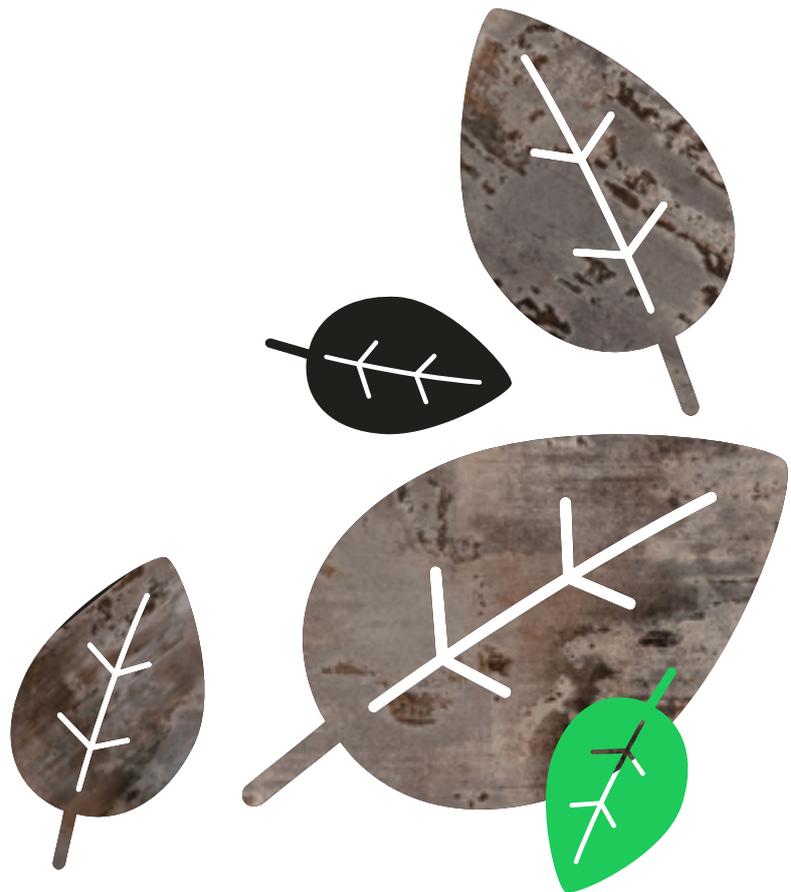


# CSR

## Corporate Social Responsibility

2016





# **Corporate Social Responsibility 2016**

Edited by Grupo Cosentino

Printed in June 2017

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set out in the GRI4 Guide (Core option).

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*Hello!*

**Welcome**

# Hello!

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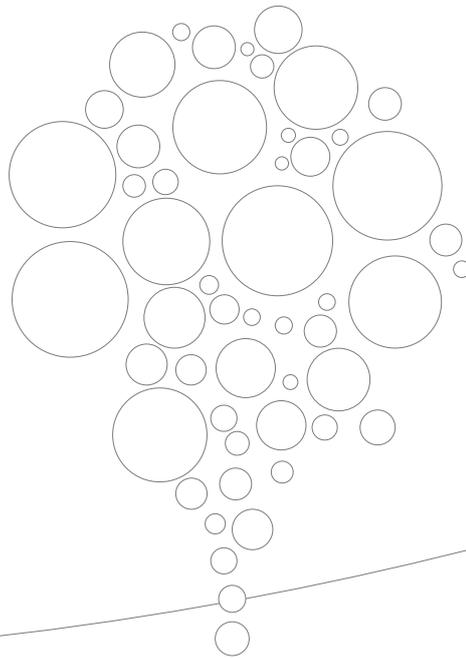
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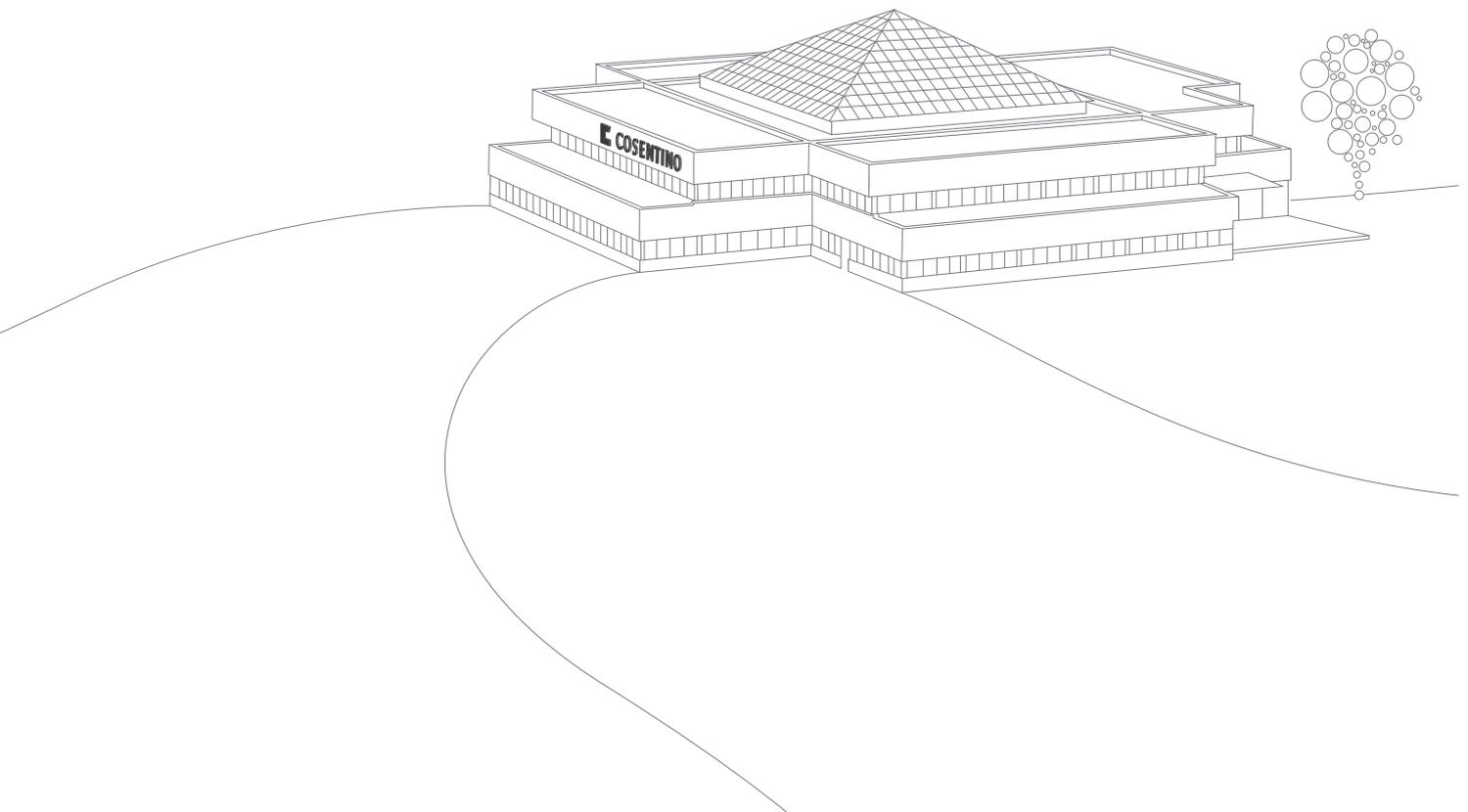
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Our priorities



Hello!



# Letter from the Chairman

Once again this year, by presenting the report on our activity, we are complying with the commitment made by all those who, directly or indirectly, are part of the Cosentino Community.

This is therefore a moment of great pride, which allows us to remember how we became a leading multinational for the Spanish Brand. And through the effort, teamwork, and talent of every one of the 3,608 people who are part of Cosentino (at the end of 2016), we have been able to create a way of working which establishes and promotes excellence in everything we do.

At Cosentino, we have made a commitment, which over time has been translated into national and international success and recognition. The proof of this is found in the prize awarded to one of our star products: Dekton®, the XGloss series of which has been awarded the Red Dot prize (Germany), according to criteria such as design, efficiency, and sustainability. Each one of these qualities is part of the path we chose to set out on when we launched our first Silestone® line, which was the first step along a long, passionate route full of challenges, effort, and hope - a true revolution in the stone sector, which we feel very proud of.

Our efforts towards making ourselves synonymous with excellence are being consolidated in a business philosophy based on sustainability and innovation, which aims towards company growth through the promotion of a circular economy. And the Cosentino team works day after day to create new products which fulfil market needs without putting future generations at risk. The proof of this is our Silestone® Eco Line series, which consists of over 50% recycled material, and the launch of our first eco-friendly Dekton® product: Dekton® Trilium. In 2016, we reached a 100% circular economy with the Dekton® Vapour and Bedrock colours, which are already enjoying great success in the American market.

Other prizes, such as the National Prize for Innovation in the Internationalisation class, which is awarded by the Spanish Government, have recognised our vocation as pioneers and innovators, values which are reflected daily and transversally in the work of every employee of Cosentino Group. This vocation has translated to an exponential annual growth in our financial profits. In 2016 alone, our consolidated turnover increased by 14% compared to the previous year, with over 90% of business generated outside of Spain.

There are other reasons to celebrate too: the opening of our new Cosentino City in London, the sixth of our Cosentino Cities, which has quickly become a benchmark, an inspiration, and a meeting point for the architecture and design community within the English capital.

Cosentino Group has continued to gain strength in order to promote and live up to the challenge of representing the Spanish Brand in over 32 countries, a challenge which we've overcome through expansion in key countries across all five continents.

This year, we've continued weaving together a strong commercial network in North America, achieving a tremendous capillarity in markets as ambitious as those of the United States and Canada, with the opening of new Cosentino Centers. We have also laid groundwork in places as disparate as New Zealand, Scotland and Denmark, and so, the Cosentino Family is growing once again, becoming our greatest symbol of cultural and racial diversity, with over 60 distinct nationalities already represented.

We will continue working for constant improvement, for day to day learning, for growth and the growth of those around us, for transparency, for innovation, and so that our employees reflect our reason for setting out on this adventure 38 years ago.



**Francisco  
Martínez-Cosentino  
Justo**

Chairman of  
Cosentino Group

# About us?

We are a Spanish, family-owned company with international reach, and a leader in the global market for innovative surfaces for architecture and design.

Cosentino Group's mission is **to be a leading** company that responsibly imagines and anticipates high value and **innovative surfaces for the architectural and design world.**

## Mission

## Vision

Lead the global surfacing market by branding innovative architectural solutions that provide design, value and inspiration to our customers' lives.

## Values

### United

Cosentino is ONE: a company, a project, a family that continues to share the same mission, vision and key aims and values.

### Self-motivating

We are committed to continuous improvement and innovation. We strive to attain excellence and be perceived as outstanding, and for this reason, we aim to contribute value. We are steadfast and tenacious in achieving our objectives and continuing to grow.

### Sensitive

We admire and acknowledge the work of the best. We know how to listen and seek to promote dialogue with our partners, colleagues, customers, suppliers, markets and other stakeholders. We adapt to the particularities of each market in order to grow and we have the ability to react and anticipate new needs that may arise.

### Guided by equality

All our actions are based on principles of equality among our staff, offering equal opportunities to men and women.

### Humble

All our actions must be guided by the virtue of a sentiment of humbleness and without vanity or conceit.

### Flexible to change

We face new challenges and adapt to new situations, different cultures and civilizations, in a constant search to constantly improve our processes.

### Enterprising

Innovating and pioneering. We have a dream based on a family that has been extended to a district, a region, a country and a global world.

### International

We want to be present in all parts of the world.

### Committed

To quality, safety, the environment, society, enthusiasm, professionalism and to personal effort in dealing with customers and partners.

### Accessible

To customers, partners, suppliers and citizens.

# What we do?

SILESTONE® DEKTON® SENSA®

## How we do it?

At Cosentino Group we have a global mentality, a pioneering character based on research, and an unbreakable commitment to sustainability, equality, and workplace safety.

In 2016, we reached important milestones:



### Our Region

**Over 380,000,000 €**

we will invest 75% of our 2016-2019 Investment Plan in Andalucía



### R&D

**Over 15,800,000 €**

we invest



### Environment

**6,300,000 €**

We put towards environmental management



### Society

**Over 880,000 €**

we donate to non-profit organisations



### Sustainability

**Over 400,000 m<sup>2</sup>**

we invest of products which are manufactured using recycled materials



### International expansion

**Over 80 countries**

Where we distribute



### Training

**Over 91,000 hours**

Training in our talent management programmes



### Occupational Safety

**4.6**

we have reduced the Total Cases Index Ratio, 1 point below the target



### Employment

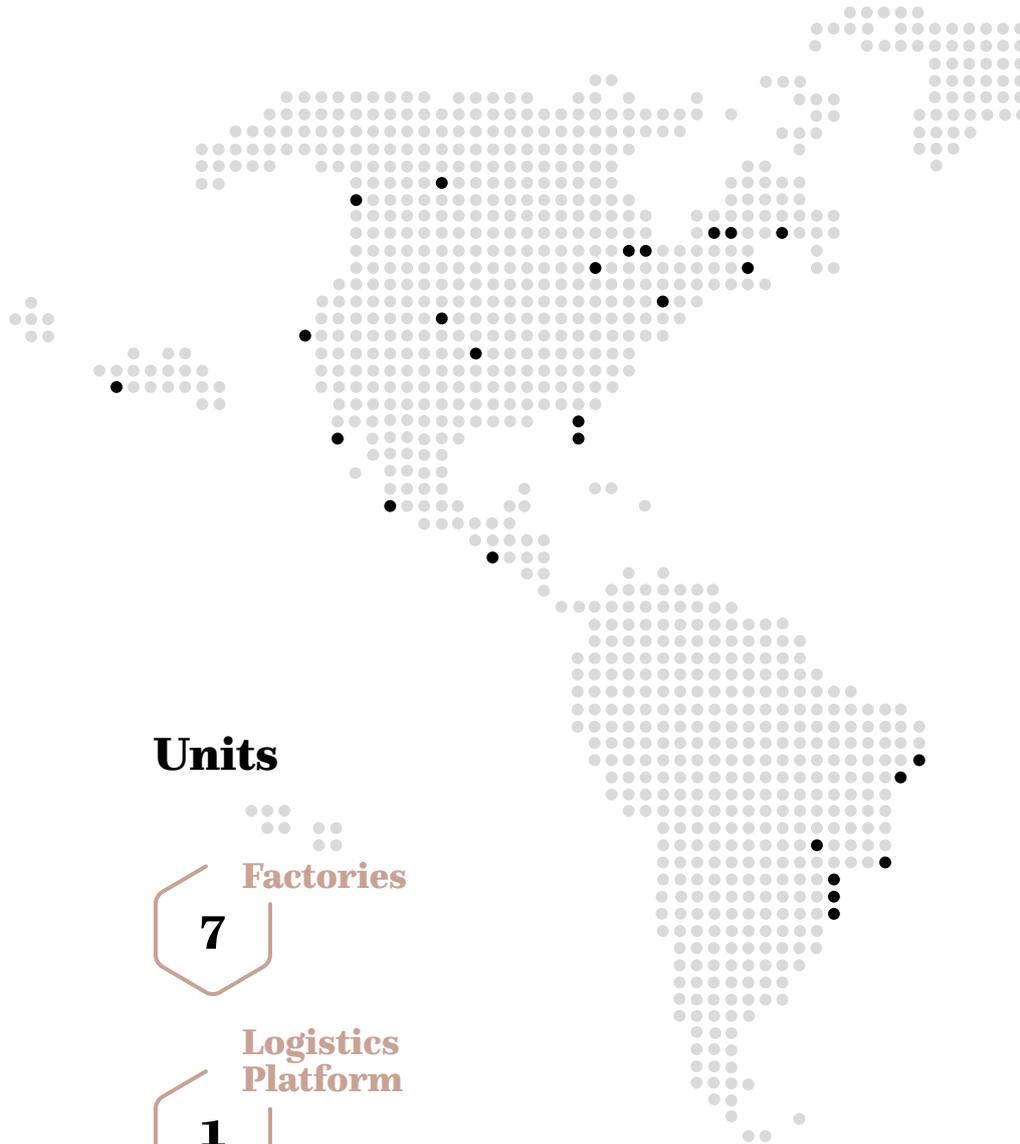
**Over 90%**

Of our jobs are permanent contracts



# More and more global

Our decidedly global business outlook has led us to establish a presence on all five continents.



## Countries

Where we distribute

80

Where we are installed

32

With subsidiaries or assets

29

## Units

Factories

7

Logistics Platform

1

Business and Commercial units

116

- 100 Cosentino Centers
- 6 Cosentino City
- 1 Cosentino City Associated
- 2 Hub
- 7 logistics operators

Hello!



# 2016: The year in figures

<b>Economic scale (€)</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>
Net turnover	834,016,250	730,367,895	563,793,370
EBITDA	116,964,432	100,379,517	76,987,958
Total Assets/Liabilities + Net Equity	870,546,788	789,018,393	793,707,432
Net financial debt	213,871,968	192,837,246	182,509,742
Net equity	270,542,655	236,397,769	223,395,097
Annual investment	71,038,068	63,884,835	50,667,111

<b>Tax Contribution (€)</b>	<b>2016</b>	<b>2015</b>
Tax payments	15,100,000	16,000,000
Tax collection	98,100,000	85,500,000

<b>People</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>
Employees	3,608	3,350	2,950
Hours of Training	91,800	82,556	
Women in management positions	13.91%	13.91%	

<b>Innovation (€)*</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>
Investment in R&D&I	8,984,665	5,995,128	7,041,598
Investments in R&D&I assets	6,864,907	5,632,699	311,900
Total investment in R&D&I	15,849,572	11,627,827	7,353,499

<b>Main ratios</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>
Net debt / EBITDA	1.83	1.92	2.41
Net debt / Net Equity	0.82	0.83	0.85

*\* The ratio of Total Investment in R&D&I to Sales in the 2016 fiscal year rose to 1.9%, which represents 0.3 percentage points higher than the ration from the previous year, which was 1.6%. Nonetheless, if we take into account the fact that the Group's R&D&I activity is concentrated within Spanish companies, these being the industrial companies, the aforementioned ratio rises to 3.9%, growing by 0.9 percentage points compared to the previous year.*

In the 2016 financial year, we increased the activity and profitability of Cosentino Group in a very significant way; at the end of the fiscal year, our turnover was over 834 million euros, which represents an increase of 14% compared to the previous fiscal year; meanwhile, Net Profits increased by 196% (43 million euros in 2016, compared to 14.5 million euros in 2015).

Our financial strength allows us to continue developing both the Strategic Expansion Plan in international markets, as well as the diversification of our product portfolio and distribution channels. Both focuses are essential for continued growth, in line with our vision.

During the 2016 fiscal year, we made multiple investments on both the production and commercial fronts of the business.

In terms of production, the 71 million euros invested in growth in Cantoria (Almería, Spain) are of particular note. These investments mainly consisted of a second complete Dekton® manufacturing line, along with the necessary warehouses to house them; new Silestone® polishing lines and new logistics and industrial support service facilities.

The monitoring and control of the various financial risks that we are exposed to is a significant challenge: financial market risk, credit risk, and liquidity risk. As such, we have developed a management programme for the Group's global risk. This programme, which was revised in 2016, is defined by the uncertainty of financial markets and aims to attempt to mitigate the potential adverse effects on our financial profitability.

To finance the aforementioned investments, we continue to maintain the same policy we have been following in recent years, which is based on a balanced combination of internal (profit reinvestment) and external sources of funding. This policy has provided us with considerable financial solvency and sustained access to credit in financial markets.

At the end of the 2016 fiscal year, Cosentino S.A. signed off on a direct loan for 70 million euros with the European Investment Bank (EIB), which complements the bank financing acquired in 2015, which provides us with very long-term funding, above traditional bank financing norms and in advantageous conditions.

Our financial goal is to maintain a solid liquidity position (or availability thereof) with a very well-adjusted cost, diversifying sources of funding along a broad spectrum of financial and non-financial institutions. The final goal is to implement a strategic plan for investments in both production and commerce. Furthermore, we develop an annual Financial Plan which allows us to anticipate medium- and long-term needs.

Thanks to all of the above, as a leading company in the sector, we have the necessary capacity to lead projects in the area of Applied Research. This allows us to create new products and architectural solutions, to develop the production process, and to continue increasing our commercial capillarity both geographically and in terms of distribution channels.

# Our priorities

We present this document with the intention of informing our stakeholders of our performance and contribution wherever we operate, but particularly in the province of Almería (Spain).

Dialogue and transparency are the foundations of our relationship with our stakeholders, and we intend to adapt to their needs and expectations. With this goal in mind, we have developed a materiality exercise to identify and prioritise these indicators.

To carry out this analysis, we follow the recommendations set out in Guide G4 of the Global Reporting Initiative (GRI) and the principles of the UN Global Compact. In total, we analysed 33 indicators which were submitted

to internal and external analysis to establish both their relevance to our strategy and their importance to those who work with us on a daily basis.

The internal analysis was based on a desk study, a panel of experts on Corporate Social Responsibility, and a benchmark with leading Spanish companies in terms of sustainability. For the external analysis, we carried out an online questionnaire for the second consecutive year. More than 1,800 people from all over the world participated in the study, including clients, employees, kitchen and bathroom studios, architects and designers, suppliers, public institutions, the media, and institutions from the tertiary sector.

We divided the material aspects which resulted from this analysis into five key categories:

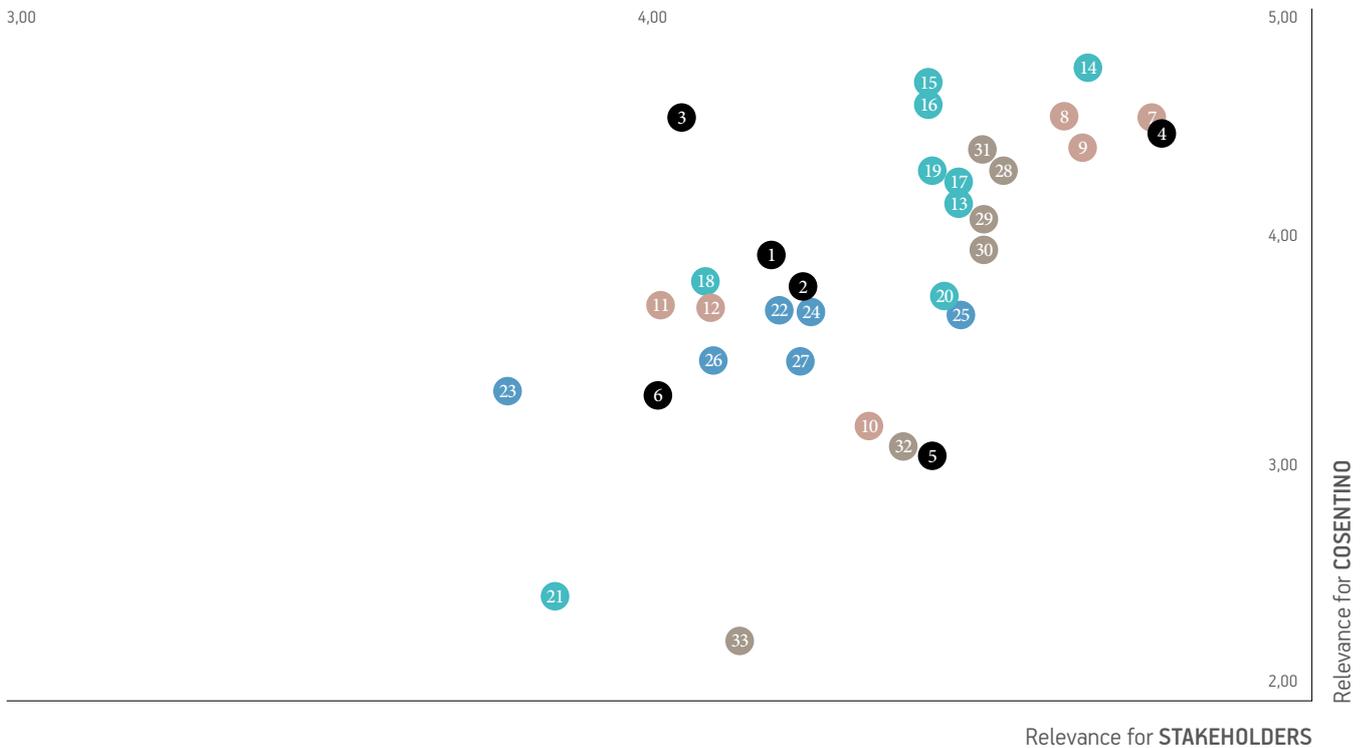
- Strategy.
- Products and Services.
- Employees.
- Social Responsibility.
- Environmental Responsibility.

These are all reflected in this document, in which we have aimed to emphasise the information which is most frequently requested by our stakeholders, such as:

<b>Strategy and products</b>	<b>Page</b>	<b>People</b>	<b>Page</b>
Our customer satisfaction	47	Development of our human capital	71
Quality and safety of our products	27-31	Equality and diversity	77
Health and safety of our employees and our products	69	Dialogue with our employees	79
Innovation	40	Social and settlement benefits	76

<b>Social commitment</b>	<b>Page</b>	<b>Environmental commitment</b>	<b>Page</b>
Respect for Human Rights	37	Environmental impact control	93-95
Promotion of education	107	Efficient use of resources	96-95
		Waste management and promotion of recycling	94-96



## Cosentino's Strategy

1. Sustainable economic-financial performance
2. Commitment to creating employment and local development
3. International expansion
4. Customer service and satisfaction
5. Collaboration and dialog with suppliers
6. Transparency and tax contribution

## Product and Services

7. Product and service quality
8. Product and service safety
9. Product and service innovation
10. Information and labeling
11. Eco-design
12. Management of product lifecycle and circular economy

## Cosentino's Employees

13. Attraction and retention of talent
14. Health and safety of the employees
15. Development of human capital
16. Equality and diversity
17. Dialog with employees, management of ideas and suggestions for improvement
18. Internal code of conduct
19. Social benefits, work-life balance and quality of life
20. Dedication to training
21. Boost for corporate volunteering programs

## Social Responsibility

22. Contribution to and promotion of sustainable architecture
23. Commitment to culture and sport
24. Commitment to education and young talent
25. Commitment to human rights and health and safety
26. Tracing measures in the value chain
27. Responsible purchasing

## Environment Responsibility

28. Efficient and rational use of resources: water, energy and raw materials
29. Manage waste and promote recycling
30. Control environmental impacts and protect the environment
31. Develop sustainable and innovative products
32. Their facilities should be sustainable
33. Promote sustainable mobility





## Activity



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Digital transformation

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Committed to health and safety

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Committed to our clients and partners

Proximity

Health and safety policies

Dialogue with our clients and partners

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Committed to our suppliers

We build with our suppliers

Innovation applied to our providers

Health and safety policies

Dialogue with our suppliers

Our main suppliers



"I started working at Cosentino when I was 17, and from the start, I was able to contribute to its vocation of constant improvement and the pursuit of excellence in every area: commercial, social, and environmental. Towards that end, every day we work towards improving our contribution to society in a continuous, lasting, sustainable way. Not just directly and indirectly creating wealth and well-being where we are, but also developing innovative products which improve people's quality of life - that's our commitment. It's very satisfying to see how our daily effort contributes to the global evolution of society.

Over the years, I've seen this company grow exponentially, creating highly diverse, enriching working environments, encouraging everyone's professional development, promoting multidisciplinary internal and external teamwork, in the pursuit of maximum performance and, crucially, making sure that we all feel like part of the team, and responsible for every success, as well as every failure so that we can learn from it.

We live and benefit from this project first-hand, with measures being put in place every year that allow us to balance our family life with our professional development, as well as measures which promote gender equality, with all of this being defined by our main obsession: work safety."

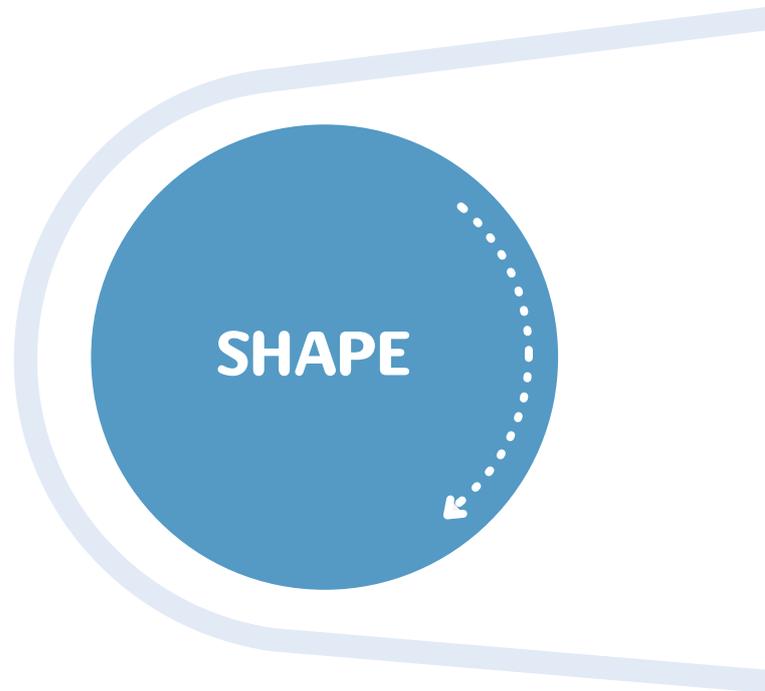


María Luisa Rodríguez, Pricing Manager.

# Where we're headed?

How do we channel our transformation into a success? We are implementing initiatives that we've set out in Project Shape. This project mobilises the strategic lines we use to support our transformation.

In 2016, we made progress along the strategic lines which direct our evolution towards a solid, sustainable, company which is safety- and environment-conscious. However, we continue to encounter opportunities for improvement in each of these lines, which will be tackled throughout 2017.



## **Marketing**

**2016** / With regard to Communication, we increased our efforts with regard to both Social Media and Public Relations. In terms of Image and Brand, we opted for an approach reinforcing the leading positions of our brands through associating with top global figures such as the athlete Rafa Nadal.

**2017** / We will move forward with this strategy through the Tops on Top campaign in order to promote the Silestone® brand. A final challenge for this year will be to further develop our strategy to digitalise our brands.

## **Digitalization**

**2016** / We carried out 131 projects to adapt to this new context and to take advantage of the benefits offered by digital tools. Our challenge is to develop a transversal digitalisation strategy within all areas of the company, and digitalisation strategies for individual areas.

**2017** / We will continue improving our efficiency and productivity. We will take advantage of digitalisation to reinvent our business models.

## **Innovation**

**2016** / We developed new products such as the Eternal series and the Silestone® Iconic White colour. We incorporated the new N-Boost technology for Silestone®. We developed the natural ultra-glossy Dekton® XGloss series and the first eco-friendly Dekton® product: Dekton® Trilium.

**2017** / We will tackle the challenge of improving the benefits of Silestone® N-Boost technology and developing the automation and digitalisation of our production plants.



## **Sales**

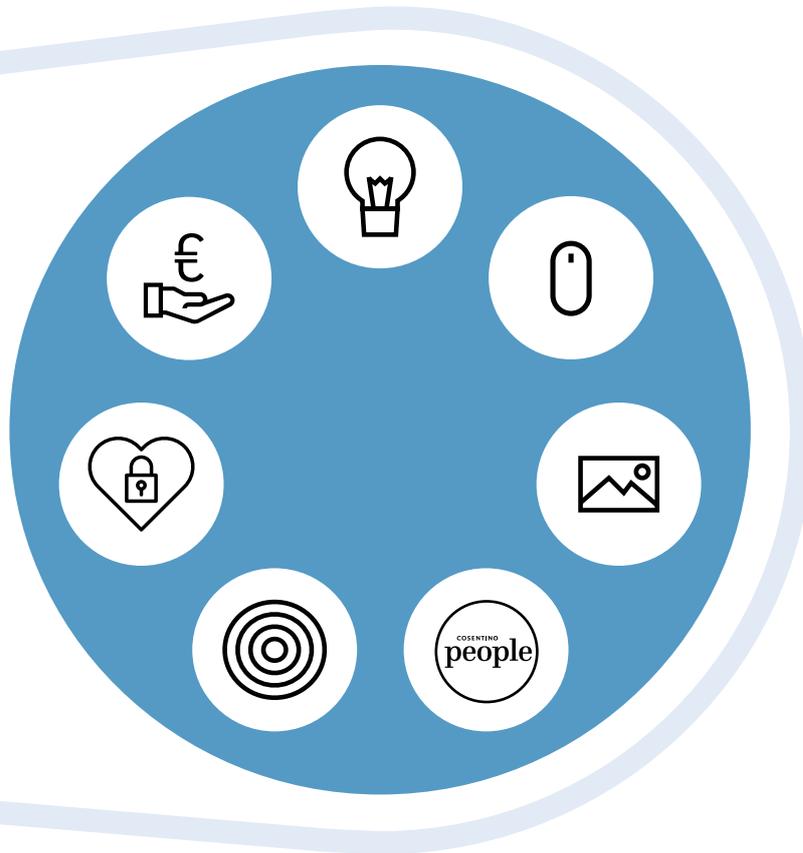
**2016** / We positioned our products in over 80 countries worldwide.

**2017** / Our challenge will be to use promotion to improve Silestone®'s leadership position and to accelerate Dekton®'s growth.

## **Efficiency**

**2016** / We made great strides forward in the improvement of our brands' production lines. In the Silestone® lines, we achieved First Time Through (FTT) and Overall Equipment Effectiveness (OEE) values which were higher than the goals we had set for this fiscal year.

**2017** / We will continue working to increase the efficiency and versatility of our production systems.



## **Health and Safety**

**2016** / We invested 4 million euros in health and safety projects.

**2017** / We will continue to support and encourage our clients, suppliers and contractors in order to continue promoting a preventive, safe culture through the "Walking Together for Health and Safety" campaign.

## **People**

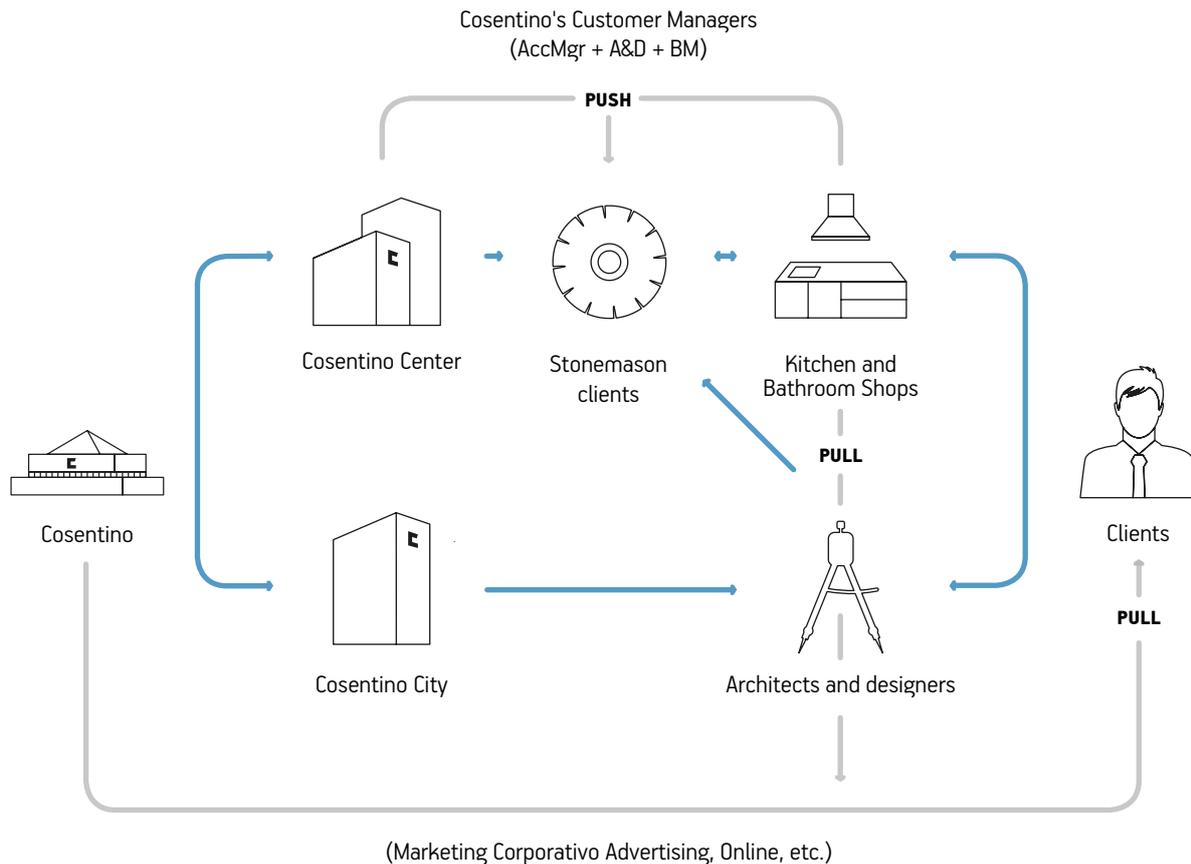
**2016** / This area saw a real transformation thanks to the consolidation of our People philosophy, which modified our internal structure.

**2017** / Our strategy will be centred on the digitalisation of the People area and on training management staff with respect to their duties as people managers.

# We provide value

We are aware that our clients - stonemasons, kitchen and bathroom studios, architects and designers - from all over the world are instrumental in transmitting our values to the end user. That's why our business model, which is founded on a combination of "push & pull", is based on ensuring a close, seamless relationship with our clients and partners. We turn this link into a reality through our Cosentino Centers and Cosentino Cities, constructing it through the development of a solid communication and marketing strategy.

## **Business model: Cosentino's Value Chain**





## Quality Policies

Our capacity to bestow value on our clients and partners is founded on the quality of our products and processes. These guidelines summarise our commitment to quality and environmental management:

- The client's full satisfaction guarantees our growth.
- Our primary objective is to improve our processes and products without compromising our sustainable development.
- We work towards opening new markets and increasing our presence where we're already established.
- We comply with clients' requirements in order to win their loyalty.
- We adhere to the legislative requirements which apply to our activity, as well as market requirements and society's requirements.
- We promote the efficient use of resources.
- We develop programmes to improve our environmental conduct.
- All of our operations are executed in a way that respects the environment.
- Our environmental protection policy applies to all employees.
- We strengthen the areas of design and development in order to incorporate the technological changes requested by clients in each market.
- Our research, development and innovation activities help to promote our corporate image.

### ***Client's full satisfaction and loyalty***

New markets  
Environmental protection  
Research and Development

# Main brands



by COSENTINO

## **Description**

World leading brand in the quartz surfacing category.  
Over 90% composed of natural quartz.

## **Manufacturing**

Manufactured using the innovative N-Boost technology, which facilitates its daily cleaning and maintenance and lends it an intense colour and shine.

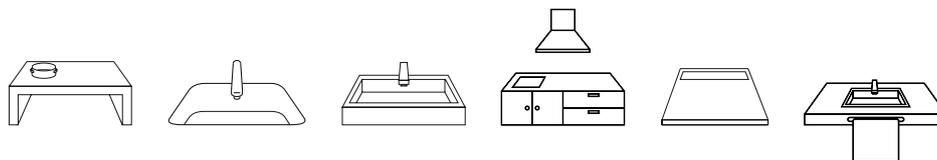
## **Properties**

Very high resistance to stains, impact and scratching, as well as low liquid absorption.  
Comes with a 25-year warranty in writing.  
Manufactured in over 90 colours, three textures, and various formats.



## **Uses**

It's the perfect material for **kitchens, bathrooms, laboratories, hospitals, hotels and restaurants.**



## **Silestone® Eco Line**

A series manufactured using a minimum of 50% recycled materials.  
Combines design, superior benefits, and sustainability.  
Holds the Cradle to Cradle certification, which promotes complete recycling and sustainability.





# DEKTON®

designed by COSENTINO

## Description

Ultra-compact surface which launch generated a revolutionary new market category.

## Manufacturing

Manufactured using our exclusive Particle Sintering Technology (PST=, developed by Cosentino Group's R&D department, which includes an ultra-compaction process.

## Properties

Highly resistant, easy to maintain, high resistance to scratching, abrasion and staining; reduced water absorption, and can be manufactured in large format units.



Holds an Environmental Product Declaration (EPD).

Can be personalised using our engraving or inkjet printing technology.

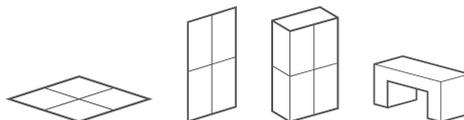
40 colour options divided into six collections:

**Solid Collection, Natural Collection, Tech Collection, Wild Collection, XGloss Solid Collection and XGloss Natural Collection.**

## Uses

Its excellent performance under ultraviolet light, heat, and thermal shock makes it suitable for both interior and exterior use.

The ideal product for use in **paving, cladding, façades and worktops.**



# SENSA

by COSENTINO®

## **Description**

A brand combining Cosentino's granite surfaces.

## **Manufacturing**

Manufactured using a revolutionary protective treatment which makes it highly resistant to stains. This treatment gives it a 10-year guarantee. In 2015, we updated this treatment to yield better results in terms of stain resistance, with particular effectiveness for white or clear-toned granites.

## **Properties**

Guarantees that the colour, the quality, and the finish are permanently unchangeable for longer, and with better results.

With tones such as **Orinoco, Indian Black and Colonial White**, Sensa by Cosentino® offers a wide range of colours, oriented towards the demands of each market with the aim of being adaptable to any decorative or architectural project.



## **Uses**

An excellent choice for **kitchen worktops** and other household surfaces.



## 2016 Launches

In 2016, we demonstrated our capacity for innovation once again with new launches which reinforced our commitment to the quality of our products, and our support for sustainable development.



### Silestone® N-Boost

The fourth revolution in the history of the **Silestone®** brand. Thanks to molecular manipulation of the material, we can take it a step further in terms of functionality, quality and beauty.

#### **Properties**

Intense, shinier colours.

Easier cleaning and maintenance.

Extraordinary resistance to stains, impact and scratching.  
Can be adapted to any interior architecture and design needs.



### Silestone® Eternal

The first colour collection to be launched with **Silestone® N-Boost** technology. Reminiscent of the most popular, exotic marbles in response to the revival tendency, which emphasises the timeless, natural beauty of marble.

#### **Properties**

The various highlights of **Silestone®** Eternal play an indispensable role in the final result. The series is made up of six spectacular shades: **Eternal Calacatta Gold, Eternal Statuario, Eternal Charcoal Soapstone, Eternal Pearl Jasmine, Eternal Serena and Eternal Marquina.**



### Silestone® Iconic White

New shade which employs **Silestone® N-Boost** technology. The purest white, with the brightest shine and glow, of any quartz surface on the market.

#### **Properties**

Extremely pure white.

Spectacular shine. Low liquid absorption.

Excellent resistance to stains, impact and scratching.

Fills spaces with light.



### Dekton® XGLOSS

Polished ultra-compact surface, unique in the market thanks to its combination of aesthetics and technical benefits. Developed using an advanced nanotechnology treatment and a mechanical polishing process.

#### **Properties**

Dazzling crystalline shine.

Exceedingly high durability and resistance.

Offers two colour collections: **Dekton® XGloss Solid** and **Dekton® XGloss Natural.**



### Dekton® Trilium

Sustainable surface which is produced using material that results from the Dekton® production process. We reaffirmed our stance in support of eco-friendly materials that respect the environment with the launch of this surface, which is produced using up to 60% recycled material.

#### **Properties**

Hyper-realistic rust effect. Volcanic, grey and black colours. Extraordinarily smooth texture.



Activity



Felipe VI honoured with the National Innovation Award to Francisco Martínez-Cosentino Justo.



Mariano Rajoy awarded Francisco Martínez-Cosentino Justo with the Gold Medal to Merit at Work.



# Prizes awarded in 2016

## **Cosentino**

- National Innovation Prize 2016 in the Internationalisation category. Ministry for Economy and Competitiveness (Spain).
- Recognised among The Six Most Innovative Spanish Companies Thanks to Contributions to a Circular Economy. The Guardian (United Kingdom).
- Prize from the Andalucía Económica magazine for its 25th Anniversary. Andalucía Económica magazine (Spain).
- Home Depot Prize for Best Supplier of 2016. Home Depot (USA).
- Envision Prize 2016. ISFA - International Surface Fabricators Association (USA).
- Best Stand Award at the Interior Design Show (IDS) Festival in Toronto. Interior Design Show Festival (Canada).

## **Silestone®**

- Best Work Surface Brand prize. BKU Awards (United Kingdom).
- Display Support of the Year prize. KBSA Awards (United Kingdom).

## **Dekton®**

- Environmental Product Declaration (EPD) for Dekton® by Cosentino (Global).
- Red Dot Prize for Best Product Design for Dekton® XGloss. Red Dot (Germany).
- Design and Innovation Prize 2016 for Dekton® Trilium. Expansión Fuera de Serie magazine (Spain).
- Best of the Year Award 2016 in the Surfaces and Materials category for Dekton® Trilium. Interior Design magazine (USA).
- Product of the Year Prize 2016 for Dekton® Trilium. Architectural Record magazine (USA).
- Platinum Product Award 2016 for Dekton® XGloss. ADEX - Awards for Design Excellence (USA).
- Innovation in Materials Prize for Dekton®. Designer Kitchen & Bathroom Awards (UK).
- Outstanding Surface of the Year Award for Dekton® XGloss. EKGBusiness (UK).
- Industrial Innovation Prize for Dekton® XGloss. The 100 Best Ideas in the Actualidad Económica magazine (Spain).

# Committed to good governance and transparency

## Corporate Governance

At Cosentino Group, we combine innovation with the tradition that attests to our origins as a family-run company, which has allowed us to carry a family dream around the entire world. Our corporate governance structures -Board of Directors, Delegated Committees and Family Assembly - are key to maintaining this balance.

### Board of Directors

#### **Chairman and CEO**

Francisco Martínez-Cosentino Justo

#### **Board Member**

Eduardo Martínez-Cosentino Alfonso

Pilar Martínez-Cosentino Alfonso

Isabel Martínez-Cosentino Ramos

Eduardo Martínez-Cosentino Ramos

María del Mar Martínez-Cosentino Ramos

Eduardo Martínez-Cosentino Rosado

Isabel Martínez-Cosentino Rosado

#### **Secretary**

Álvaro de la Haza de Lara



## Chairman of Cosentino Group

Francisco Martínez-Cosentino Justo holds a degree in Education from the University of Almería, and spent a year working as a teacher. A few years later, he graduated from an Executive Management for Leading Companies (EMLC) programme at the Instituto de San Telmo.

He began his career in business in 1972, and in 1979 he founded the Cosentino Marble company together with his brothers. He currently holds the position of Chairman of Cosentino Group.

He has received various prizes for excellence in business, including the Silver Medal of Andalucía, awarded by the Junta de Andalucía; the Gold Medal for Merit at Work, awarded by the Ministry for Work and Social Security; the Gold Medal of the Province, awarded by the Provincial Council of Almería; the Accreditation of Honorary Ambassador for the Spanish Brand, awarded by the Spanish Forum of Leading Brands; the Gold Medal of the High Council of the National Chamber of Commerce and the Medal of the Chamber of Commerce of Almería.

He was Chairman of the Association of Marble Businessmen from 1983 to 1988 and Chairman of the Chamber of Commerce, Industry and Navigation of Almería from 1999 to 2003.

He is married and is the father of three children.

## Delegated Committees

The Committees are consultative bodies formed by independent directors and consultants with great prestige and experience in listed companies. Their function is to report and submit proposals to the Board of Directors.

### 1. Appointments and Remuneration Committee

Advises and supports the Board of Directors regarding its own composition and those of the Delegated Committees. It proposes, reviews and regularly updates the remuneration policy and recommends improvements in appraisal and gender diversity policies.

This body is also responsible for establishing the criteria related to the selection, qualifications and experience required of directors and independent advisers, and different positions in Cosentino Group.

### 2. Audit and Control Committee

Proposes the appointment, re-election or replacement of account auditors and monitors the independence and efficacy of the Internal Audit function, the process for preparing and supervising financial information, the efficacy of the internal control system of Cosentino Group and its risk management systems, including tax management and the review and efficacy of the Code of Ethics and Conduct.

### 3. Innovation Committee

Advises the Board of Directors on monitoring the R+D+i work plan, promoting this activity and fostering an innovation model based on the following premises:

- Multidisciplinary teams.
- Specialisation combined with versatility.
- Innovation as a transversal competency in the company.
- A systematic approach for continuous innovation.
- Market orientation.
- Focus on the development of differential attributes in products.
- Global alliances and strategic partners.
- Dynamism and a quest for excellence.

### 4. Corporate Social Responsibility Policy Committee

Aims to identify and guide the Sustainability and Corporate Social Responsibility policy, objectives, good practices and programmes of Cosentino Group, in keeping with the business strategy. In addition, it prepares the CSR Report and monitors social action and community investment initiatives in areas where we operate.

## Activity



Cosentino Group's Executive Management committee.

## Executive Management

As of 31st December 2016, the composition of the Executive Committee is as follows:

**1. Francisco Martínez-Cosentino Justo,**  
President Cosentino Group

**2. José Martínez-Cosentino Justo,**  
VP General Treasurer

**3. Pilar Martínez-Cosentino Alfonso,**  
EVP Deputy Chairman

**4. Eduardo Martínez-Cosentino Alfonso,**  
EVP Global Sales and CEO Cosentino North America

**5. Álvaro de la Haza de Lara,**  
EVP Corporate Functions & General Secretary

**6. Luis de la Haza de Lara,**  
EVP CFO

**7. Valentín Tijeras García,**  
VP Global Product and R&D

**8. Julio Martín Mancera,**  
VP Global Purchasing

**9. Ángel Madariaga Álvarez,**  
VP Engineering & Projects

**10. Alberto Quevedo González,**  
VP Global Production

**11. José Antonio Fernández Pérez,**  
VP Global Logistics & Planning

**12. Santiago Alfonso Rodríguez,**  
VP Global Marketing & Communication

**13. Pedro Parra Uribe,**  
VP Sales Europe

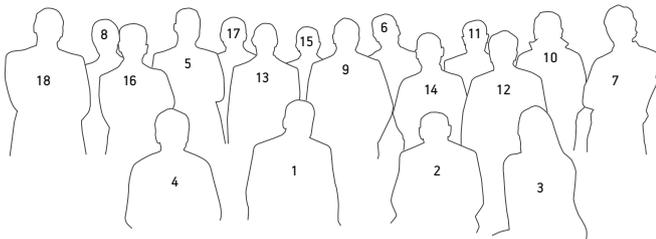
**14. Eduardo Martínez-Cosentino Ramos,**  
VP Sales Iberia

**15. David Benavente Pérez,**  
VP Sales LATAM

**16. Ginés Navarro Rubio,**  
VP Sales ROW

**17. José González Cañabate,**  
VP Expansion

**18. Julian Edwards,**  
VP Audit



The evaluation mechanisms for the Executive Committee follow the same procedure as for the rest of our employees. A performance assessment is carried out via an interview between the member of staff being evaluated and their superior. After this meeting, the supervisor must enter their conclusions in the corporate Intranet and the member of staff being evaluated must confirm the report.



## Family Assembly

The Assembly brings all the family members aged 16 and above together each year to share information about the general progress of Cosentino Group and to strengthen our family and business principles and values.

## Ethics Committee and good governance standards

The Ethics Committee is the body responsible for overseeing and ensuring that our good governance standards are adhered to. To achieve this objective, it has been given full autonomy to carry out its functions and reports directly to the Chairman.

Its functions include ensuring compliance with the Code of Ethics and Conduct and with the ten principles assumed after our inclusion in the Global Compact. Furthermore, this Committee is responsible for managing the Whistle-Blowing Channel and resolving any conflicts of interest which may arise in the course of our business activity.

## Code of Ethics and Conduct

Our ethical principles are set out in a Code of Ethics and Conduct which establishes the basic principles which the behaviour of all our employees, regardless of their position within Cosentino Group, must abide by.

- Personal conduct in our work environment.
- Integrity of our financial statements and company records.
- Conflicts of interest and personal integrity.
- Gifts and other business courtesies.
- Use of company resources and assets.
- Third-party dealings.

Signatories of the Code of Ethics and Conduct commit themselves to abiding by its principles, which are based on the recommendations in the OECD Guidelines, in the Tripartite Declaration of the International Labour Organisation, and in the Human Rights Declaration.

## Whistle-Blowing Channel

We have a Whistle-Blowing Channel which guarantees the anonymity of any employee who comes forward with suspicions or worries about any inappropriate activity or violation of the law.

## Global Compact

In 2015, we joined the Global Compact, a UN initiative that promotes Corporate Social Responsibility. By joining, we committed to the implementation of ten principles which, among other goals, strive to fight corruption in all its forms, including bribery and extortion.



## Tax Contribution

Our good results also represent significant economic and social contributions to the economies we operate in, as our contribution to Public Administrations through tax payments demonstrates.

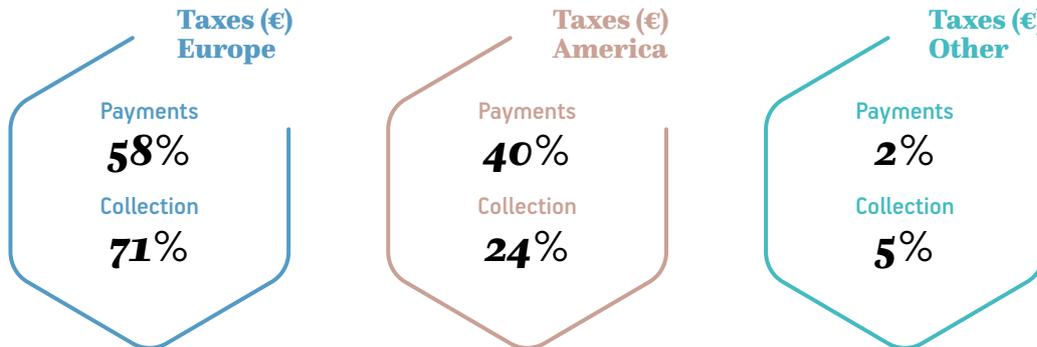


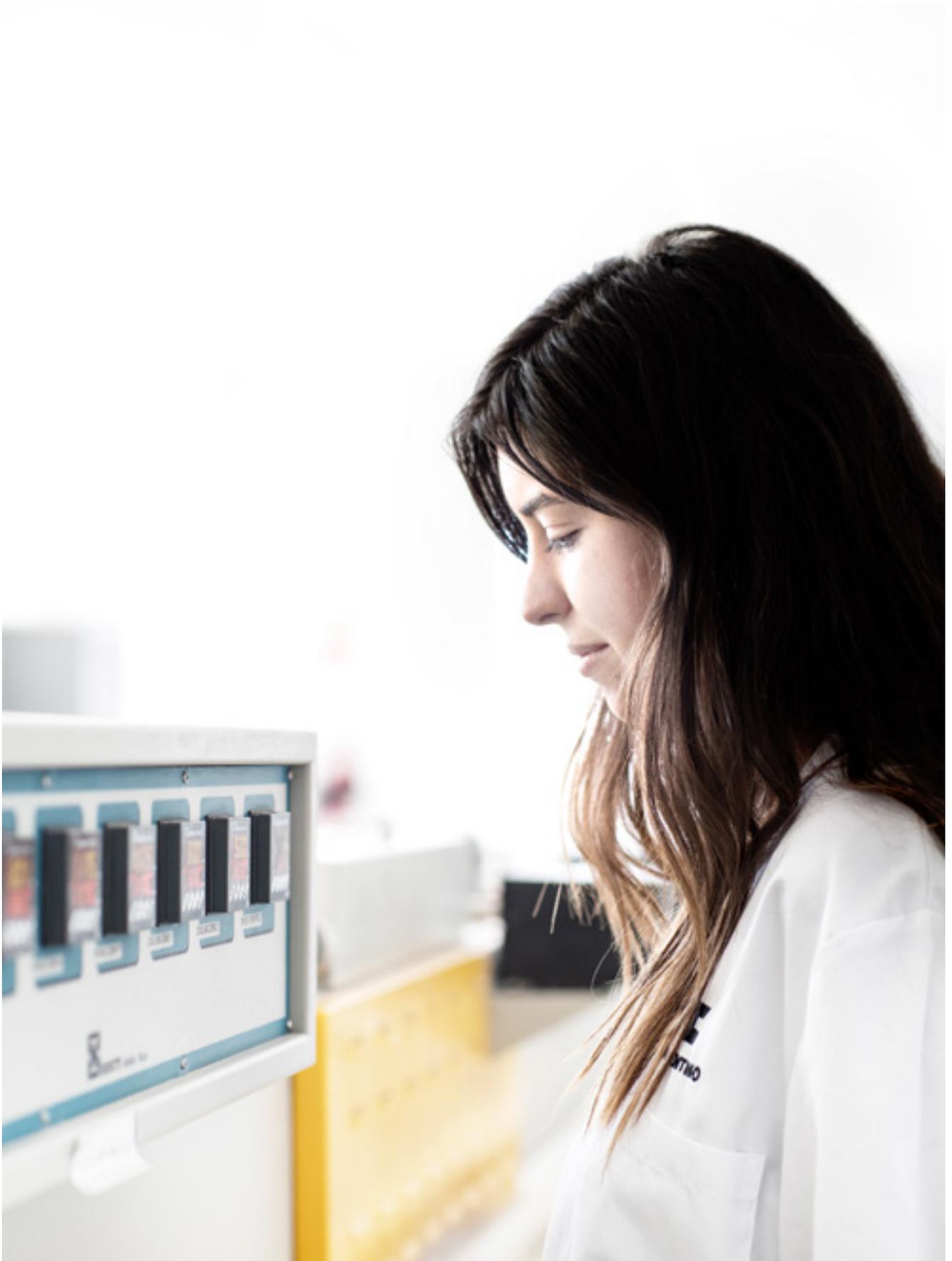
**15,100,000 €**

Tax payments

**98,100,000 €**

Tax collection



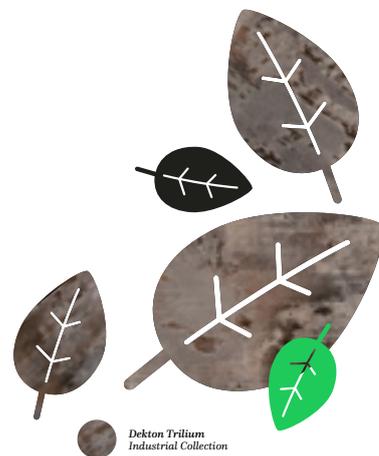


# Committed to innovation

"Innovation means pushing limits and accepting risks. It's born of research, ingenuity and vision. Cosentino Group is at the forefront of innovation because it never stops asking what the next big thing is and how it can improve its clients' experience. Its products are constantly evolving because its clients' needs are constantly transforming".



Daniel Germani, Designer (USA).



Constant investment in R&D&I is key to assuming our position as the global leader in the surfacing market and one of the best-known international benchmarks, both for the world of architecture and design as well as for decoration and construction professionals.

Proof of this commitment is the fact that in 2016 alone, we invested over 15.8 million euros in research.

<b>Innovation (€)</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>
Investment in R&D&I	8,984,665	5,995,128	7,041,598
Investments in R&D&I assets	6,864,907	5,632,699	311,900
Total investment in R&D&I	15,849,572	11,627,827	7,353,499



## Main innovation pathways

At Cosentino Group, we understand research as a multidisciplinary, proactive process, which allows us to adapt to ever-more demanding consumer needs with respect to the aesthetics, uses, and benefits of our products; but also with respect to their origins, their production processes, and the mechanisms for launching them onto the market.

### **Product** *Innovation*

- Colours, textures, and finishes adapted to international trends.
- New formats.
- Continuous improvement in terms of our surfaces' functionalities.
- User interaction.
- Complementary, personalised products.

### **Process** *Innovation*

- Optimisation of raw materials.
- Efficient production.
- New technologies which guarantee the excellence of the properties of our material, as well as more exhaustive quality control.
- New tailored production models.
- Re-assessment of waste and by-products.
- New participative design models.

### **Business model and** *Service innovation*

- Offer the best possible service.
- Redesign the business model, if necessary, to continue adapting to changes within the sector and market.
- New installation and maintenance tools.
- New sales and logistics systems.

## Integrated R&D&I Management System

Implemented in 2004, this system has progressively incorporated new departments with a philosophy of continuous improvement:

- Technology observatory which detects new emerging technologies in the sector.
- Idea and project management allowing the company to gather ideas from any source, whether they be universities, clients, suppliers or employees.
- Project portfolio management which aims to execute projects effectively.

## Alliances for innovation

Our RGD&I department works continuously along with multidisciplinary teams which include professionals from collaborating companies, technological centres, research institutes and public and private organisations, industries in the stone and materials sectors and auxiliary industries such as machinery, chemicals, plastics, nanotechnology, and the energy industry.

### ***17 new alliances for innovation***

A confidential environment and shared vision of the objective is key to our innovation model. That's why, in 2016 alone, we signed 44 confidentiality agreements related to RGD&I activity. Furthermore, we created 17 new collaboration agreements with universities, research centres and collaborating companies.

Among others, at Cosentino Group we are part of the Technological Corporation of Andalucía and we receive the support of the Centre for Industrial Technological Development (CDTI), a public commercial entity under the authority of the Ministry for Economy and Competitiveness.

The strategic profile of our alliances also encompasses our frequent collaborations with the following entities and organisations:

- Higher Centre for Scientific Research (CSIC).
- Technological Marble Centre (CTM).
- Technological Ceramics Centre (ITC).
- Technological Plastics Centre (AIMPLAS).
- Material Science Institute of the University of Valencia.
- Autonomous University of Barcelona.
- University of Granada.
- University of Málaga.
- University of Cádiz.
- University of Almería.

**17**

New alliances for innovation

**44**

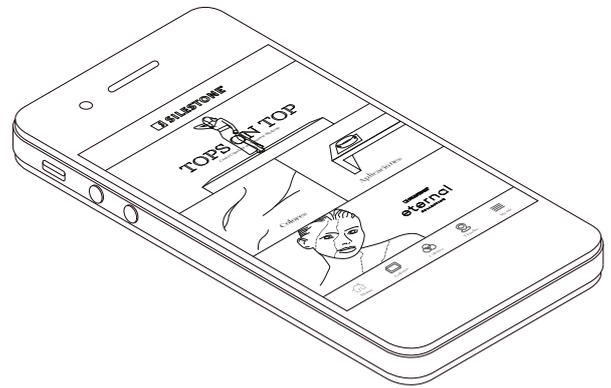
Confidentiality agreements



## Digital transformation

Digitalisation is one of our strategic lines for getting closer to our clients, suppliers and employees, it also represents a very interesting way of developing our business models.

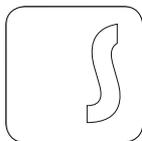
In 2016, we implemented an online platform for our raw materials and industrial products suppliers. Regarding our relationship with our clients, we are working constantly to develop applications that facilitate their activity and their knowledge of the possibilities that our brands can offer them.



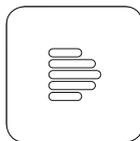
### *Apps developed*

With this objective in mind, we developed ten mobile and native applications which use innovation and digitalisation to get closer to users.

#### **Apps**



Silestone



Dekton



Home Design



Online Visualizer

#### **Webs Apps**



Silestone 25



Cosentino TV

#### **Internal Apps**



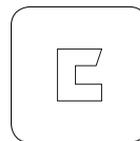
Live Showroom



Home VR



Designer



Cosentino



Activity





# Committed to health and safety

At Cosentino Group, we put in the maximum effort to carry out our activity within comprehensive occupational health and safety standards. At the same time, we continuously promote these same well-being and healthy environment criteria among our clients, suppliers and partners.

We want to set an example in terms of risk prevention and occupational health, both within our facilities and in our areas of influence. We work in two directions to achieve this objective:

- Continuous, high quality training regarding all occupational risks and the corresponding preventive measures, along the entire value chain: stonemasons, architects, designers, institutions, suppliers and workers.
- Promotion of a preventative culture which should be spread with a transversal, integrational spirit.

## ***We collaborated in the development of the Integrated Silicosis Plan for Andalucía (PISA)***

In 2016 we actively participated in the development of the PISA Plan promoted by the Junta de Andalucía, an initiative which is aligned with our commitment to occupational health and safety.

We have been present in various work committees whose mission has been to develop a specific integrated programme for this occupational conditional linked to the stone sector. Medical authorities, mutual insurance companies, trade unions, business and institutional representatives and workers' associations also participated in these meetings.

The final result was the Integrated Silicosis Plan for Andalucía (PISA). Its goal is to launch a transversal programme involving all the players within the scope of the Andalucía region, contributing to more and better advances in the control and prevention of this occupational condition.

**4,000,000 €**

Invested in Health and Safety

**505,315 hours**

Health and Safety training for employees

**200 companies**

(clients and distributors) trained in Health and Safety

**1,200 hours**

Health and Safety training for suppliers

Activity





# Committed to our clients and partners

"We've chosen Cosentino because of their quality. Their constant innovation in terms of their existing products and the new products launched onto the market is a big plus. The range of Silestone® quartz is so varied that it fits any project perfectly. As for Dekton®, it's like a dream come to life. No other supplier (can) offer the level of service and support that Cosentino does, whether through Marketing or after-sales services".



Julie Calewaert, Co-Director of Louis Culot.

Our clients trust in Cosentino Group, because every day, in every corner of the world, we uphold our commitment to offering them the most cutting-edge and best-quality brands and products on the market. Our challenge is to do so in a way that's entirely client-oriented, offering them not only the best products, but also exclusive service, dialogue, and constant support in order to improve their experience.

## Proximity

Being close to our clients and partners is one of our main objectives. Not just to bring our brands and products closer to them, but also to transfer our experience to them as an added value, as well as an exclusive training and consultancy service. Our continuous efforts to reinvest resources in productive assets, distribution, and technology and innovation, has led to us having a worldwide presence with over 100 business and commercial units.



## USA

Cosentino ANAHEIM  
Cosentino ATLANTA  
Cosentino AUSTIN  
Cosentino BOSTON  
Cosentino CHARLOTTE  
Cosentino CHICAGO  
Cosentino CINCINNATI  
Cosentino DALLAS  
Cosentino DENVER  
Cosentino DETROIT  
Cosentino FORT LAUDERDALE  
Cosentino HAWAII  
Cosentino HOUSTON  
Cosentino KANSAS CITY  
Cosentino LONG ISLAND  
Cosentino LOS ANGELES  
Cosentino MILWAUKEE  
Cosentino MINNEAPOLIS  
Cosentino NEW JERSEY  
Cosentino NEW ORLEANS  
Cosentino NASHVILLE\*  
Cosentino ORLANDO  
Cosentino PHILADELPHIA  
Cosentino PHOENIX  
Cosentino PITTSBURG  
Cosentino PORTLAND  
Cosentino RALEIGH  
Cosentino ROCHESTER  
Cosentino SACRAMENTO  
Cosentino SAINT LOUIS  
Cosentino SAN DIEGO  
Cosentino SAN FRANCISCO  
Cosentino SEATTLE  
Cosentino SPOKANE  
Cosentino TAMPA\*  
Cosentino VIRGINIA  
Cosentino WASHINGTON DC  
Cosentino WESTCHESTER  
Cosentino CITY MANHATTAN  
Cosentino CITY MIAMI\*  
Cosentino CITY SAN FRANCISCO  
Cosentino HUB HOUSTON  
Cosentino HUB NORFOLK

## CANADA

Cosentino CALGARY  
Cosentino VANCOUVER  
Cosentino TORONTO  
Cosentino QUEBEC  
Cosentino CITY TORONTO  
Cosentino CITY MONTREAL

## MEXICO

Cosentino MEXICO DF

## PUERTO RICO

Cosentino LO PUERTO RICO

## ESPAÑA

Cosentino A CORUÑA  
Cosentino ALMERÍA  
Cosentino BILBAO  
Cosentino BARCELONA  
Cosentino CASTELLÓN  
Cosentino GIRONA  
Cosentino GRANADA  
Cosentino MÉRIDA  
Cosentino MADRID  
Cosentino MURCIA  
Cosentino SAN SEBASTIAN  
Cosentino SANTANDER  
Cosentino SEVILLA  
Cosentino TOLEDO  
Cosentino VALENCIA  
Cosentino VALLADOLID  
Cosentino VIGO  
Cosentino ZARAGOZA  
Cosentino CITY MADRID

## PORTUGAL

Cosentino LISBOA  
Cosentino PORTO

## BRAZIL

Cosentino BELO ORIZONTE  
Cosentino FORTALEZA  
Cosentino GOIÂNIA  
Cosentino LATINA VITORIA  
Cosentino RECIFE  
Cosentino SAO PAULO  
Cosentino SANTA CATARINA

## IRELAND

Cosentino DUBLIN

## UK

Cosentino BELFAST\*  
Cosentino DARLINGTON  
Cosentino EAST LONDON  
Cosentino GLOUCESTER  
Cosentino HOOK  
Cosentino MANCHESTER  
Cosentino NEWMARKET\*  
Cosentino NORTHERN IRELAND\*  
Cosentino SCOTLAND  
Cosentino CITY LONDON

## DENMARK

Cosentino DENMARK

\* Opening soon

**FINLAND**

Cosentino HELSINKI

**GERMANY**

Cosentino BERLIN  
Cosentino DÜSSELDORF  
Cosentino MÜNCHEN  
Cosentino STUTTGART

**POLAND**

Cosentino WARSAW\*

**ITALY**

Cosentino CATTOLICA  
Cosentino MILANO  
Cosentino TURIN\*  
Cosentino VENEZIA  
Cosentino CITY MILANO

**FRANCE**

Cosentino LYON  
Cosentino PARIS  
Cosentino RENNES  
Cosentino TOULOUSE

**AUSTRIA**

Cosentino VIENNA

**BELGIUM**

Cosentino BELGIUM

**NORWAY**

Cosentino OSLO

**SWEDEN**

Cosentino GÖTEBORG

**SWITZERLAND**

Cosentino ZÜRICH

**HOLLAND**

Cosentino THE NETHERLANDS

**ISRAEL**

Cosentino CAESAREA\*  
Cosentino TEL AVIV

**TURKEY**

Cosentino ANKARA  
Cosentino ISTANBUL  
Cosentino IZMIR

**SINGAPORE**

Cosentino SINGAPORE  
Cosentino CITY SINGAPORE

**NEW ZEALAND**

Cosentino AUCKLAND

**JAPAN**

Cosentino LO TOKIO

**AUSTRALIA**

Cosentino BRISBANE  
Cosentino MELBOURNE SOUTH  
Cosentino MELBOURNE NORTH  
Cosentino PERTH  
Cosentino SYDNEY  
Cosentino CITY SYDNEY  
Cosentino HUB SYDNEY  
Cosentino LO ADELAIDE

**SOUTH AFRICA**

Cosentino LO JOHANNESBURG  
Cosentino LO CAPE TOWN

**UAE**

Cosentino CITY DUBAI\*  
Cosentino LO DUBAI

## Unique Cosentino spaces

We've opted for two very innovative and revolutionary spaces in our sector:

### **1. Cosentino Center**

Cosentino Centers operate on the following levels:

They're a unique, innovative model for distribution and service. They combine the functions of warehouse, brand and product showroom, and sales network.

They include specialised training classes for stonemasons, architects, interior designers and design professionals, and specialist kitchen and bathroom retailers.

We ended 2016 with 100 Cosentino Centers around the world.

#### **2016 Openings**

In 2016 we inaugurated new Cosentino Centers in:

##### **United States of America**

Cosentino New Jersey.  
Cosentino New Orleans.  
Cosentino Portland.

##### **Australia**

Cosentino Perth.  
Cosentino Melbourne North.  
Cosentino OL Adelaide.

##### **New Zealand**

Cosentino Auckland.

##### **Denmark**

Cosentino Denmark.

##### **Finland**

Temporary office in Helsinki; Helsinki Center to be launched during 2017.

##### **United Kingdom**

Cosentino Scotland.  
New facilities for Cosentino Center Manchester.

### **2. Cosentino City**

To bring the Cosentino Experience to the heart of major cities, in 2013 we opted for a new kind of exhibition space: the Cosentino City: Cosentino Cities offer architects, planners, designers, interior designers, and end clients the opportunity to get to know our wide range of products.

They're a hub of information, help and personalised service, both for professionals and for end clients.

They offer a sensory experience and integrated attention. Visitors can interact with their project, digitally defining, creating and visualising it with the computer equipment made available for their use in this space.

We ended 2016 with six Cosentino Cities in Sydney, Singapore, New York, Toronto, Milan and London.

#### **2016 Openings**

##### **United Kingdom**

Cosentino City London



2016 Openings: Cosentino City London.

## Loyalty Programmes

Our loyalty programmes aim to strengthen the bonds we forge with our clients and partners, so as to always keep our strategy focused on them.

### LOYALTY

**2,000 clients**

Aimed at  
**our stonemason clients**  
from 35 different countries.



**1,000 members**

Aimed at  
**professionals from the world of  
architecture and interior design**  
in Brazil.

It will be launched in Spain  
and Portugal in 2017.

### eLITE

**7,000 clients**

Aimed at  
**kitchen and bathroom  
showrooms.**  
from over 30 countries.

## Health and safety policies

Providing our clients with fluid, complete information about the risks and preventive measures of our products is a priority for us. In this regard, we adhere to international regulations for the treatment and labelling of chemical products:

- REACH regulation for the protection of human health and the environment against the risks posed by chemical products.
- CLP labelling regulation which seeks to harmonise label information at a global level.

At Cosentino Group, we want to take things one step further in terms of informing and training our clients with regard to health and safety. As such, we've put other tools at their disposal, such as our Good Practices Manual, which provides preventive measures for the handling and transformation of our products, and our classes for stonemasons.

In addition, we've created collaborative alliances with key players within the sector (public entities, associations, employer federations and trade unions) for the constant distribution of health and safety improvements.



## Health and safety training for stonemason clients

To prevent exposure to silica dust, we set up training classes for stonemasons several years ago, where we offer health and safety training, among other subjects, and promote a preventative culture. We have opened our training classes to all interested parties.

This commitment has led us to be internationally recognised for our contribution to the training of sector professionals.

The technical classes for stonemasons were launched in Spain and Portugal to great acclaim. In 2016, we extended them to other countries within our scope of commercial influence, such as Italy, France, Israel, Norway, Sweden, Finland, Denmark and Switzerland. During this fiscal year, 200 client companies and distributors received this training.

## Dialogue with our clients and partners

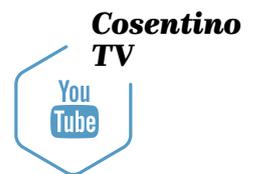
Our external communication channels seek to achieve excellence in our brand positioning, and to establish a dialogue with our clients and partners worldwide. We are using innovative communication tools to reach our clients and partners in a local, direct way, in their own language, providing them with interesting content which is adapted to their needs and preferences.



**19 press offices** worldwide.  
**7,600 press cuttings** about Cosentino.  
**3,500 million impressions.**  
Strategic relationships with influencers.



[cosentinonews.com](http://cosentinonews.com)  
**200,000 blog page views.**  
19 versions.



[youtube.com/user/CosentinoTV](https://youtube.com/user/CosentinoTV)  
Our YouTube channel.  
**421,000 views.**  
**396 vídeos** uploaded.



Innovation, design and products that inspire the world of architecture and design.  
**3 numbers.**  
**38,000 editions.**



News, marketing initiatives.  
Available in **26 countries**  
Online and paper versions.

Activity



○						Asia
○	○	○	○	○	○	Spain/Corporation
○	○	○				Australia
○						Austria
○	○		○			Belgium
○	○	○				Brazil
○						Canada
○	○					France
○	○					Germany
○	○					Italy
○						Israel
○	○	○				Mexico
○	○					Netherlands
○	○					Portugal
○	○					Scandinavia
○						Switzerland
○	○	○				Turkey
○	○					United Kingdom/Ireland
○	○	○				USA



Over 100 webpages:

Europe/55, Iberia (Spain and Portugal) /8, Latam/6, North America/9 and Other/18.



Sharing our knowledge and experience with our clients and partners is a fundamental part of Cosentino Group's annual agenda in all the markets where we are present.

**1. With our stonemason clients**

The Technical Classes for Stonemasons create a flow of communication and participation with our stonemason clients, which allows us to spread good practices and safety advice. Additionally, we present our latest products at these meetings and share our knowledge and solutions for the efficient use of these products.

**2. With kitchen and bathroom studios**

We organise meetings so that they can familiarise themselves with the features of the products, as well as the main advice for their use, cleaning and maintenance. We also provide them with the necessary commercial information to drive demand.

**3. With architects and designers**

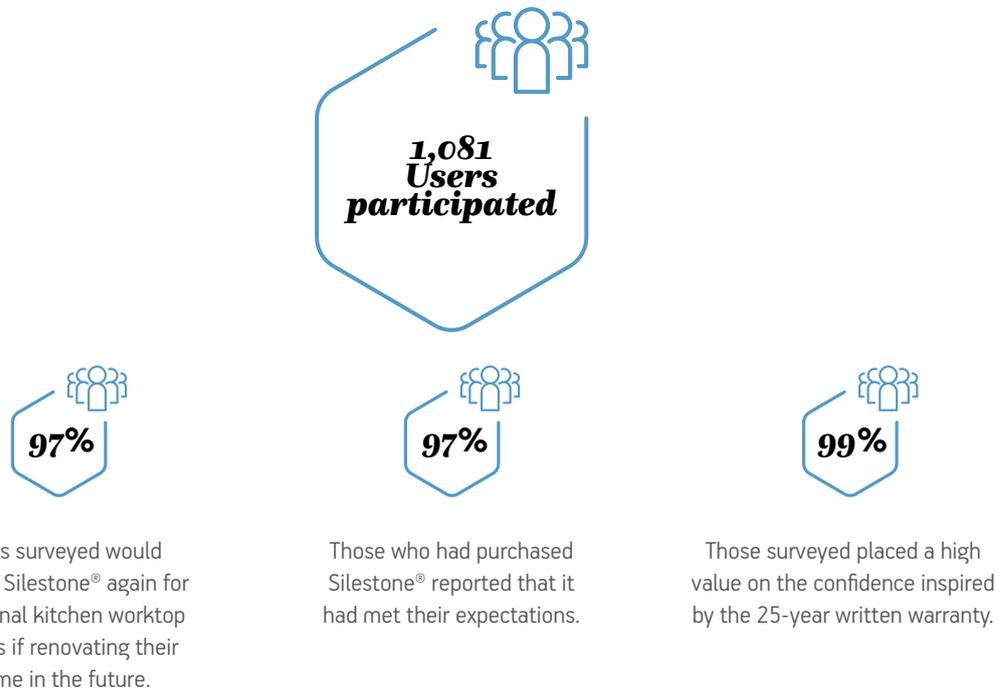
Our events for architects and designers include content which helps them discover the infinite ways that our products can be used in their projects.





## Satisfaction survey for Silestone® end users

Knowing whether or not we've met end users' expectations is a key aspect of identifying successes and possible improvements.



### ***The brand, the quality and variety of colours and textures***

Factors such as the prestige of the brand, the quality and variety of colours and textures had a strong influence on purchase decisions, ranking above other factors such as price.

Activity





# Committed to our suppliers

"The long-term relationship between Cosentino and Sibelco is based on the strong overlap between the values of both groups. Both business began with one family's dream - with values such as solidarity, commitment and humility. We have both become global leaders.

We appreciate Cosentino's strong commitment to Health and Safety, not just at their facilities but also for their intermediaries and the end user. When two organisations share the same fundamental principles, collaboration between them is sure to be very successful and long-lasting".



Peter Deferm, Commercial Manager EGS, Sibelco.

## We build with our suppliers

Our policy for relationships with these partners consists of working in teams to ensure the excellence of all our products. With this goal, we select suppliers who share our business vision and are familiar with the needs of our brands. Furthermore, we work hand in hand and carry out audits and training to ensure that they comply with our needs and expectations.

In 2016, we carried out the following initiatives:

- Commercial and technical audit of the main suppliers for each materials category.
- Commercial and technical audit of all raw materials suppliers.
- Training classes for the production staff of raw materials suppliers, with an effect on the quality of the final product.
- Training in new technological tools developed by Cosentino Group.

## Innovation applied to our providers

Constant innovation in our processes and means of collaboration is essential in order to maintain relationships with our partners and to improve the efficiency of our purchasing processes or supplier selection processes. Bearing this in mind, we carried out the following initiatives in 2016:

- Accreditation of the Purchasing Department in accordance with European Purchasing Regulations. The process will be finalised in 2017.
- Introduction of management tools which will maximise the effectiveness of purchasing processes.
- Optimisation of competitiveness and transparency within purchasing processes.

### Online platform for suppliers

In 2016, we implemented a new online portal for suppliers. This constitutes an online platform which facilitates the management of orders and the supply chain for suppliers of raw materials and industrial supplies.

This platform already has 150 users, of which 75% are raw materials suppliers. We will soon be launching a pilot project for automatic billing with a supplier of industrial supplies.

**150**  
Users

**75%**  
Raw materials  
suppliers





## Health and safety policies

The Purchasing Department is in charge of promoting our values and corporate policies among our partners and collaborators. It is also responsible for the equally important role of promoting a preventative, safety-first culture, and for ensuring that our suppliers adhere scrupulously to all legal precepts regarding health and safety.

**1,200**  
hours of Health and Safety  
training for suppliers

We carried out the following initiatives in the past fiscal year:

- Storing and updating documentation allowing suppliers and subcontracted workers access to Cosentino Group facilities.
- Audits of Cosentino Group's industrial plants by suppliers from the chemicals industry.
- Training for new employees in the handling of chemical raw materials, given by suppliers from the chemicals industry.
- Visits to supplier facilities with the aim of picking up better practices and implementing them in our own industrial processes.
- Contracting an external company to launder work uniforms. This is a vitally important process to prevent potentially toxic particles from escaping from the working environment, where we provide the necessary means of personal protection.
- 1,200 hours of health and safety training for suppliers.

## Dialogue with our suppliers

In order to strengthen our relationships with our providers, we have various open communication channels::



Meetings at professional fairs.



Participation in seminars and professional talks.



Attending events organised by suppliers.



Periodic meetings with our main suppliers and partners in technological development.

## Our main suppliers

In Cosentino Group we work with over 10,000 suppliers, of which 6,650 are Spanish and 1,199 are from Almería province.

### ***Cosentino S.A.***

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Sacmi  
Ashland  
Endesa  
AOC  
Sibelco

### ***Brazil***

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Boart Wire do Brasil  
GH do Brasil  
Incostone Granitos  
Espirito Santo Centrais Electricas  
Dublim Locações de Equipamientos

### ***USA and Canada***

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Hard Rock Stone Works  
Wilbedone  
Element Fleet  
Granite & Marble Express  
Sims-Lohman

### ***Australia and New Zealand***

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Quartz Tech  
Henning Harders  
Galvin Hardware  
Goodman  
Suttons Motors

### ***Rest of the World***

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Volvo  
Stefanelli  
Arval  
Total Raffinage Marketing  
Worldwide Stones





**People**



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Committed to our people

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Our professionals  
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## People

“After going through the finance and strategy department, holding positions in accounting, management control and CBU, as of May 2016 I’m now the manager of Cosentino Switzerland.

For me, the most valuable part of working at Cosentino is the daily opportunity to create and build a better environment for our clients, for my team, and for myself. Cosentino is a very active, very lively company, which is always very concerned with going as far as possible, to overcome challenges which seemed insurmountable until recently, but always with that family touch from Almería that makes it unique.

I’ve risen from internship positions to my current managerial position, always counting on the support of my managers and superiors. Looking beyond my own experience, I believe that Cosentino chooses to train and develop its employees through the many possibilities, internal promotions and the variety of internal and external training it offers.

At Cosentino, we know that the most important thing is people, which is why we have to look after them by also giving them room for personal development in their own lives, by offering opportunities to family members, or to manage their time by using an “hour bank”, or the option of working from home”.



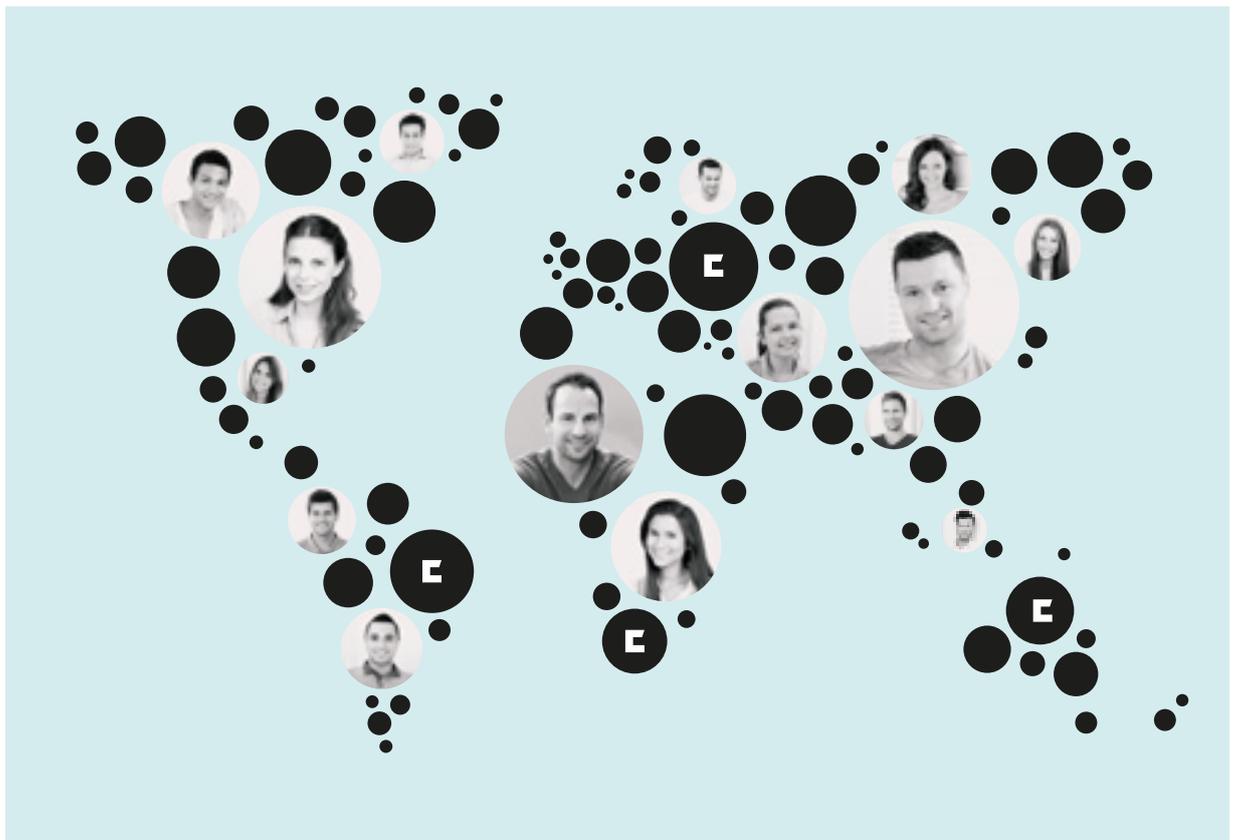
**Florian Kammerer, Manager of Cosentino Suiza.**



# Committed to our people

People represents more than just the philosophy that we've adopted when we talk about the people who make up our great Cosentino Family. This concept spans a global, transversal vision that regards our employees not just as a professional resource, but also within a personal, family and motivational scope. This approach is what inspires our workers from day to day, whether in strategic decisions or in the way they manage their teams.

People is also the name of the department that consolidates our previous visions. Its goal is to provide an integrated vision of the employee, adapting our own way of doing things to that vision.



# Our professionals

Our workers constitute a fundamental pillar in order to maintain our leadership position. Our goal is to provide everyone who makes up Cosentino Group with "a better world to work in" by increasing satisfaction, recruitment, internal promotion and talent retention.

To make this possible, we develop initiatives oriented towards our employees, placing a particular emphasis on what's important for them: their health and safety, their training and professional development, and of course, by providing them with quality employment adapted to their needs.

## Diversity

We ended 2016 with a workforce of 3,608 people across the globe, made up of professionals of 60 different nationalities, with 14% of our executive positions held by women. This diversity enriches our vision when making decisions and helps pave the way towards leadership.

**38.76**  
Average Age

**3,608**  
Employees  
as of 31st December 2016

**60**  
Nationalities

**50%**  
Iberia (Spain & Portugal)

**29%**  
USA

**10%**  
Europe

**7%**  
Latin America

**4%**  
Others



Women  
on the staff



Women  
in management positions



Positions with  
permanent contracts



## Constant staff growth

Cosentino Group is constantly growing: in just 16 years, we've gone from 146 employees (2000) to 3,608 (2016).

This steady growth of our staff is the best reflection of our success and the best guarantee of the quality of our products and services. This is the reason why, in 2016 alone, we created 300 new employment positions.

All of our new recruits went through an onboarding training plan, adapted to each individual, and have their own support and monitoring plan. Furthermore, our internal mobility plan has allowed the functional movement of 164 employees and 78 promotions.

Cosentino Group is also committed to quality employment, with over 90% of our positions being permanent contracts.

### **Positions Being permanent Contracts**



# Our DNA

All individuals who work for Cosentino Group share the same DNA, made up of the following identity traits:

## Innovation

We act in a proactive way in seeking and implementing creative ideas and solutions, identifying and generating opportunities in different areas.

## Global Vision

We understand the organisation's strategy and focus our action on achieving the objectives of Cosentino Group, at all times knowing and evaluating the impact of our actions on processes and on people.

## Client Partner

We know and understand how our work contributes to customer satisfaction (external and internal) and focus our activity on the customer's needs.

## Teambuilding

We achieve common objectives by aligning our contributions with the global objectives, actively promoting collaboration by eliminating barriers between all tasks and members of Cosentino Group. We create a single team in the Organisation.

## Inspiring Action

We transmit enthusiasm and a positive attitude, influencing others to get the most from our capabilities. We motivate teams to make sure they achieve their objectives.

## Reliability

We apply rigour and honesty, carrying out our work in order to achieve the established objectives. We persevere in the face of obstacles or difficulties.

## Passion for Change

We easily adapt to new or changing situations, whether planned or unexpected, and question the established order from a constructive standpoint in order to propose and execute actions that will bring progress.

## Self-motivation

We establish our own goals with determination and ambition, without settling for the required result but seeking to exceed expectations.





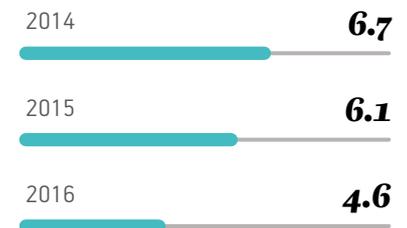
# Health and Safety

At Cosentino Group, we want to set an example in terms of risk prevention and occupational health. Every day, we work towards our Zero Accident goal and to create a safe workplace for all our employees.

## We reduced our accident ratio by more than our projected target

2016 stands out for the magnificent results achieved in terms of employee safety, with an accident ratio of 4.6 compared to 6.1 in 2015. These results, which are above and beyond our initial commitment to reducing accidents to 5.5, are thanks to daily effort and the constant process of keeping our employees informed.

### Total Case Incidence Rate (TCIR)



## Health and Safety training

In 2016 we carried out 519 training sessions for employees, with over 505,000 hours of training.

### Safety by Routines, Leading by Example program

This programme aims to:

- Offer a direct communication channel for operators through which they can report dangerous or potentially dangerous situations occurring in their work area.
- Allow managers to pass on their health and safety knowledge and experience through meetings, talks, training, and periodic controls.
- Promotion of the communication, control in the field and learning in terms of health and safety

In 2016, we implemented closure meeting in the Cantoria Industrial Park (Almería, Spain), in Latina Vitoria (Brazil), and in the workshops in Dallas and Austin (Texas, USA).

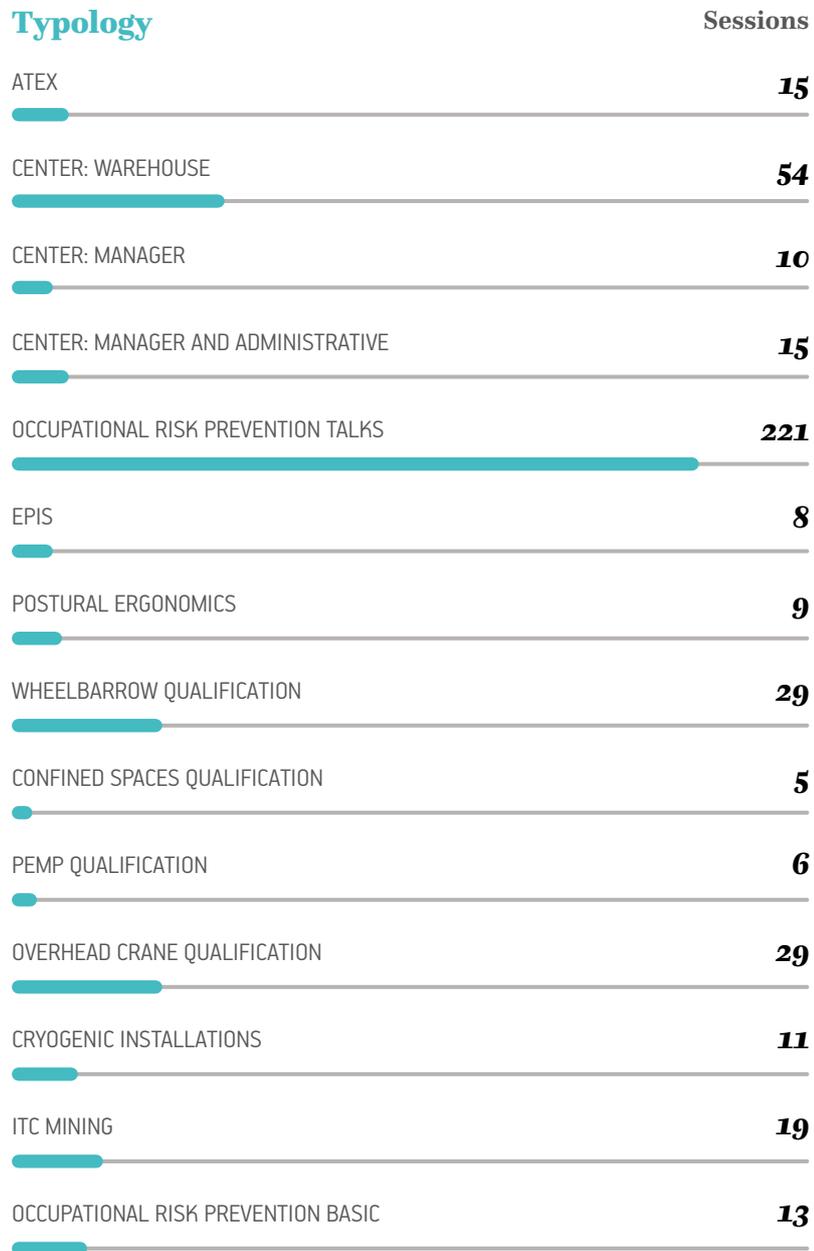
As a part of our digitalization strategy, we also implemented GENSUITE, a tool which allows all safety management and reports to be carried out using mobile phones.

### "Your safety begins with you"

As part of World Health and Safety at Work Day, Cosentino Group organised various activities under the banner of "Your safety begins with you" in April 2016.

The campaign, which was implemented at a global level, included various activities: talks, training, practice with a road safety simulator, and joint inspections in work areas.

**Total health and safety training sessions**



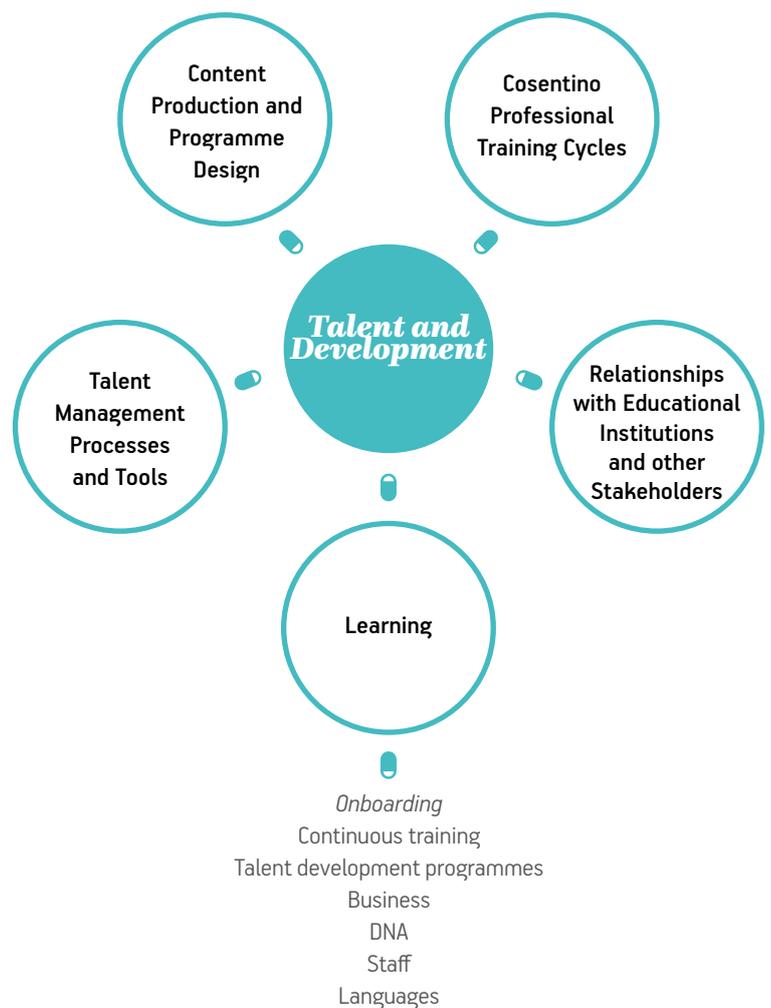


# Talent development

We are aware that our employees' professional and personal growth is one of the fundamental paths towards our success. With this goal, in 2016 we merged the areas of Training and Development to create **Talent Development**. Our mission is not just to provide employees with the skills and knowledge they need in order to do their work, but to ensure that each person is capable of showcasing their maximum potential, creating and sharing new ideas, approaches, and ways of collaborating.

## The goals of Talent Development are:

- To consolidate our Corporate Culture and to boost continuous learning among all our employees and partners.
- To help our employees' development as they carry out their activities.
- To increase the organisation's operational efficiency and to ensure that it has the necessary skills and abilities to tackle future challenges.
- To ensure that everyone is capable of reaching their maximum potential.
- To generate pride in belonging to the company.
- To increase employee satisfaction with their working environment.



## Our learning model

Talent Development's mission is to ensure that each and every individual at Cosentino Group has access to all the necessary resources to continue learning and developing their abilities, thus allowing them to evolve at the hectic pace set by changes within the sector, by their environment, and by society.

Our approach to continuous training is based on the 70:20:10 model. This model asserts that the majority of learning comes from daily work (70%) or through informal processes such as coaching or tutoring within the workplace (20%). Only 10% comes from structured training processes. However, these processes are of vital importance, since they can become the key to future learning.

As such, the people who make up Cosentino Group have a wide variety of training programmes at their disposal. In 2016, we devoted over 91,000 hours to the training of our employees.

### Hours dedicated to employee training

(\*) The total number of participants refers to the cumulative number of employees participating in all training sessions.



Total hours of training



Hours per participant



Number of participants

## Our talent attraction and management model

Our performance management process includes a meeting with the director to receive feedback and to jointly establish the goals that the employee will pursue in the following fiscal year. In this way, the aspects of the position that will allow employees to fully develop their abilities can be identified.

Each year, we analyse the organisation's talent map to identify and evaluate talent. This system allows us to create initiatives with

the aim of developing our work teams and winning their loyalty, and to attract the talent that we need in order to tackle the challenges of expansion, change, and diversification that we will face in the future.

From this year on, we're setting out our strategies to attract (Cantera Programme, Impulsa FP Programme, Leader Programme) and retain talent (promotion decisions and individual professional development plans).

All of these tools and processes help us, but nothing can replace daily contact with each employee to discover what their needs and expectations are. That's why we promote and facilitate personal interaction here at Cosentino Group.



## Cosentino GROW

In 2016, we kept our focus on this project, which allows us to facilitate the personal and professional growth of all the people who are a part of Cosentino Group, based on our philosophy of **Leading by Example**. We are absolutely convinced that the most effective way of passing knowledge on is on a one-to-one basis.

### **Onboarding: Initial training plans**

Any person who is recruited by Cosentino Group, in any part of the world, is broad on board with a welcome plan to facilitate their integration, to help them broaden their knowledge of the company, and speed up their full adjustment to the position.

### **Skills training programmes**

In 2016, we conducted 26 skills development initiatives in Spain, Portugal and the USA. We also carried out effectiveness and leadership programmes for commercial teams.

### **Content digitalisation**

In 2016, we worked with various partners to set various training initiatives in motion on digital platforms with the aim of allowing information about products, sales force, IT applications, or our business model to be consulted at any time and from anywhere in the world.

### **Development Protocols**

Our protocols define the necessary knowledge for each career stage. Additionally, they provide our employees with resources and guidance to acquire it.



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LEADING BY EXAMPLE

## Talent attraction and management

These programmes seek to increase the effectiveness of the selection process so that talent attraction and management can start before our employees are recruited. These programmes are included within the Impulsa and Leader frameworks.



### Impulsa Graduate

Remunerated programme which includes training in various business areas, allocation of real occupational responsibilities, and the chance of working in an international location. Of the 37 young people who participated in the 2015/2016 programme, 33 remain a part of Cosentino Group.



Offers work experience in various functional areas of the company. 20 of the 21 young people who participated in the 2015/16 programme remain a part of Cosentino Group.



### Impulsa Cantera

Two-month integrated training programme. Aimed at training operators to facilitate their full incorporation into the job market. 112 individuals have participated in the programme over the five years we've been organising it, of which 86 have joined Cosentino Group.



### Business Leader

The aim of this programme is to train potential business leaders who are aligned with our culture and goals through a learning process based on experience, tutoring and formal business knowledge. Each year we offer three places for training lasting approximately six months.



### Industrial Leader

In 2016, we laid the foundations for this programme, the objective of which is to create a pool of senior engineers with international mobility. The goal is for them to be fully capable of acting as managers of one of Cosentino's industrial plants once their progress through the programme has been finalised. The programme will consist of three annual places for training lasting approximately twelve months.

### Referrals' Programme

This innovative initiative allows us to recruit the best talent and to reward our employees for collaborating in the search for and attraction of new employees.

It consists of awarding workers who recommend professionals who are inclined to being recruited by Cosentino Group. Anyone can participate, with the exception of the Executive Committee, the general and area directors, the position managers and anyone working in the People department.



## Regulated professional training cycles



Professional training students visiting the Industrial Park of Cosentino.

Thanks to our collaboration with the Juan Rubio Ortiz de Macael Institute for Higher Education (Almeria, Spain), we're opening the following facilities for students of the following training cycles:

- Higher Vocational Training in Industrial Mechatronics (First and second years).
- Vocational Training in Electromechanical Maintenance (First and second years).

The possibility of providing part of the training at our Industrial Park allows us to bring the students closer to the reality and needs of industrial plants. Furthermore, they can receive an official qualification and apply for some of the regional paid scholarships which are offered to recent graduates on an annual basis.

A high percentage of these students end up working for our company. Almost 100% of the 59 students who finished the second year of each course in 2016 have joined Cosentino Group.

# Social benefits

The consolidation of the People concept involves a global vision of our employees which includes a personal, family, and motivational scope. This philosophy leads us to develop initiatives promoting a healthy work-life balance and to provide our employees with social benefits adapted to their needs.

## Work-Life Balance

At Cosentino Group, we are very conscious of how crucial the work-life balance is for personal well-being and professional motivation. In 2016, we continued consolidating our flexible working hours for all corporate positions at the Cantoria Headquarters (Almería, Spain). These working hours are adapted to the needs of each employee and position, with shorter lunch breaks to adapt to a European timetable.

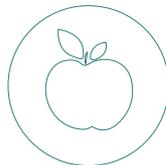
## Flexible Remuneration

Our flexible remuneration plans allow us to optimise our employees' income. In 2016, we extended this benefit to our employees in Portugal, who joined the ranks of those in the USA, Belgium and Spain. We are working to extend this policy to the rest of the countries where we operate.

## Employee Club

The Employee Club grants access to discounts and exclusive promotions on travel, restaurants and technology. The platform takes employee interests into account to adapt offers to their needs. It is currently only available in Spain, but one of our goals is to implement this policy in all of our international headquarters.

**Portugal**  
We extended flexible remuneration





# Equal opportunities

All the policies that regulate our processes and procedures are in keeping with the lines set out by the Equality and Diversity Plan in terms of recruitment, staff selection, communication and training.

At Cosentino Group, we assume the following commitments with respect to the internal Equality and Diversity Policy:

- Facilitate access to management posts for women.
- Incorporate equality in a proactive way in people management and in advertising and marketing policies.
- Collaborate with entities that favour the integration of women into the job market.
- Assign neutral titles to positions.
- Incorporate equality into the staff selection process of our partner companies.
- Raise equality and non-discrimination awareness among those responsible for staff selection.
- Encourage women to apply for positions where women are under-represented.
- Promote a balanced distribution of family responsibilities.
- Promote a balance between work and family life among our employees.
- Prevent or resolve any gender-based harassment or discrimination.

Our general hiring conditions establish equal opportunities and no gender discrimination among its compulsory clauses.

This standard is applicable to all our selection processes worldwide.

## Harassment Prevention Protocol

Within our commitment to the well-being of our employees and non-discrimination, whether for reasons of nationality, race, sex, religion, opinion, or any other personal or social condition or circumstance, we have made a steadfast commitment to preventing and eradicating harassment in the workplace.

We ensure that an organizational structure which prevents harassment is maintained, and we continue working on the design of our training programmes.

Our Harassment Prevention Protocol, which is available on the corporate Intranet, is based on the following principles:

- All people have the right to be treated in a proper, respectful, dignified manner, and for their privacy and physical and moral integrity to be respected.
- Employees of Cosentino Group have the right to efficient protection with regard to health and safety in the workplace.
- Considering harassment as an emerging risk in the workplace, we commit to allocating the necessary human and material resources to preventing and combatting it.
- We ensure that a risk-free working environment is maintained, adopting the necessary measures to prevent behaviour constituting harassment from arising.
- We commit to working on the development of a freely accessible prevention and conflict resolution procedure regarding harassment.
- Employees who consider themselves to have been subject to harassment have the right to submit a complaint, without prejudice to the administrative and legal actions that correspond to them.
- We recognise the importance of developing training and informational initiatives which help to prevent harassment and which allow us to provide a healthy working environment free of this kind of conduct.

The Prevention Department is used as a source of information and consulting. Likewise, it will periodically carry out surveys and anonymous studies to ensure compliance and evaluate its effectiveness.

# Dialogue with employees

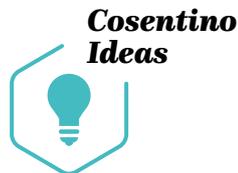


Establishing direct communication channels with all the individuals who make up Cosentino Group is key for learning about their interests and expectations, picking up the best ideas, and creating a unique team that works in a united, coordinated way to continue along a path of innovation towards excellence.



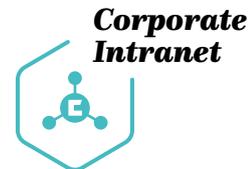
## **TV Channel**

Pilot project for the central headquarters in Almería (Spain).  
Broadcasts content in real time.



## **Cosentino Ideas**

Platform which gathers employees' ideas and suggestions.  
Allows the best proposals to be voted on.  
The best ideas are rewarded and implemented.  
Receives over 200 proposals every year.



## **Corporate Intranet**

Digital portal for all employees.  
Allows company news and updates to be shared.



## **Cosentino Family Day**

Open day at the Cantoria Industrial Park (Almería, Spain).  
Open to employees and family members.  
Offers the opportunity to visit our offices, the showroom, the auditorium, the Dekton® and special pieces factories, and the Industrial Park.  
In 2016 we have organised four open days, which have been attended by over 200 family members and employees.



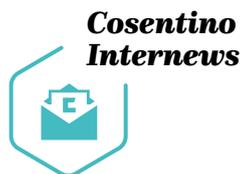
## **Chatter**

Corporate social network.  
Lets all employees share content and interact.  
Made up of groups such as Showroom!, one of the most successful ones, in which photos of our worktops featuring in exhibitions or projects can be shared.



## **Cosentino One Magazine**

Internal global publication.  
Connects all employees from all over the world.  
Has a circulation of 3,700 copies.



## **Cosentino Internews**

Monthly newsletters.  
Summary of monthly highlights.



## **Management Breakfast Meetings**

Monthly meetings between managers and employees.  
Topics such as health and safety, strategy, and new products are discussed.  
22 talks with managers of different areas take place in 2016.



## **Other communication tools**

Competitions and raffles.  
Noticeboards.  
E-mail communication.

## People

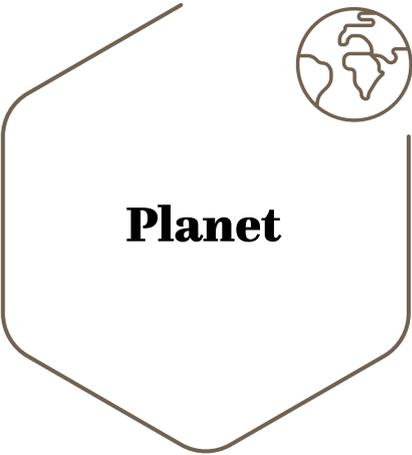
"I attended the Cosentino Family Day with my parents, my wife and my children because it's a source of pride to be able to show off the great company we work in to my family members. In recent years, it's experienced very rapid growth and it's piqued the curiosity of both family members and friends.

It was a very positive experience. For me it was a chance to spread the company's values, show off my work area and clear up several doubts. My family members were left pleasantly surprised upon seeing the scale of Cosentino and the manufacturing process".



Alfonso Sánchez, Cutting Section, Warehouses and Technical Office Supervisor.





**Planet**



**Page 85**

**Committed to the environment**

- Our lines of action
- Our environmental performance
- Sustainable innovation
- Training and participation
- Environmental dialogue
- Looking to the future: our sustainability policy

**Page 104**

**Committed to the community**

- Almanzora county's municipalities
- Our commitment to education
- Our commitment to architecture
- Our commitment to art and culture
- Our social commitment
- Our commitment to sport
- Our social commitment

## Planet

“When I was given the chance to start a work place at Cosentino, over ten years ago, I was able to turn one of my dreams into reality. I’ve always been certain that working towards sustainability was my calling. Today, I’m able to develop the company’s environmental strategy, which is always aligned with economic and social development, which are key to paving the road towards sustainability.

All of that work would be difficult if I wasn’t surrounded by hope every day, in every field of our work. Every day, we take another step down the road towards sustainability, through the hard work my partners put into our projects, always coordinating with every area of organisation, such as the development of the mobility plan, the creation of new green areas, or efficient waste management. But I have to admit that this wouldn’t be enough without the full involvement and awareness of all the employees who are a part of Cosentino, and particularly the staunch support from executive management.

But the environment isn’t the only signpost marking the road towards sustainability. Society and the economy are also crucial, especially when our activity produces high value for the areas we work in. In this way, Cosentino has given me the chance to participate in initiatives that let us interact with society. I remember one Family Day when the mother of one employee who had been working with us for many years said to me, “Thank you for showing me around the other home that’s taken my son in - I was really looking forward to it and it didn’t let me down.” That’s Cosentino too - its transparency and gratitude towards those who gave us life so that we could enjoy this great project”.



Antonio Urdiales, Environment manager for Cosentino Group.



# Committed to the environment

Cosentino Group is committed to our region and our surrounding environment, guaranteeing a management system that assesses the direct and indirect environmental effects of our activity.

To meet this commitment, we have become one of the companies that invests most in national sustainability. In the 2015 and 2016 fiscal years alone, we devoted over 1.8 million euros to environmental investment, with significant sums going towards water treatment, atmospheric control, and energy efficiency.

2016	2015
<b>6,263,000</b> Environmental expenditure	<b>4,936,139</b> Environmental expenditure
<b>261,000</b> Investment (€)	<b>1,581,000</b> Investment (€)

(\*) Over 50% of our investment in the environment went towards improving our workshops in the USA in terms of their cleaning and maintenance systems, as well as the water filtration systems, with the goal of complete reuse of the waste water flow.

## Our lines of action

The actions carried out in 2016 with regard to sustainability allow us to continue working with environmental standards that rank as some of the most cutting-edge not just in Andalucía, but at a national level.

The manufacturing and industrial nature of our activity means that our main line of action is the further transformation of our production centres towards an ever-more environmentally respectful model. However, our vision of sustainability as a transversal exercise has led us to identify other lines of action within product development, production lines, and at the corporate level.

In 2016, we reached important milestones in these four action axes:



### Products Cosentino

We obtained the Environmental Product Declaration for Dekton®.



### Production centres

100% of the electricity used at our Cantoria plant is certified with a guarantee of renewable origins.



### Production lines

We insulated ovens to improve their energy efficiency.



### Corporate Goals

2016 Integrated Environmental Policy.



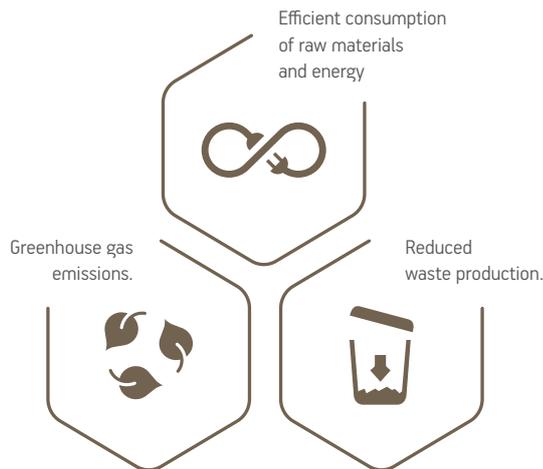
## Products

In Cosentino Group we strive to create the most eco-friendly products possible. In 2016 we reached a new milestone with the Environmental Product Declaration for Dekton®.

This prestigious certification, awarded by The International EDP System, shows that our R&D department evaluated Dekton®'s environmental impact during the production, transportation, installation, use, and end of product life phases throughout the entire 2015 fiscal year.

The International EPD System certificate programme is of tremendous relevance because it encourages the use of our surfacing in construction projects and buildings which are based on sustainability and maximum efficiency criteria.

The Environmental Product Declaration guarantees full transparency with regard to Dekton®'s sustainability throughout its entire life cycle, particularly in the following respects:



Having obtained the Environmental Product Declaration for Dekton®, our group has once again been recognised at an international level as a company committed to the goal of reducing the environmental impact of its products and processes as much as possible.

Furthermore, the Silestone® Eco Line has had the Environmental Product Declaration for the Life Cycle Analysis and Carbon Footprint Assessment since 2011.



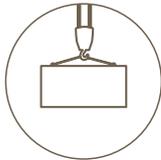
**Dekton®**  
Environmental Product  
Declaration  
2016

**Eco Line  
de Silestone®**  
Environmental Product  
Declaration for the Life  
Cycle Analysis and Carbon  
Footprint Assessment  
2011





## Production lines



### **Silestone®**

#### **Energy**

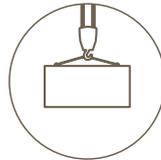
We insulated ovens to improve their energy efficiency.

#### **Dust control**

We adapted our belts to reduce inter-plant pollution, improved accessibility to the belt grid to make it easier to clean, and improved the sanitation of key production machinery.

#### **Water management**

We implemented improvements such as flow rate control and optimisation of the polishing system distribution network.



### **Silestone® 0**

#### **Leak management**

We established a registration, control, identification and traceability system for plant waste.

#### **Chemical management**

We improved stock control through the creation and management of three warehouses for chemical products in each Silestone® plant.

## Corporate goals of our 2016 Environmental Policy



### Awareness campaign

We encouraged waste separation and recovery among our employees and partners.



### Fleet Management System

We established monitoring of indicators for the efficient management of the vehicles and launched an efficient driving policy.



### Reuse of water

We created an excess water control system for exchanges between factories.



### Annual Management Review Report

We improved the monitoring of yearly initiatives and proposed future action plans.



### Environmental drills

We improved the number and quality of the drills.



### Industrial Park Energy Audit

We have an action plan for each production centre to increase the efficiency of our facilities and reduce energy consumption.



### Interdepartmental synergies

We integrated the common activities of the Quality, Continuous Improvement, Occupational Risk Prevention and Environment Departments in order to carry out integrated audits.



### Modernisation of the vehicle fleet

We modernised our fleet, prioritising vehicles with lower fuel consumption. We replaced 119 vehicles and increased our fleet by 23 vehicles of 8% higher efficiency.



### Training of new recruits

We brought back training aimed at getting new employees involved in our environmental policies and principles.



## Our environmental performance

Every day, we work to implement efficiency and risk control measures which allow us to keep the impact of our activity at a minimum. Particularly with regard to water management, atmospheric control, waste management and energy efficiency.



### ***Water***

We reuse 98% of the water we use in the Cantoria Industrial Park (Almería, Spain).

### ***Emissions***

Our car-sharing campaign led to over 100 car journeys being avoided per day.

### ***Waste***

Over 80% of our hazardous waste is recovered.

### ***Energy***

100% of the electricity used at our Cantoria plant is certified with a guarantee of renewable origins.

## Water

We promote rational water use through the implementation of measures which allow us to use this resource more efficiently and effectively:

- We reuse water in our production cycles, promoting our Zero Discharge objective.
- We protect and recover public water and their associated ecosystems.
- We have industrial waste water treatment stations in all our production plants, with the aim of reducing the water we use in our processes by 98%.

### ***Our successes***

- We reuse 98% of the water we use in the Cantoria Industrial Park (Almería, Spain).
- We take monthly measurements of the water consumption in each manufacturing section of the Latina Vitoria plant (Brazil) for the monitoring of improvement initiatives.

**98%**  
the water we reuse  
in the Cantoria  
Industrial Park

By putting new processes into action, an imbalance in our water usage was produced, which caused the water used per cubic metre of product mix to increase by 40% compared to 2015.

### ***Water demand*** **287.454 m<sup>3</sup>**

#### ***Demand***



#### ***Origin***



#### ***Waste***

Sewage water discharge: 85.050 m<sup>3</sup>



## Emissions

We are committed to the continuous implementation of the best available air purification system techniques, both in terms of particle and volatile organic compound (VOC) capture, and in order to reduce greenhouse gas emissions, such as CO<sub>2</sub>. Some of the initiatives we carry out towards this end are:

- We minimise atmospheric dust emissions when receiving materials, and when storing, transporting, dosage and mixing of crushed and micronised materials.
- We purify Volatile Organic Compounds (VOCs) through thermal oxidation. We maintain specific programmes to register and reduce fugitive emissions, and we have regenerative thermal oxidation facilities in all manufacturing plants which require them.
- We encourage sustainable mobility through the promotion of car-sharing, the replacement of vehicles in our fleet with more efficient models, and the use of hybrid-engine machinery.

### Our successes

- Our car-sharing campaign led to over 100 car journeys being avoided per day, successfully reducing annual CO<sub>2</sub> emissions by 205 tonnes.
- We reduced the CO<sub>2</sub> emissions of a commercial team in urban areas by 25% thanks to a hybrid vehicle pilot test.
- The 5S methodology and the new cleaning machinery allowed us to clean the equivalent of 17,000 km of roads with CO<sub>2</sub> emissions of only 170 tonnes.
- Our hybrid engine machines prevent the emission of 19 tonnes of CO<sub>2</sub>.

**205 tonnes**

emissions reduced by our car-sharing campaign

**20.35 CO<sub>2</sub> Kg.**

emissions by each square metre of our products

### Our impacts

- The direct CO<sub>2</sub> emissions corresponding to our activity have risen to 21,600 tonnes per year. Each square metre of our products represents the equivalent of 20.35kg of CO<sub>2</sub> emissions.

Other significant emissions Kg./year	2016	2015
Carbon monoxide (CO)	98,246.51	74,912.00
Total Organic Carbon (TOC)	31,451.94	21,174.00
Fluoride and inorganic compounds		
Nitrogen oxides (NOX)	12,071.15	1,679.00
Total suspended particles	21,407.71	31,400.00
Lead and compounds (Pb)	5.56	7.00
Sulphur Oxides (SO)	4,802.84	3,023.00

## Waste

Waste treatment and reduction is key to our sustainability strategy, which focuses on recovery. This commitment led us to commercialise over 400,000m<sup>2</sup> of products in 2016 which have reduced processes or which are partly composed of recycled materials.

Thanks to the use of clean technology and out waste minimisation strategies, we successfully increased the efficiency of our process, as well as decreasing waste production per unit manufactured.

Among other initiatives:

- We applied the so-called “3R” strategy: Reduce, Reuse and Recycle.
- We used up to 95% of material extracted from quarries.

### Our successes

- Over 7% of our total waste and 80% of our hazardous waste is recovered.
- In the Cantoria Industrial Park (Almería, Spain), we recover 5% of the waste produced.
- In the Latina Vitoria factory (Brazil), the waste recovery rate increase by 20% compared to 2015.
- In Brazil, we have authorised certification for 100% of our waste and we recover stone debris produced during the sawing process.

**400,000 m<sup>2</sup>**  
Products which are partly composed of recycled materials

**95%**  
Material extracted from quarries is used

**80%**  
Our hazardous waste is recovered

<b>Cantoria (Kg.)</b>		<b>2015</b>	<b>2016</b>		<b>2015</b>	<b>2016</b>
Non-Hazardous	Reuse	4,337	5,858	Total elimination	150,726	187,481
	Recycling	1,286	2,362	Total recovery	6,535	9,707
	Elimination	150,229	187,090	Total	157,261	197,188
Hazardous	Recovery	912	1,487	Recovery rate	4.16%	4.92%
	Elimination	497	391			

<b>Latina (Kg.)</b>		<b>2015</b>	<b>2016</b>		<b>2015</b>	<b>2016</b>
Non-Hazardous	Reuse			Total elimination	32,960	24,133
	Recycling	166	6,668	Total recovery	166	6,668
	Elimination	32,945	24,117	Total	33,127	30,801
Hazardous	Recovery			Recovery rate	0.50%	21.65%
	Elimination	15.39	15.39			



## Energy

The pursuit of the greatest possible energy efficiency doesn't just help us to improve our processes, but also influences our commitment to the environment.

As such, we don't just opt for energy efficiency but we also seek to use clean energy. In recent years, we have implemented the following measures:

- Implementation of an energy monitoring system in industrial processes, aimed at obtaining the ISO 50001 standard in the future.
- Intensive use of joint applications: frequency converter and electric induction engine to optimise and minimise operating costs.
- Use of electric vehicles by staff for internal transport.
- Development of the necessary infrastructure to supply natural gas to all processes that require this type of energy.
- Creation of multidisciplinary teams at each production plant to study newly established energy improvement initiatives.

### ***Our successes***

- 100% of the electricity used at our Cantoria plant (Almería, Spain) is certified with a guarantee of renewable origins.
- The Environmental Product Declaration for Dekton® guarantees that we have achieved maximum energy efficiency in its production.
- We improved the efficiency of Silestone® production by insulating ovens.
- We encouraged more sustainable mobility with the modernisation of our fleet and machinery, as well as with training and awareness initiatives.

**100%**

The electricity guarantee of renewable origins is used at our Cantoria plant

## Sustainable innovation

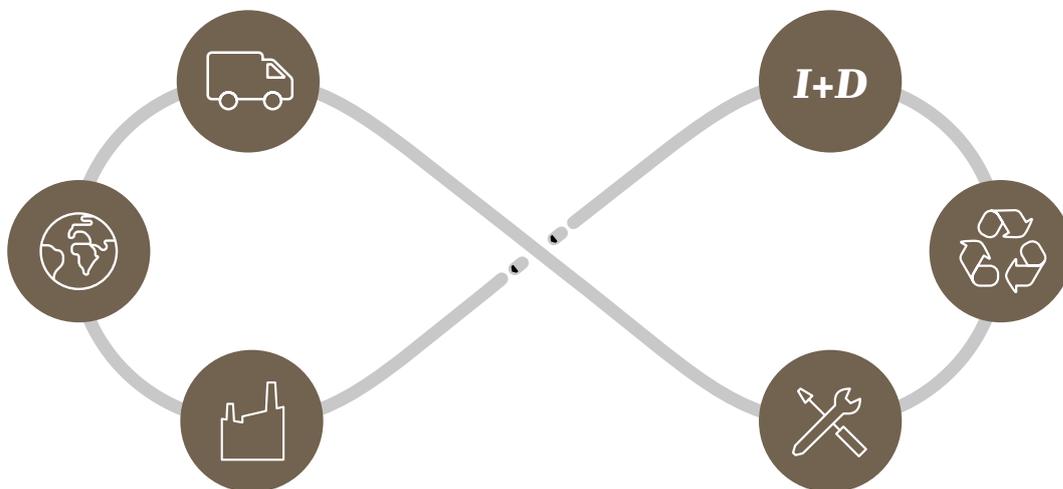
"We live on a planet with limited resources. The greatest challenge of our times is to be more creative with how we use these resources, and to protect them. This is a call to action that Cosentino takes very seriously in all the products it develops".



Daniel Germani, Designer (USA).

## Circular economy

Circular economy opts to reduce waste to the lowest possible levels and lengthen product lifespans by encouraging repairs, reuse and recycling. Cosentino Group has been following this more environmentally-friendly model since launching the Silestone® Eco Line in 2009. Since then, we have continued eliminating production process losses, production waste and waste from other industries from the creation and development of our products.





## Launch of new eco-friendly products

### **Silestone®**

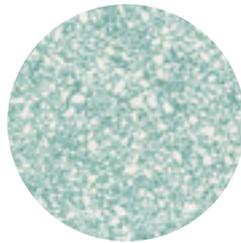
All colours in the Eco Line series contain up to 50% recycled material from porcelain, glass, mirrors and vitrified ash. For its remaining composition, we select the most eco-friendly materials possible, such as natural stone remains, quartz remains, and an exclusive eco-friendly resin. In 2016, we launched the Silestone® Eco Line Etchings series, made up of the Ink and Aquatint colours, which was created by prominent designers and decorators for the American market.

#### **Silestone®, Serie Etching**

Tejos Cocidos Dekton® - Vitrified  
New launch in 2016 (USA)



Ink



Aquatint

#### **Silestone®, Eco Line Colour Series**

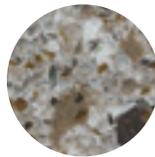
Porcelain - glass - mirrors - vitrified ash



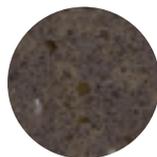
White Diamond



Riverbed



Forest Snow



Iron Ore



Creamstone

## Planet

### **Dekton®**

The range includes colours which are produced using excess material from the production process of Dekton® itself.

The percentage ranges from 3% to 50% depending on the colour, although we reached a new milestone in terms of material recovery in 2016, with the launch of the Trilium, Vapour and Bedrock tones.

#### **Dekton®** Process losses New launch in 2016



Trilium



Vapour



Bedrock

#### **Dekton®** Process losses Previous colour



Keranium



Kadum



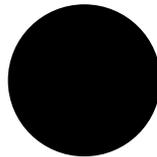
Kelya



Ananke



Sirius



Domoos



## **Dekton® opts for a circular economy**

### **Trilium de Dekton®**

This is the first eco-friendly Dekton® product, using 60% material recovered from process losses. In 2017, we will increase this percentage to 80%.

During its first year of existence Dekton® Trilium has received a great deal of recognition, including Fuera de Serie de Expansión magazine's Design and Innovation Prize 2016; the North American magazine Interior Design's Best of the Year 2016 prize, and the US magazine Architectural Record's Product of the Year 2016 award.

### **Vapour and Bedrock Dekton® Tones**

Only available in the United States market, these are produced using components which are 100% recovered from production losses.



Table made from Dekton® Trilium, the first ecological Dekton®.

## Training and participation

Everyone at Cosentino Group is committed to the environment. We develop initiatives that allow us to channel that commitment and respond to training expectations, both of our employees and our clients and suppliers.

### Environmental training

During the last fiscal year, as well as strengthening internal training for employees and managers, we brought back updated training for new recruits, successfully involving them in our environmental policies and principles. We also developed internal Quality, Continuous Improvement, Occupational Risk Prevention, and Environment training for employees with the aim of developing integrated assessment.



### Awareness campaigns

- In 2016, we implemented an awareness campaign about environmental incidents, which we supported with specific communication in order to get all of our employees and partners involved.
- In the Cantoria Industrial Park (Almería, Spain), we successfully got 183 people involved in our campaign to promote car-sharing, which we successfully used to reduce our CO2 emissions.
- The entire staff of the Latina Vitoria factory (Brazil) participated in a conference led by a representative for the Environment from SESI/SENAI, organised during the Internal Accident Prevention Week (IAPW).



### Other measures

#### Health, safety and environmental management system in the US market

We designed various applications to make it easier to organise and identify environmental failings and potential corrective actions within the framework of the new management system.

#### Environmental drills

At Cosentino Group, we define drills as training activities in which the results are shared with the participants and action plans are created for continuous improvement.





## Environmental dialogue

The role of interest groups is crucial for the identification of the main areas of influence and to join forces towards our sustainability model.

As well as establishing new alliances with constant partners, monitoring and audits, at Cosentino Group we firmly believe in the importance of creating a dialogue through talks, conferences and forums.



We joined the “Ecoinnova Empresa” platform, the Obra Social La Caixa and the Environmental Forum Foundation’s Ecoinnovation Laboratory.



We sponsored and participated in the 1st Forum for Sustainable Engineering and Development, which took place in the University of Granada (Spain).



Somos Quiero and the IESE Business School selected us as a practical case study for the Barcelona Sustainable Brands Conference (Spain).

## Looking to the future: our sustainability policy

In the 2016 fiscal year we didn't just implement important measures in support of sustainability. We also laid foundations for the future, by developing the new 2017 Integrated Environmental Policy, which promotes the following basic principles:



To ensure that sustainability criteria are present in all our decisions, contributing to the company's competitiveness and profitability.



To measure the value provided by our activities and develop the social value resulting from our environmental sustainability strategy in our surroundings.



To develop a corporate sustainability culture through the training and involvement of all staff, and extend it to the entire value chain.



To guarantee that our current and future processes comply with current legislation, as well as improving in accordance with the demands of society.



To introduce variables such as life cycle and the application of the best technologies and techniques available, starting from the conception of our products and their manufacturing processes.



Improve our management system on a daily basis, in particular through optimisation, efficiency and sustainable use of resources and energy, as well as innovative waste recovery.

### **This strategy will be implemented through seven key measures throughout 2017:**

- Communication and development of sector policies regarding water, waste and emissions.
- Development of integrated audits for the areas of Quality, Environment, Continuous Improvement and Occupational Risk Prevention.
- Measurement of environmental and social impact.
- Design, drafting and execution of a restoration project covering 15,000m<sup>2</sup>, which will be implemented throughout 2017.
- Initial steps to introduce a green belt to the Cantoria Industrial Park (Almería, Spain).
- Set up an environmental control panel for our operations in the United States.
- Measurement of our environmental footprint.



# Committed to the community

## Almanzora county's municipalities

You could say that our group's heart belongs to Almanzora county (Almería, Spain), where the company's central headquarters is located, and which houses the majority of the people who work in Cosentino Group in Spain.

This county, known as "marble county" by its neighbours, is where we made ourselves into a driving force for stable employment, both through our 1,611 direct employment posts, as well as our drive for quality indirect employment. The proof of our involvement in this area is the high percentage of our suppliers and partners who are locally based. In 2016, we worked with 1,853 Andalusian suppliers, of which 1,199 were from Almería.

But Cosentino Group's commitment to its neighbours goes further still. The Autonomous Region of Andalucía, and particularly Almería and the county of Almanzora valley, are areas where our commitment to the community takes on a special relevance and goes further.

### Commitment to education

We have put several initiatives into operation to support the personal and professional development of young people. Although some of them also operate at a national and even international level, they have particularly deep roots in Almería and Andalucía:

- The Impulsa Programme, which aims to attract talent and develop and train young people.
- The Eduarda Justo Foundation projects and scholarships, which promote quality education.
- Initiatives to showcase the talent of architecture and design students, such as the Cosentino Design Challenge.

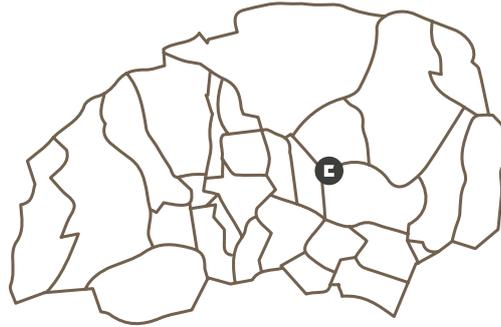
### Social commitment

We are actively involved in social and corporate volunteering projects which aim to improve the well-being of all people within our community.

In the immediate future, we want our growth to continue to reflect greater economic and social development for Almería and the Autonomous Region of Andalucía. In line with this objective, 75% of the projected €380 million for the 2016-2019 Investment Plan will be invested in Andalucía.

### Commitment to art and culture

We are committed to culture and Andalusian artists through the Ibáñez-Cosentino Art Foundation, which supports various museums in the province of Almería.



## **Alanzora County's Municipalities**

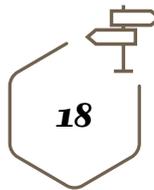
Albanchez  
Albox  
Alcántar  
Arboleas  
Armuña de Alanzora  
Bacares  
Bayarque  
Cantoria  
Chercos

Cóbdar  
Fines  
Laroya  
Líjar  
Lúcar  
Macael  
Olula del Río  
Oria  
Partalaoa

Purchena  
Serón  
Sierro  
Somontín  
Suflí  
Taberno  
Tíjola  
Urrácal  
Zurgena



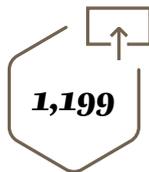
Workers  
the Almería  
Industrial Park



County's  
Alanzora county's  
communities



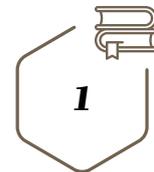
Suppliers  
Andalusian suppliers



Suppliers  
Almerian suppliers



380 million  
the 2016-2019  
Investment Plan



Cultural investment  
Cultural investment  
through the Ibáñez-  
Cosentino Art Foundation





## Our commitment to education

At Cosentino Group, we know that community development is impossible without investing in the training of younger generations and offering them the tools to hone their talents. With our scholarships and initiatives, we work towards becoming one of the companies with the strongest commitment to education in the communities where we operate.

### Eduarda Justo Foundation

Its goal is to promote social, economic, educational and cultural development in Almería (and by extension, in Andalucía and in Spain), training young people in the province to help them become the leaders of the future. The foundation focuses on individuals with fewer financial resources with the aim of continuing to close the social divide.



### *In 2016, we carried out the following activities*

#### **Eduarda Justo scholarships**

Our scholarships aim to train future leaders, identifying young people with strong abilities and helping them to develop their potential. In 2016, we helped three students to complete the International Baccalaureate within the United World Colleges network. Furthermore, we offered two partial postgraduate scholarships for studies at the world's most prestigious universities and three for the Action X Change summer school at United World Colleges.

#### **4th Future Leaders Seminar**

The "Future Leaders" Seminar trains and advises young high-potential professionals in order to develop their leadership skills. This 4th year brought together 90 participants and took place over the 15th, 16th and 17th of September. The ten speakers at this year's seminar included the chairman of Cosentino Group, Francisco Martínez-Cosentino Justo. The attendees rated the seminar at 9.55 out of 10 points.

#### **Education Forums**

We view these forums as meeting points for debate and to contribute to making our society "conform to an all-encompassing view of humanity" (Social Forum). In 2016, we held the Social Education Forum "The Value of Healthy Ambition", which saw the participation of over 300 young people from the county; and the Education Forum "How to successfully educate today's children", chaired by the renowned psychologist María Jesús Álava Reyes and led by parents and educators from the county.

#### **Sponsoring of the First Lego League (FLL) robotics competition in Almería province**

The aim of this competition is to promote innovation, creativity and entrepreneurship, and to stir up an interest in science and technology among young people. The foundation awarded the Eduarda Justo Foundation Prize for Entrepreneurship to a project developed by a high school in El Ejido (Almería, Spain).

#### **International cooperation**

In 2016, the Eduarda Justo Foundation sponsored two students at St Martins School in Nairobi, Kenya. This partnership covered their tuition and maintenance fees to allow these two young people to continue their studies.



Award ceremony for the 10th Cosentino Design Challenge in ETSAM.

## Cosentino Design Challenge

This initiative began ten years ago, with the aim of showcasing the talent of architecture and design students worldwide. A decade later, the Cosentino Design Challenge is visibly growing thanks to the support of more and more schools, universities and national and international institutions.

Each year, we invite students from all over the world to reflect on issues based on respect for the environment, waste management, or the possibility of reusing excess material as high quality raw materials.



**353**  
**Entries**

28% more than 2015



The 10th Cosentino Design Challenge Jury visiting Cosentino Headquarters.

### ***Official partners for the 10th Cosentino Design Challenge:***

#### **Spain**

Escuela Técnica Superior de Arquitectura de Madrid

Escuela Técnica Superior de Arquitectura de Barcelona

Escuela Artediez de Madrid

Escuela Técnica Superior de Arquitectura  
de la Universidad de Navarra

Escuela Técnica Superior de Arquitectura de Sevilla

Escuela de Arte de Almería

Escuela de Arte Superior de Diseño de Alicante

CEU—Universidad San Pablo de Madrid

Universidad Rey Juan Carlos de Madrid

Escuela de Arte de Zaragoza

EAAI Diseño & Arte de Granada

Escuela Técnica Superior Arquitectura de Zaragoza

#### **Italy**

Instituto Europeo di Design Milano

#### **France**

École Supérieure des Arts Modernes, Paris

#### **Portugal**

Universidade Tecnica Lisboa

#### **Sueden**

Lulea Tekniska Universit t, Lulea

#### **United States of America**

American Society of Interior Designers

#### **Mexico**

Universidad Marista, M rida

#### **Australia**

University of Technology, S dney

#### **Singapore**

Lasalle College of the Arts, Singapore

## Instituto Silestone

Using a concept of the kitchen as a social and working area, Silestone Institute promotes initiatives which help to generate and spread knowledge using a pluridisciplinary vision.

In 2016, we carried out the following activities:

### Health Caravan.

We collaborated in this initiative run by Ferrán Adrià and Carrefour to teach families the benefits of a healthy diet. Silestone Institute held workshops on how to prepare food safely, led by a food safety expert.

### Global Kitchen.

We promoted this publication, which analyses the effect that globalisation has had on kitchens in order to identify how this space will evolve in the next 25 years.

### Architecture and gastronomy discussions.

These debate sessions aim to stir up discussion and spread knowledge about topics of interest for both sectors. In 2016, we held two architecture and gastronomy discussions in collaboration with the Basque Culinary Center and with CETT-UB Hospitality and Tourism School.

## Basque Culinary Center Foundation

This foundation works to ensure that cuisine continues to act as an axis for innovation in the coming years, through training, establishing knowledge, and research.

Cosentino Group collaborates with the mission of the Basque Culinary Center by furnishing various mobile spaces and the foundation's Guipúzcoa headquarters itself with our products.

In 2016, we furnished a new hall and two mobile kitchens with Dekton® paving.

## Other partnerships with schools, colleges and universities

In 2016 we collaborated with the following educational centres:

### Spain

- Universidades de Sevilla, Almería, Granada, Málaga, Murcia, Madrid o Barcelona.
- Business Schools such as Fundesem, IE, ESIC or IESE.
- Escuela Oficial de Idiomas (EOI).
- Agencia Andaluza de Promoción Exterior (Extenda).
- Other higher education centres such as ICAI/ICADE, Escuela Internacional de Gerencia, Universidad Abat Oliva, ESCI or Escuela Técnica Superior de Ingenieros Industriales de Madrid.
- Centros de Educación Secundaria de la Provincia de Almería.

### United Kingdom

- Universidad de Durham.
- Universidad de Reading.

### France

- Cámara Oficial de Comercio en Francia (COCEF).
- Escuela Superior de Comercio de Rennes.
- Ecole de Management.
- IAE de Renees.
- IDRAC France.
- Toulouse Business School.
- Cámara de Comercio de Francia.

### Germany

- Cámara de Comercio de Alemania.

### Costa Rica

- Universidad Creativa.
- Universidad Hispanoamericana.



Architecture and gastronomy discussions.



Health Caravan.



## Our commitment to architecture

The worlds of architecture and design are intimately linked to our business. This is why we support, sponsor and collaborate with numerous initiatives which contribute to innovation in these fields.

### C Magazine

This is a quarterly publication which first appeared in 2014 to help spread innovations, projects and designs which are helping to build a more beautiful, more sustainable world. In 2016, we published three issues with a total circulation of 38,000 copies, which were distributed among our base of architects and designers across the world.

### Support for Architecture organisations

#### Architecture and Society Foundation

The goal of this private non-profit organisation is to promote architecture as an indispensable part of a better life for society and to position itself at the forefront of global analysis and debate.

Cosentino Group sponsored the 4th International Architecture Conference organised by the foundation in 2016. The theme of this fourth conference was the economic and ethical crossroads facing architecture and its part in the challenges caused by climate change.

This conference follows on from the previous ones in bringing together important figures from the world of architecture. The first conference was attended by Renzo Piano, Jacques Herzog and Glenn Murcutt, three Pritzker prize winners - the architectural equivalent of the Nobel prize - as well as the Deans of Harvard and Columbia and the philosopher Slavoj Žižek. Three other Pritzker prize winners, Norman Foster, Rafael Moneo, and Eduardo Souto de Moura, spoke at the second conference. Dominique Perrault and the first Iberian master to receive a Pritzker, Álvaro Siza, attended the third.

#### Contemporary Architecture Foundation

This foundation has three main goals:

- Research.
- Promotion.
- Creation.

In 2016, Cosentino Group has been the main sponsor of the “Made in Spain” conferences, the goal of which is to promote Spanish architecture at an international level. This series of conferences was held at some of the most important schools of architecture in the USA, such as RICE University (Houston) and the Spitzer School at City College (New York).



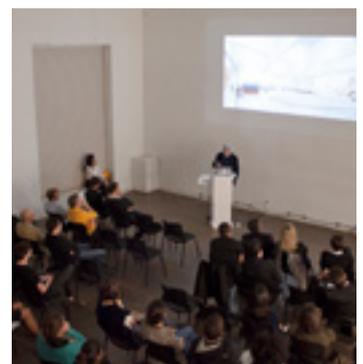
C Magazine 06.



C Magazine 07.



C Magazine 08.



“Made in Spain” conferences.

The conferences were attended by important figures from the world of architecture, such as Fuensanta Nieto and Enrique Sobejano, from the Nieto Sobejano Architects studio; the architect Alberto Veiga, from the Barozzi and Veiga studio, which won the Mies van der Rohe prize in 2015; and the architect Juan Domingo Santos, who closed the conference along with Rodolphe el-Khoury, the Dean of the School of Architecture at the University of Miami, and Francisco Gómez Díaz, the patron of the Contemporary Architecture Foundation.

### Scalae, Architectural Documentary Agency

Scalae consults on, designs and manages editorial content for professionals from the worlds of architecture, the media, businesses and institutions. It's a personal and professional initiative by the architect and editor Félix Arranz, who works with a multidisciplinary team of partners and editors. His activities revolve around three axes: the development of a scientific ideology, the creation of editorial content, and the management of architectural documents.

### I+D+Art

This is a guarantee which recognises national and international companies' commitment to innovation through art. It is made up of professionals with broad, proven experience in the worlds of art and business. It is led by Ricardo Santonja, who holds a PhD in architecture from ETSAM.

Cosentino Group actively collaborates with the work of I+D+Art through various initiatives:

- The exhibition "El arte de la construcción en España".
- The exhibition "El alma del gótico mediterráneo".

- The book "Photo New Skin Architecture".
- The photography exhibition "Cervantes, los espacios vividos".
- We endorsed Ricardo Sanonja's entry for the National Photography Prize, as the creator of the "Cervantes, los espacios vividos" exhibition.

Furthermore, I+D+Art offered its support for our international architecture and design competition: Cosentino Design Challenge.

### FAD and ARQUIN-FAD

We fully share the commitment of the organization FAD (Fostering Art and Design) and their architecture and interior designer association (ARQUIN-FAD) to the promotion of creative culture and to improving people's lives through responsible architecture and design. That's why, in February 2016, we made a sponsorship agreement with them.

### Other initiatives

In the last fiscal year, we also sponsored:

- **Open House Madrid**, which reveals the secrets of landmark buildings which are usually closed to the public.
- The 8th Biennial **Spanish Architecture and Urbanism exhibition** at La Alhambra in Granada, with 60 selected proposals which offer ingenious urban solutions using limited resources.



Photo New Skin Architecture.



8th Biennial of the Spanish Architecture and Urbanism exhibition.



"En aquellos tiempos de silencio, La Chiquita era el signo de esperanza para quienes se agotaron en gran parte de su guerra. Si quisiera por volver más pronto, recibía un abrazo, una sonrisa que la consolaba y la esperaba, o simplemente un abrazo de vuelta desde las profundidades de su hogar. La Chiquita representaba la posibilidad de un futuro."

## Our commitment to art and culture

"The basic principle of the relationship between the Art Foundation and Cosentino is our firm conviction that Culture should be a commodity that's within everyone's reach." Nowadays, bearing in mind the negative influence that the recent economic crisis has had on Culture, it's undeniable that without the assistance and support of businesses like Cosentino, who are truly involved with current society and its needs, it's difficult to get particularly relevant, interesting cultural and artistic projects off the ground. Even more so if we focus our sphere of action on geographical areas at a distance from major tourist and cultural centres, as is the case with our own province".



Juan Manuel Martín Robles, manager of the Ibáñez-Cosentino Art Foundation.

Art and culture don't just provide value, they also broaden and deepen our worldview.

Cosentino Group is very conscious of art's influence as a channel for knowledge within society. That's where our commitment to the following activities and cultural foundations comes from.



## **Ibáñez-Cosentino Art Foundation**

This foundation is in charge of managing the Casa Ibáñez de Olula del Río Museum (Almería, Spain) and its collection of paintings, photographs, and other art, with a focus on Almerian artists, and we have been a member of its Board of Trustees since December 2014.

The museum keeps up a constant stream of activities, exhibits and partnerships, both at its own headquarters and in other institutional spaces such as the Art Museum of Almería.

In the last fiscal year, we developed almost 20 temporary exhibits, as well as painting courses, concerts, photography workshops, editing of books, catalogues, and collaborations in external publications.

**The following activities stand out from among all of those carried out:**

### **5th Realism and Figures Course for painters**

In May, the Ibáñez de Olula del Río Museum (Almería, Spain) held this workshop, which was delivered by Antonio López, one of the greatest masters of realism in Spain, and Andrés García Ibáñez, Almerian painter and chairman of the Ibáñez-Cosentino Art Foundation. This training saw the participation of 36 artists of different nationalities under the coordination of Juan Manuel Martín Robles, manager of the Ibáñez-Cosentino Art Foundation.

### **“Carlos Perez Siquier. Esencial” temporary exhibition**

The Ibáñez-Cosentino Art Foundation made an agreement with the Can Sistere Centre in Santa Coloma de Gramanet (Barcelona, Spain), for the temporary transfer of the archives of the Almerian photographer Carlos Pérez Siquier, considered on the pioneers at the forefront of Spanish photography and winner of the National Photography Prize in 2003.

The Catalan centre displayed a retrospective exhibition dedicated to the photographer between February and April 2016, with



**FUNDACIÓN DE ARTE  
IBÁÑEZ COSENTINO**

black and white and colour shots belonging to the Ibáñez Museum's archives. Juan Manuel Martín Robles, manager of the foundation, curated and designed the exhibition.

## **Granada International Music and Dance Festival**

In June 2016, we sponsored a historic concert within the framework of this festival: the hundredth anniversary celebrations of “Noches en los Jardines de España”. The concert was led by the London Royal Philharmonic Orchestra, conducted by the Swiss conductor Charles Dutoit and featuring the Huelva-born pianist Javier Perianes.

This is the second time we’ve supported the Granada International Music and Dance Festival.

## **Other Partnerships**

At Cosentino Group, we offer continuous support to various initiatives such as awards, festivals, publishing and collections.

**In 2016, we were part of the following partnerships:**

- Baza Music and Performing Arts Festival (Granada, Spain).
- Albox Theatre Festival (Almería, Spain).
- 6th Design Week with the Alumni Association of the Escuela Arte Almería (Spain).
- Guía FLAMA, Almería Flamenco Festival (Spain).
- Golden Age Theatre of Almería events (Spain).
- Imaginary exhibition at the University of Almería (Spain).
- Colección Narradores Almerienses, published by Arraéz Editores.
- Re-publication of “Los próximos 30 años”, by Álvaro González Alorda (Editorial Planeta).
- Silestone® was a partner and the main worktop supplier for Madrid Fusión 2016.
- Partnership with the architect Daniel Libeskind at the New York AIA Film Festival (USA).

**And the following sponsorships**

- Degustho 2016 Festival in Huerca Overa (Almería, Spain).
- John Lennon Festival in Almería, “50 años de Strawberry Fields for Ever”.
- Almería FICAL Cinema Festival Awards (Spain).
- Marble Awards 2016.
- Sponsorship of the “Managing Dissidence” (Oslo, Norway) exhibit at the Spanish design studio Bollería Industrial.
- Silestone® Highest New Entry Prize at the 50 Best Restaurants in the World Gala 2016, held in New York (USA).



Granada's International Music and Dance Festival.



Managing Dissidence.

## Our social commitment

Cosentino Group is actively involved in all kinds of solidarity projects that improve the living conditions of the communities where we operate.

This commitment to the community draws on our employees' spirit of solidarity. Through their involvement as volunteers and donors, they're the ones who make our community support activities possible and give them meaning.

In 2016, we made donations worth over €880,000 to social projects and initiatives in Spain, the United States, and Brazil.

### Spain - initiatives at a national level -

- Donation to the Universo Mujer Programme.

### Almería (Spain) - initiatives at a local or provincial level -

- Collection of food and toys through the Red Cross, the Food Bank, the Macael Volunteer Association and Caritas. We collected 220kg of food, 120 Christmas hampers, toys and other presents for children.
- Blood and bone marrow donation campaign.
- SOS Jorge fundraising campaign, to help a young Almerian boy with a rare disease.
- Los Carriles del Mármol y Almanzora de Macael Foundation for people with disabilities.
- Olula del Río "Ver de Olula" Association of People with Disabilities.
- Association for Parents of Children and Teenagers with Cancer in Almería and the Province (ARGAR).
- Annual gala for the Agudulce-based NGO Ayudemos a un Niño.
- A Toda Vela, an Almerian Leisure and Free Time Association for children with disabilities.
- 3rd Annual Enfermedades Poco Frecuentes Race organised by the San Juan Bautista Parents Association in La Salle Virgen del Mar, Almería.
- Fundación Almeriense de Tutela for the protection and defence of adults considered partially or completely disabled.
- Sponsorship of the 5th Jaime Jiménez Benefit Marathon.

### Donations (€)

**404,606.11**

Cosentino S.A.

**80,000.00**

Cosentino Research  
& Development

**399,000.00**

Grupo Cosentino

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**883,606.11**

Total

### United States of America

- KIPS BAY Showhouse, which helps children with limited means to develop their musical talents.
- Donation of materials to Make It Right for the construction of ten houses for those affected by hurricane Katrina.
- Donation of materials to Home for Our Troops for the construction of five houses for Navy veterans.

### In Brazil

- Donation of materials to Fundação Fé e Alegria.
- Contribution to a project led by Instituto Ponte supporting children without resources.

## **Eduarda Justo Foundation**

As well as promoting education and training for young people, the Eduarda Justo Foundation collaborates with various social organisations which support disadvantaged children, young people and families.

In 2016, the Eduarda Justo Foundation made donations worth €43,000 and collaborated with the following organisations:

- Alba Association supporting people with addictions and maladjusted behaviours.
- Caritas Almería supporting families and individuals at risk of exclusion.
- International Teléfono de la Esperanza Association supporting people experiencing personal, family or psychosocial crises.
- Almería Solidaria Foundation supporting minors in disadvantaged areas.
- Casa del Collado de la Parroquia Santa María del Rosario de Macael (Almería, España), supporting young people at risk of exclusion.
- ARGAR Association supporting families affected by child cancer.
- Macael Volunteer Association (Macael Food Bank) for the collection and handout of food at care facilities.
- Macael Musical Culture Association for the promotion of musical culture.



**43,000€**

Foundation made donations

## **Our commitment to sport**

“Sport is a great way of improving your physical and mental fitness, of discovering your surroundings and nature, and to meet people and travel. Cosentino has often provided us with the necessary equipment to run the Almería half marathon and other races in the province, or to play basketball.

The company must encourage and facilitate its employees to practise sports, since this helps us to feel more comfortable in our surroundings and it strengthens teamwork and camaraderie. It’s also important to promote grassroots sports, as close to our residential areas as possible, as proof of our commitment to the community”.



Francisco Sánchez Domene, Customer Service  
Department - Planning and Logistics Area



No one can deny that sport improves people's quality of life. At Cosentino Group, we support sports in order to make practising a sport more accessible to children and to promote a healthy lifestyle.

As well as supporting our employees in practising sports, this commitment is manifest in our sponsorship of the Madrid Mutua Open and our partnership with the Universo Mujer programme. Furthermore, in the province of Almería (Spain), we supported the following initiatives:

- Sponsorship of Albox Cycling Club.
- Sponsorship of the 5th Sierra Cabrera Xtreme 2016 in La Mojaquera.
- Partnership with the International Motostudent Competition.
- Sponsorship of the 37th Albox Tennis Open.
- Sponsorship of Mármol County Sports Club.
- Sponsorship of Mármol County Football Club.
- Sponsorship of La Cantoriana Sports Club.
- Sponsorship of Almería Sports Union.
- Sponsorship of UD Almería.
- Sponsorship of Almería Basketball Club.
- Sponsorship of Almería Women's Basketball Club.
- Sponsorship of Norberto Pérez Díaz in the Almería Golf League.
- Partnership with Villa de Fines Sports Club.
- Partnership with the Vincent Bonil Chess Club championship.
- Partnership with C.D. Escudería del Mármol for the Subida del Mármol, Macael.
- Sponsorship of the Fines Table-Tennis Tournament.

## Community dialogue

Going beyond establishing alliances with various social organisations, our strategy for community dialogue is based on opening our doors to anyone who wants to get to know us.

In 2016, the Cosentino Visitor Centre recorded 11% more visitors than the previous year, reaching 3,363 visitors. As proof of our commitment to future generations, the largest group was students (897), followed by stonemasons (822) and kitchen and bathroom studios (776).

In the interests of our commitment to transparency, visits by journalists, politicians, and other representatives of public administration should also be mentioned.

**3,363**

Visitors

**11%**

more visitors

# Indice GRI

## General standard disclosures

<b>G4</b>	<b>Strategy and analysis</b>	<b>Pages</b>	<b>Global Compact</b>
1	Statement from the most senior decision-maker of the organization.	11, 12	
2	Provide a description of key impacts, risks, and opportunities.	91, 92, 93, 94, 95, 96, 97, 98, 99	
<b>G4</b>	<b>Organizational profile</b>	<b>Pages</b>	<b>Global Compact</b>
3	Report the name of the organization.	12	
4	Report the primary brands, products, and services.	13, 28, 29, 30	
5	Report the location of the organization's headquarters.	104	
6	Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	14, 15	
7	Report the nature of ownership and legal form.	34, 37	
8	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	14, 15	
9	Report the scale of the organization.	14, 15	
10	Report the total workforce by region and gender.	66	Principle 6
12	Describe the organization's supply chain.	60	
13	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain.	Omission	
14	Report whether and how the precautionary approach or principle is addressed by the organization.	91, 92, 93, 94, 95	
15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	18, 37, 45	
16	List memberships of associations and national or international advocacy organizations.	37	
<b>G4</b>	<b>Identified material aspects and boundaries</b>	<b>Pages</b>	<b>Global Compact</b>
17	List all entities included in the organization's consolidated financial statements or equivalent documents.	36	
18	Explain how the organization has implemented the Reporting Principles for Defining Report Content.	18, 19	
19	List all the material Aspects identified in the process for defining report content.	19	
20	For each material Aspect, report the Aspect Boundary within the organization.	124	
21	For each material Aspect, report the Aspect Boundary outside the organization.	124	
22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	Omission	
23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	18	

<b>G4</b>	<b>Stakeholder engagement</b>	<b>Pages</b>	<b>Global Compact</b>
24	Provide a list of stakeholder groups engaged by the organization.	18, 53, 59, 79	
25	Report the basis for identification and selection of stakeholders with whom to engage.	18	
26	Report the organization's approach to stakeholder engagement.	17, 18	
27	Report the stakeholder groups that raised each of the key topics and concerns.	17, 18	

<b>G4</b>	<b>Report profile</b>	<b>Pages</b>	<b>Global Compact</b>
28	Reporting period (such as fiscal or calendar year) for information provided.	3	
29	Date of most recent previous report (if any).	June 2016	
30	Reporting cycle (such as annual, biennial).	10	
31	Provide the contact point for questions regarding the report or its contents.	132	
32	Report the GRI Content Index for the chosen option.	124	
33	Report the organization's policy and current practice with regard to seeking external assurance for the report.	35	

<b>G4</b>	<b>Governance</b>	<b>Pages</b>	<b>Global Compact</b>
34	Report the governance structure of the organization.	34, 35, 36	
35	Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	35, 37	
36	Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	36	
37	Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.	35, 37	
38	Report the composition of the highest governance body and its committees.	35	

<b>G4</b>	<b>Gobierno</b>	<b>Pages</b>	<b>Global Compact</b>
39	Report whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organization's management and the reasons for this arrangement).	35	
40	Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members.	35	
41	Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders.	37	
42	Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	36	
43	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.		
44	Report the processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics. Report whether such evaluation is independent or not, and its frequency. Report whether such evaluation is a self-assessment.	36	
45	Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes.	35, 36, 37	
48	Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.	35	
49	Report the process for communicating critical concerns to the highest governance body.	37	
51	Report the remuneration policies for the highest governance body and senior executives.	36, 37	
52	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization.	35	

<b>G4</b>	<b>Ethics and integrity</b>	<b>Pages</b>	<b>Global Compact</b>
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# Specific standard disclosures

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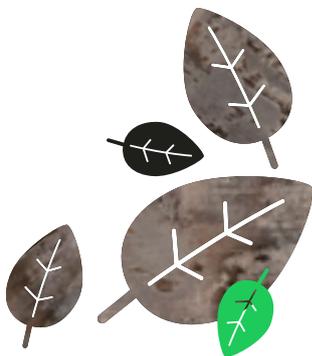
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# **CSR**

**Corporate  
Social  
Responsibility**



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