified timeframe.



5.3 CONSUMERS AND END USERS

SUSTAINABILITY-RELATED IMPACTS, RISKS, AND OPPORTUNITIES

1 Product safety and health

TYPE	POTENTIAL IMPACT
VALUE CHAIN	PRODUCT USE

2 Responsible business practices

TYPE	OPPORTUNITY
VALUE CHAIN	PRODUCT USE

RELATED POLICIES

- 1 Supplier code of conduct
- 2 Responsible sourcing policy
- 3 Environmental sustainability policy
- 4 Internal reporting system policy
- 5 Others: Product health and safety standard

MOST SIGNIFICANT CONTRIBUTION TO THE SDGS



12. RESPONSIBLE
CONSUMPTION AND
PRODUCTION

5.3.1 DIALOGUE WITH CONSUMERS AND END USERS

We have several channels designed to collect, analyse and respond to our customers’ concerns, expectations and experiences, as outlined below.

Any interactions related to sustainability, whether before, during or after the purchase process and regardless of the channel through which they are received, are forwarded to the relevant department for evaluation and, where appropriate, integration into our internal procedures.



5.3 CONSUMERS AND END USERS

5.3.2 GRIEVANCE MECHANISMS AND PROCESSES TO REMEDIATE NEGATIVE IMPACTS

Depending on the nature of the impact, we have established three distinct mechanisms through which consumers and end users can express their concerns, complaints, or reports. These include: **(i)** a specialised customer service team, trained to manage enquiries and resolve issues directly; **(ii)** complaint mechanisms linked to compliance with specific regulations; and **(iii)** an internal reporting channel, accessible to anyone wishing to report potential adverse impacts related to our products or services. All of these channels are clearly and easily accessible via our corporate website.

5.3.3 MEASURES ADOPTED REGARDING MATERIAL IMPACTS

Product health and safety has been identified as a material issue in our relationship with consumers and end users. To ensure effective management of this aspect, specific procedures have been established.

PRODUCT HEALTH AND SAFETY

Ensuring that our products meet the highest standards for the health and safety of individuals is a priority. For this reason, we have developed our Product Health and Safety Standard in accordance with product health and safety laws in the markets where the company sells its products.

In 2024, we updated our standard to comply with the most stringent requirements of product health and safety laws in the markets in which we operate. We also integrated into our standard the restricted substances list for packaging developed by the AFIRM Group (Apparel and Footwear International RSL Management Group), with the aim of continuing to reduce the use and impact of harmful substances in our supply chain.

All our jewellery and packaging suppliers must comply with the requirements of this standard. To ensure compliance, we work with internationally recognised laboratories that verify its correct application through testing of the different products.

In 2024, our analysis of the jewellery items sold did not identify any breaches of the applicable product health and safety regulations in the products marketed.

Control Areas of the Product Safety and Health Standard

Restricted Substances

Substances whose manufacture, commercialisation, or use is limited or prohibited due to their potential to affect user health.

Safety Parameters

Characteristics of jewellery design that may pose risks to users' physical integrity.



PDPAOLA SHANGHAI
LG-119 Huaihai Road, Xuhui District
Shanghai, China

006 GOVERNANCE INFORMATION

6.1 Business conduct

6.1
BUSINESS
CONDUCT

SUSTAINABILITY-RELATED IMPACTS, RISKS AND OPPORTUNITIES

1 Management of supplier relationships

TYPE	RISK
VALUE CHAIN	OWN OPERATIONS

2 Corruption and bribery

TYPE	POTENTIAL IMPACT
VALUE CHAIN	DISTRIBUTION

3 Regulatory compliance

TYPE	RISK
VALUE CHAIN	OWN OPERATIONS

4 Origin and traceability of raw materials

TYPE	RISK
VALUE CHAIN	RAW MATERIAL SOURCING
	TRANSFORMATION OF RAW MATERIALS
	PRODUCT MANUFACTURING
	DISTRIBUTION
	OWN OPERATIONS

RELATED POLICIES

- 1 Our code of conduct
- 2 Supplier code of conduct
- 3 Responsible sourcing policy
- 4 Anti-bribery policy
- 5 Internal reporting system policy
- 6 Others: Manual on the prevention of money laundering and terrorist financing

MOST SIGNIFICANT CONTRIBUTION TO THE SDGS



16. PEACE, JUSTICE
AND STRONG
INSTITUTIONS

6.1 BUSINESS CONDUCT

In our organisation, we foster a corporate culture based on integrity, supported by a solid framework that ensures regulatory compliance and mitigates inherent risks. This enables our employees to act ethically and feel confident in adhering to the principles of transparency, fairness, accountability, integrity, and professionalism. Through this culture, which is rooted in our core values, we aim to build trust both internally and in our relationships with external stakeholders. We translate these values into tangible actions through policies and procedures that promote business ethics at all levels of the organisation.

See [Codes of conduct and corporate policies](#) for more information.

With the aim of identifying concerns regarding unlawful behaviour or actions contrary to our codes of conduct or corporate policies, we rely on three core pillars:

Specific due diligence procedures

We have implemented two distinct programmes to address risks associated with our operations:

Anti-money laundering and counter-terrorism financing programme

As the company trades in jewellery, gemstones and precious metals, it is classified as an obligated entity under Article 2.1.k) of Law 10/2010 on the Prevention of Money Laundering and Terrorist Financing.

In compliance with this regulation, the company has implemented a dedicated anti-money laundering and counter-terrorism financing programme designed to identify, mitigate and manage the risks associated with these activities.

See [Prevention and detection of corruption and bribery](#) for more information.

Responsible sourcing programme

We have developed a dedicated responsible sourcing programme, applicable to all jewellery suppliers, with the

aim of ensuring responsible practices throughout our supply chain and promoting a positive impact on society and the environment.

See [Responsible sourcing programme](#) for more information.

Internal reporting channel

We provide our stakeholders with an Internal Reporting Channel so that anyone affected by the companies, organisations, individuals or activities within our value chain can raise concerns in a timely, informed, and transparent manner, under a high level of protection, allowing issues to be addressed effectively within the company.

The Internal Channel is the preferred mechanism for reporting any conduct that may constitute a breach of applicable legislation, as well as of our Codes of Conduct and Corporate Policies. This channel is part of SASMAT RETAIL’s Internal Reporting System, which is managed in accordance with the general principles outlined in our Internal Reporting System Policy.

The Internal Reporting Channel also serves as a tool to help identify and respond to issues in our value chain that might otherwise go unnoticed.

This channel is based on the following principles, aimed at ensuring the protection of whistleblowers and the integrity of the mechanism itself:

- Confidentiality of information
- Protection of personal data
- Guarantee of non-retaliation
- Protection of affected individuals through the right to presumption of innocence and the right to a defence.

Training and communication

Each year, we plan training activities on anti-money laundering and counter-terrorism financing, anti-corruption, as well as on our ethical culture and the operation of the internal reporting system.

6.1
BUSINESS
CONDUCT

6.1.1 MANAGEMENT OF RELATIONSHIPS WITH
SUPPLIERS

RESPONSIBLE SOURCING PROGRAMME

We actively work to produce jewellery responsibly and to create a positive impact on society and the environment. With this in mind, we have developed our Responsible Sourcing Programme, based on compliance with our Supplier code of conduct and our Responsible Sourcing Policy, which all suppliers are required to follow.

Our programme is aligned with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and has been audited under the Responsible Jewellery Council’s Code of Practices.

See [Responsible Jewellery Council \(RJC\)](#) for more information.

COMMUNICATION

Publicly report annually on policies, practices, and results of due diligence in the supply chain.

POLICY AND MANAGEMENT SYSTEMS

- Supply chain policy
- Management systems
- Information gathering
- Supplier participation
- Grievance mechanism

RISK ANALYSIS

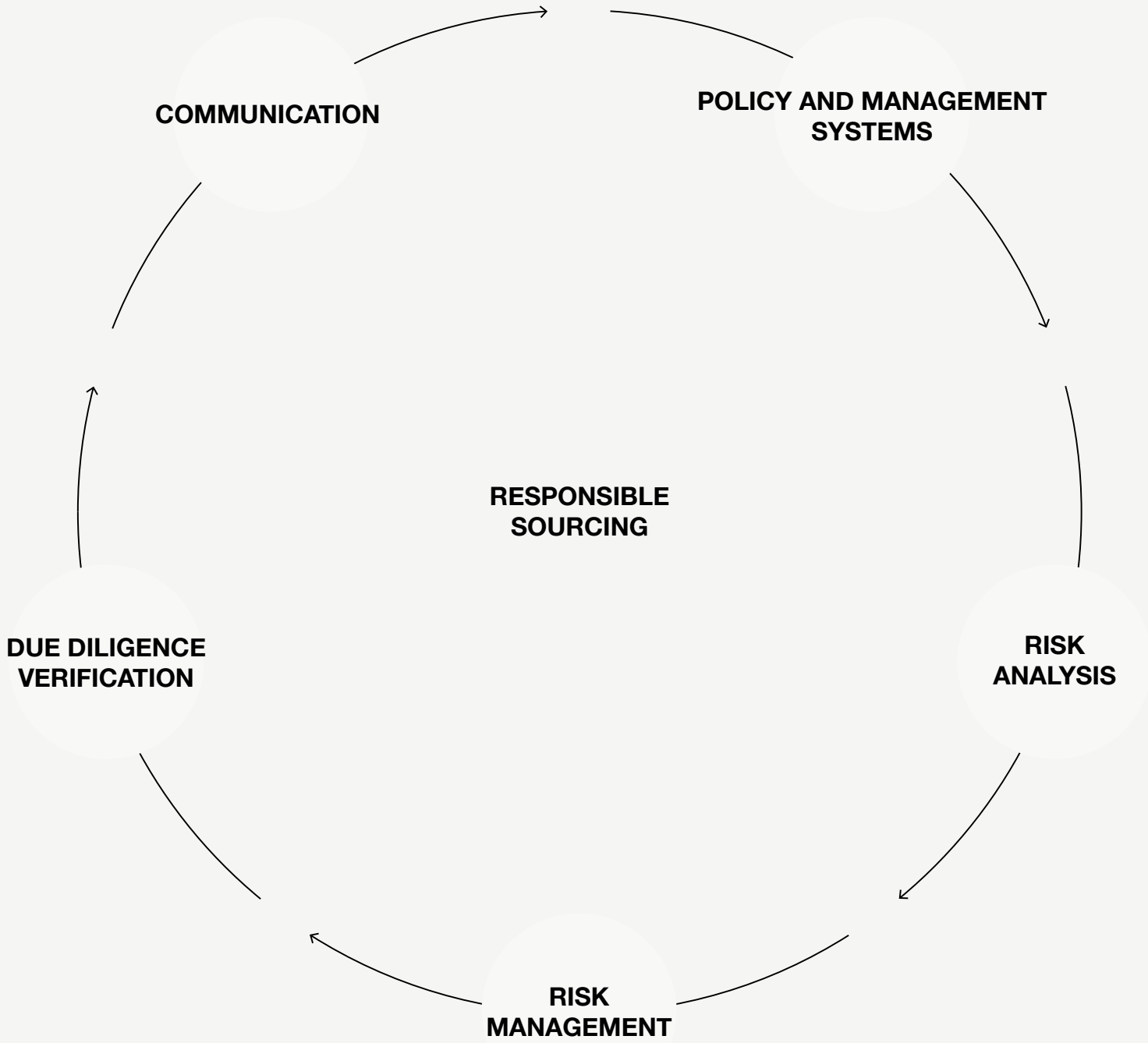
- Identification of conflict-affected and high-risk areas
- Identification of risks at a country level
- Identification of risks at a supplier/product level

RISK MANAGEMENT

- Supplier audit. Direct high-risk suppliers undergo an independent third-party audit.
- Action plan.
- Implementation of appropriate response plans to prevent or mitigate potential risks and/or actual adverse impacts

DUE DILIGENCE VERIFICATION

Independent audit conducted by auditors approved by the Responsible Jewellery Council.



6.1
BUSINESS
CONDUCT

The Sustainability Department is responsible for implementing and overseeing the Responsible Sourcing Programme within the supply chain, as well as ensuring compliance with the applicable sustainability criteria.

All our direct suppliers must complete and pass this programme as a prerequisite for initiating or maintaining business relations with SASMAT RETAIL. To this end, the Sustainability Department evaluates each potential supplier prior to onboarding and conducts annual assessments of existing suppliers.

The programme is reviewed and updated each year to incorporate continuous improvements, operational learnings, and new regulatory requirements.

100%

DIRECT SUPPLIERS MEMBERS
OF THE RJC

In addition, and recognising that traceability is the foundation for identifying, measuring, and reducing a company’s overall environmental and social impact, we collect data on all our purchase orders through our internal tools, in which direct suppliers specify the factories involved in production and the refineries from which they source materials.

See [Traceability](#) for more information.

Based on the information collected, we regularly carry out the identification, assessment, and prioritisation of risks that may cause adverse impacts on workers, communities, or the environment. The risk assessment process specifically includes:

- Identification of conflict-affected and high-risk areas
- Country-level risk identification
- Supplier/product-level risk identification.

Based on this risk assessment, high-risk suppliers are subject to independent third-party audits in accordance with internationally recognised standards, previously approved by SASMAT RETAIL.

In 2024, all high-risk direct suppliers provided audit reports in which no breaches were identified that would be considered “Zero Tolerance” under our Responsible sourcing policy²²

0

ZERO TOLERANCE
CASES IDENTIFIED

Nonetheless, as part of the Responsible Sourcing Programme, we have appropriate response plans in place to prevent or mitigate potential risks, adverse impacts, or any other breaches of the company’s requirements. We believe in supporting and growing alongside our suppliers, and therefore will only disengage from those associated with the most harmful impacts, as defined in our Responsible sourcing policy. In all other cases, we are committed to taking the necessary steps to increase leverage—either individually or in collaboration—in order to prevent or mitigate risks.

Russia Sourcing Policy

Since the conflict between Russia and Ukraine began on 24th February 2022, the United States and the European Union have imposed sanctions against specific Russian individuals, Russian-owned entities, and products originating from Russia. All our suppliers are, naturally, obliged to comply with all relevant laws in the respective countries where we operate.

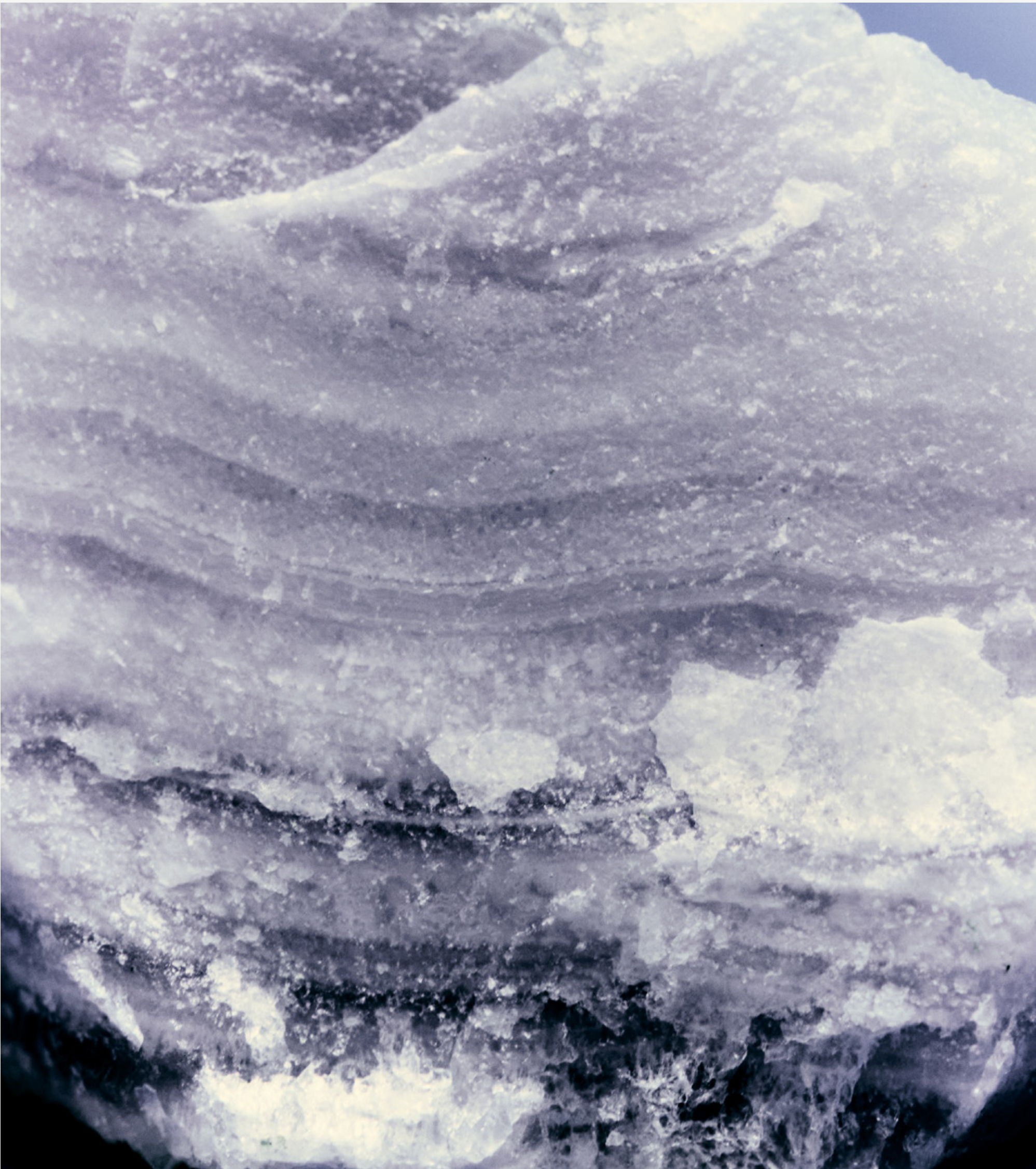
Our Responsible Sourcing Programme is based on the OECD Due Diligence Guidance and is designed to ensure that our supply chain complies with applicable laws and does not contribute to human rights conflicts or abuses, such as those currently occurring in Ukraine.

In accordance with the OECD Due Diligence Guidance, we have determined that the purchase of precious metals (i.e., gold, silver, and platinum group metals) and gemstones from sanctioned Russian entities or individuals could contribute to human rights violations and the conflict in Ukraine. Consequently, we have ceased all trade in precious metals and gemstones from such sanctioned Russian sources, and we require our suppliers to also cease the supply of these materials, even if the country or countries in which the supplier operates have not imposed sanctions on Russian precious metals and gemstones.

Compliance with this new policy is subject to verification in accordance with the Responsible Sourcing Programme and will remain in force until international consensus is reached that human rights violations have ceased, and we communicate this to our Suppliers.

²¹ The standards approved by SASMAT RETAIL are RJC Code of Practice, SMETA and BSCI.

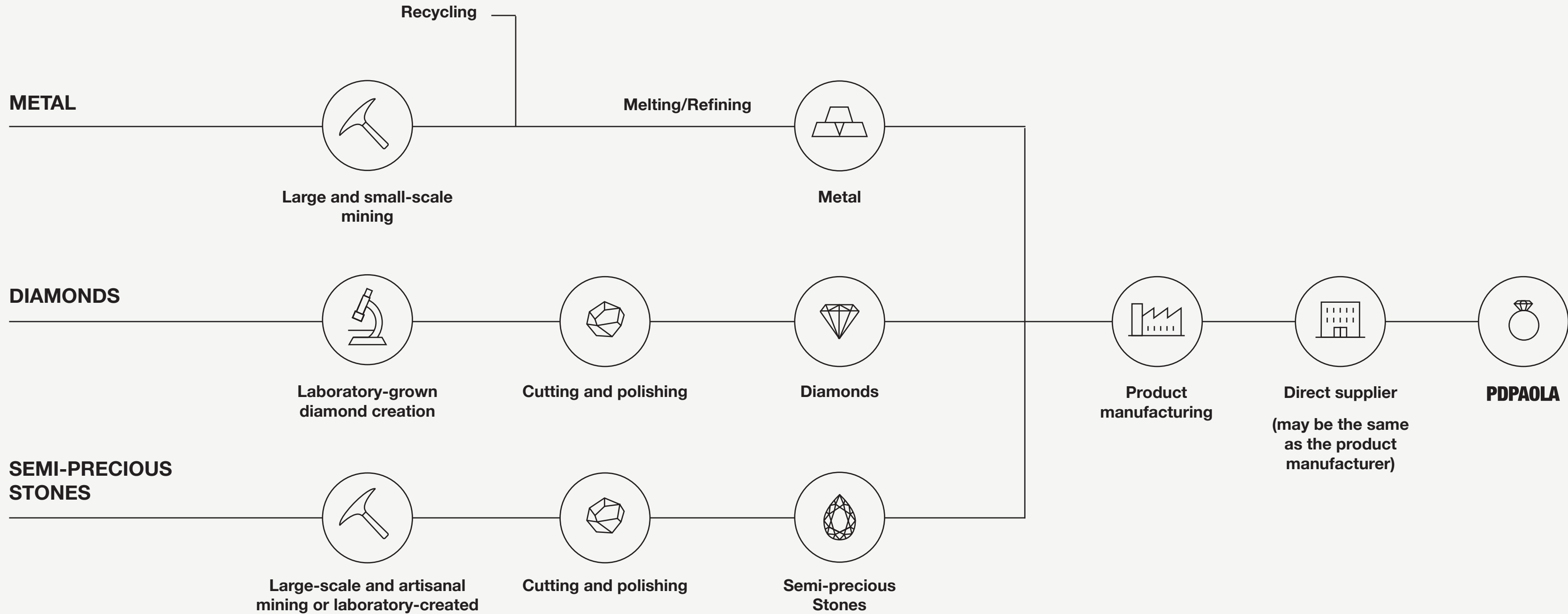
²² SASMAT RETAIL will maintain a Zero Tolerance policy towards serious human rights abuses, direct or indirect support for non-state armed groups, abuses by public or private security forces, as well as against bribery, fraud, and money laundering.



6.1
BUSINESS
CONDUCT

TRACEABILITY

Traceability is the foundation for identifying, measuring, and reducing a company’s overall environmental and social impact. However, traceability remains one of the greatest challenges in our industry. Achieving supply chain traceability is extremely complex, as the raw materials we use—metals and gemstones—originate from different parts of the world and pass through multiple hands before becoming part of one of our pieces.



6.1 BUSINESS CONDUCT

In this regard, we maintain ongoing dialogue with our suppliers to ensure they report all facilities and processes used in the creation of each of our jewellery pieces before production begins.

We focus our efforts on understanding how, where, and with what our jewellery is made—an essential step in building trust with our customers. At present, we use internal tools to map the suppliers involved in the production of our items, gather information on facilities and raw materials, and ultimately work towards a more responsible supply chain every day.

- (1)

ISSUING OF PURCHASE ORDER

The purchase order is issued, and in parallel the tool is provided to declare the facilities used in the production and the sources of the precious stone and metal supply.
- (2)

SUPPLIER DECLARATION

The supplier declares the facilities used in production and the sources of the precious stone and metal supply.
- (3)

VALIDATION OF INFORMATION

The sustainability department evaluates the information, evidence and documents received.
- (4)

APPROVAL AND PRODUCTION

The supplier declaration is approved and is developed with production.

²³ It includes the factories declared by suppliers with purchases. It covers the processes of jewellery manufacturing, assembly, and finishing.

²⁴ 8 of the 27 factories recorded correspond to direct suppliers.

11

SUPPLIERS WITH PURCHASES OF
FINISHED JEWELLERY PRODUCTS

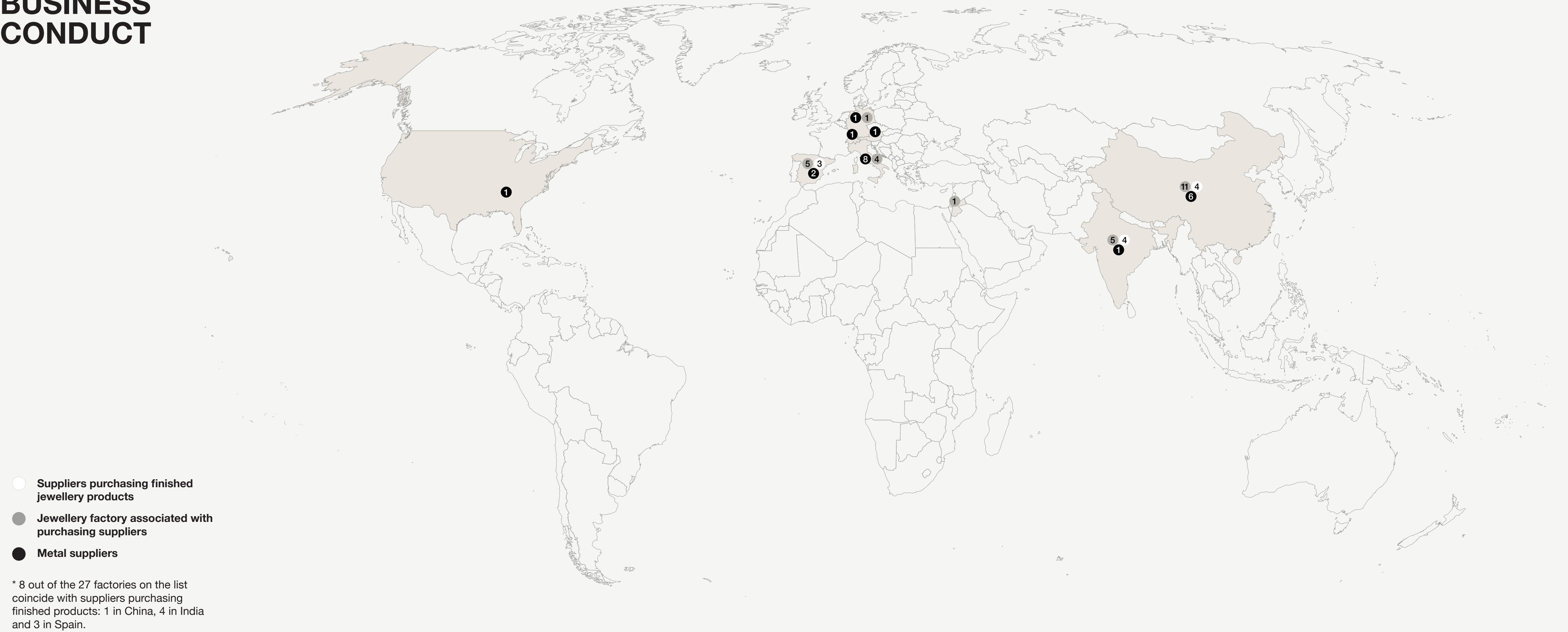
27

JEWELLERY FACTORIES ASSOCIATED
WITH SUPPLIERS WITH PURCHASES^{23,24}

21

METAL SUPPLIERS

6.1
BUSINESS
CONDUCT



6.1 BUSINESS CONDUCT

6.1.2 PREVENTION AND DETECTION OF CORRUPTION AND BRIBERY

We have internal policies and procedures in place to prevent, detect, and investigate cases of bribery and money laundering. These apply across the entire organisation and are aligned with applicable regulations. Responsibility for their implementation and oversight lies with the Internal Control Body, which reports directly to the Board of Directors.

See [Codes of conduct and corporate policies](#) and [Sustainability governance](#) for more information.

We have also developed our own Procedures Manual on the Prevention of Money Laundering and Terrorist Financing, which has been approved by the Board of Directors.

MANUAL ON THE PREVENTION OF MONEY LAUNDERING AND TERRORIST FINANCING	
Description	We set out the set of rules we must observe as a company that professionally trades in jewellery, gemstones, or precious metals, in order to comply with the applicable regulations on the prevention of money laundering and terrorist financing, under which we are classified as an obligated entity in accordance with Article 2.1 (k) of Law 10/2010.
Scope	Directors and senior executives of SASMAT RETAIL, as well as its employees
Responsible for implementation	Internal Control Body
Responsible for approval	Approved by the Board of Directors in March 2022
External References	<ul style="list-style-type: none">• Directive (EU) 2015/849 on the prevention of the use of the financial system for the purposes of money laundering or terrorist financing• Law 10/2010 of 28 April on the Prevention of Money Laundering and Terrorist Financing• Recommendations of the Financial Action Task Force (FATF)• FATF Risk-Based Approach Guidance for Money Laundering and Terrorist Financing Prevention
Advertising and communication	The company’s internal human resources platform

6.1 BUSINESS CONDUCT

In the course of our commercial activity, we have identified a number of risks associated with retail customer transactions. These include, among others, situations in which customers purchase large quantities of products for high amounts paid in cash, when the characteristics of the transaction are unusual for the jewellery trade, or when the customer is from a jurisdiction considered high-risk.

Regarding relationships with business partners, risks increase when such relationships are established with third parties whose professionalism or legitimacy is questionable. This may be evident in the absence of clear commercial infrastructure, refusal to provide identifying information, or involvement in transactions with sensitive products such as raw precious metals and stones—particularly when linked to tax havens or conflict zones. Other warning signs include irregular commercial practices such as lack of documentation, falsification of data, or the use of opaque or frequently changing corporate structures without justification.

To minimise these risks, we have implemented a procedure that defines due diligence measures according to the level of risk, classifies customers and business partners based on their profile, and establishes protocols for communication with the competent authorities.

We also have a specific procedure for the prevention of bribery and facilitation payments, which explicitly prohibits such practices in all forms, regulates the acceptance of gifts, and incorporates monitoring mechanisms.

Both procedures fall within the scope of the Internal Reporting Channel for reporting possible breaches.

In addition, we offer training programmes on the prevention of bribery, money laundering, and terrorist financing, as well as on the proper use of internal reporting channels.

No cases of corruption or bribery were reported in 2024.



PDPAOLA ANDORRA
Avinguda Meritxell 91
Andorra La Vella, Andorra



ANNEXES

- I. VSME table of content
- II. GRI table of content
- III. Most relevant contribution to the SDGs

I.
VSME TABLE
OF CONTENT

VSME	INDICATOR DESCRIPTION	SECTION
GENERAL CONTENT		
B1	Basis for preparation	<p><u>General basis for preparation of the sustainability report</u></p> <p><u>SASMAT RETAIL & PDPAOLA</u></p> <p>In accordance with the provisions of the VSME standard, SASMAT RETAIL has chosen not to disclose the following information, as it is considered classified or sensitive:</p> <ul style="list-style-type: none">• Balance sheet size• Turnover <p>This omission is made in line with the principles for preparing the sustainability report set out in the standard, in particular the principle concerning Classified and sensitive information.</p>
B2	Practices, policies and future initiatives for the transition towards a more sustainable economy	<p><u>Codes of conduct and corporate policies</u></p> <p>The practices and initiatives related to sustainability are described under indicator C2.</p>
C1	Strategy: Business model and sustainability-related initiatives	<p><u>Strategy, business model and value chain</u></p>
C2	Description of practices, policies and future initiatives for the transition towards a more sustainable economy	<p>The practices and initiatives related to sustainability are described in their respective sections:</p> <ul style="list-style-type: none">• <u>Climate change</u>• <u>Pollution</u>• <u>Biodiversity and ecosystems</u>• <u>Use of resources and circular economy</u>• <u>Own workforce</u>• <u>Workers in the value chain</u>• <u>Consumers and end users</u>• <u>Business conduct</u>
ENVIRONMENTAL METRICS		
B3	Energy and greenhouse gas emissions	<p><u>Energy, greenhouse gases and climate change</u></p>
B4	Pollution of air, water and soil	<p><u>Pollution</u></p>
B5	Biodiversity	<p><u>Biodiversity and ecosystems</u></p>
B6	Water	<p>Water consumption has been identified as a non-material issue. It is primarily related to the use of potable water, cleaning, and sanitary services, with discharge into public sewage systems fully ensured.</p> <p>The following consumption figures are provided:</p> <ul style="list-style-type: none">• 2023: 619,31 m³• 2024: 581,48 m³ <p>For those stores where it is not possible to access consumption data or invoices, the figures have been estimated based on the average consumption per employee.</p>

I.
VSME TABLE
OF CONTENT

B7	Resource use, circular economy and waste management	Biodiversity and ecosystems
C3	GHG reduction targets and climate transition	Not reported
C4	Climate risks	Energy, greenhouse gases and climate change
SOCIAL METRICS		
B8	Workforce – General characteristics	Characteristics of SASMAT RETAIL's employees
B9	Workforce – Health and safety	Occupational health and safety
B10	Workforce – Remuneration, collective bargaining and training	Adequate wages Diversity, inclusion and equal opportunities Collective bargaining and social dialogue Training and skills development
C5	Additional (general) workforce characteristics	Governance structure Characteristics of non-employee workers
C6	Additional own workforce information – Human rights policies and processes	Codes of conduct and corporate policies Occupational health and safety Internal reporting channel
C7	Severe negative human rights incidents	Incidents, complaints and severe impacts on human rights
GOVERNANCE METRICS		
B11	Convictions and fines for corruption and bribery	Prevention and detection of corruption and bribery
C8	Revenues from certain sectors and exclusion from EU reference benchmark	Not applicable
C9	Gender diversity ratio in the governing body	Governance

II. GRI TABLE OF CONTENT

GRI	INDICATOR DESCRIPTION	SECTION
GENERAL DISCLOSURES		
The organisation and its reporting practices		
2-1	Organisational details	SASMAT RETAIL & PDPAOLA
2-2	Entities included in the organisation’s sustainability reporting	General basis for preparation of the sustainability report
2-3	Reporting period, frequency and contact point	General basis for preparation of the sustainability report The publication date of the sustainability report for this reporting period is 23/07/2025.
2-4	Restatements of information	No updates have been made to the information presented in previous reporting periods.
2-5	External assurance	This report has been prepared on a voluntary basis and is not subject to specific legal requirements. Furthermore, it has not undergone any external assurance process.
Activities and workers		
2-6	Activities, value chain and other business relationships	SASMAT RETAIL & PDPAOLA Value chain
2-7	Employees	Characteristics of SASMAT RETAIL’s employees
2-8	Workers who are not employees	Characteristics of non-employee workers
Governance		
2-9	Governance structure and composition	Governance
2-10	Nomination and selection of the highest governance body	Governance
2-11	Chair of the highest governance body	Governance
2-12	Role of the highest governance body in overseeing the management of impacts	Governance
2-13	Delegation of responsibility for managing impacts	Governance
Strategies, policies and practices		
2-22	Statement on sustainable development strategy	A message from our founders
2-23	Policy commitments	Governance Codes of conduct and corporate policies
2-26	Mechanisms for seeking advice and raising concerns	Internal reporting channel
2-27	Compliance with laws and regulations	No significant breaches of applicable legislation have been reported.
2-28	Membership associations	Partnerships

II.
GRI TABLE
OF CONTENT



Stakeholder engagement		
2-29	Approach to stakeholder engagement	Interests and views of stakeholders
2-30	Collective bargaining agreements	Collective bargaining and social dialogue
MATERIAL TOPICS		
Disclosure on material topics		
3-1	Process to determine material topics	Methodology for identifying and assessing material impacts, risks, and opportunities
3-2	List of material topics	Material impacts, risks, and opportunities and their interaction with strategy and the business model
ECONOMY		
Anti-corruption		
205-3	Confirmed incidents of corruption and actions taken	No confirmed cases of corruption in 2024.
ENVIRONMENT		
Energy		
302-1	Energy consumption within the organization	Energy consumption
Water and effluents		
303-5a	Water consumption	<p>Water consumption has been identified as a non-material matter. It is mainly related to the use of potable water, cleaning, and sanitary services, with discharge into the sewage system being fully guaranteed.</p> <p>The following consumption figures are provided:</p> <ul style="list-style-type: none">• 2023: 619,31 m³• 2024: 581,48 m³ <p>For stores where it is not possible to access actual consumption data or invoices, the calculation was based on the average consumption per employee.</p>
Emissions		
305-1	Direct GHG emissions (Scope 1)	Greenhouse gas emissions
305-2	Indirect GHG emissions from energy generation (Scope 2)	Greenhouse gas emissions
SOCIETY		
Employment		
401-1	New employee hires and employee turnover	Characteristics of SASMAT RETAIL's employees

II.
GRI TABLE
OF CONTENT

401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Characteristics of SASMAT RETAIL's employees
401-3	Parental leave	Work-life balance
Worker–Management Relations		
402-1	Minimum notice periods regarding operational changes	All operational changes are implemented with at least the minimum legal notice period required in the respective countries.
Occupational Health and Safety		
403-5	Worker training on occupational health and safety	Occupational health and safety
403-6	Promotion of worker health	Occupational health and safety
Training and education		
404-1	Average training hours per employee per year	Training and skills development
Diversity and equal opportunities		
405-1b	Diversity in governance bodies and employees	Characteristics of SASMAT RETAIL's employees
405-2	Ratio of basic salary and remuneration of women to men	Diveristy, inclusion and equal opportunities
Non-discrimination		
406-1	Cases of discrimination and corrective actions taken	No cases of discrimination have been identified.
Public policy		
415-1	Contributions to political parties and/or representatives	No contributions have been made to political parties or representatives.
Customer health and safety		
416-2	Cases of non-compliance concerning the health and safety impacts of product and service categories	There have been no non-compliances in this area.




III.

MOST RELEVANT CONTRIBUTION TO THE SDGS

SDGS	TARGET	TARGET DESCRIPTION	SECTION
<div><div>5</div><div>GENDER EQUALITY</div><div></div></div>	5.1	End all forms of discrimination against all women and girls everywhere	Own workforce
			Business conduct
	5.2	Eliminate all forms of violence against all women and girls in public and private spheres, including trafficking and sexual and other types of exploitation	Own workforce
			Business conduct
	5.5	Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life	Governance
			Own workforce
<div><div>7</div><div>AFFORDABLE AND CLEAN ENERGY</div><div></div></div>	7.2	By 2030, substantially increase the share of renewable energy in the global energy mix	Energy, greenhouse gases and climate change
<div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div><div></div></div>	8.7	Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking, and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	Own workforce
			Workers in the value chain
			Business conduct
	8.8	Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, particularly women migrants, and those in precarious employment	Own workforce
			Workers in the value chain
<div><div>10</div><div>REDUCED INEQUALITIES</div><div></div></div>	10.2	By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic or other status	Own workforce
	10.3	Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action	Own workforce
	10.4	Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality	Own workforce
<div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div></div></div>	12.2	By 2030, ensure sustainable management and efficient use of natural resources	Use of resources and circular economy
	12.4	By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water, and soil to minimize their adverse impacts on human health and the environment	Consumers and end users

III.

MOST RELEVANT CONTRIBUTION TO THE SDGS

	15.5	Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species	<u>Biodiversity and ecosystems</u>
			<u>Use of resources and circular economy</u>
	16.2	End abuse, exploitation, trafficking and all forms of violence against and torture of children	<u>Workers in the value chain</u>
			<u>Business conduct</u>
	16.4	By 2030, significantly reduce illicit financial and arms flows, strengthen the recovery and return of stolen assets and combat all forms of organized crime	<u>Business conduct</u>
	16.5	Substantially reduce corruption and bribery in all their forms	<u>Business conduct</u>
	17.16	Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources to support the achievement of the Sustainable Development Goals in all countries, particularly developing countries	<u>Strategy, business model and value chain</u>
	17.17	Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships	<u>Strategy, business model and value chain</u>

SUSTAINABILITY
REPORT 2024
SASMAT RETAIL

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