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SUSTAINABILITY REPORT

Always evolving



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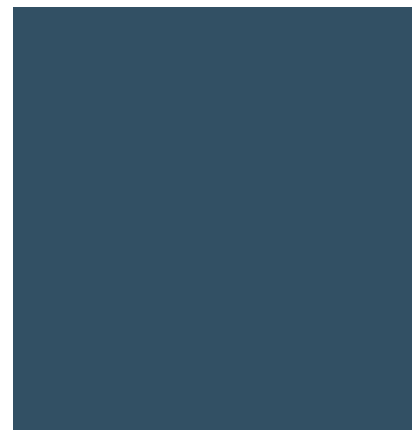
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Letter from our CEO

It is my pleasure to present the 2024 Sustainability Report of Assa Industrial Group. Our purpose is to provide an update on the company's sustainability actions and progress towards our goals and commitments. As a company, we are making significant progress and continue to seek new and creative strategic opportunities to achieve our sustainability goals.

The planet is changing, and the companies that make up the apparel value chain are directly and indirectly affected in an environment where economic uncertainty and global inequality persist. The companies that create fashion are facing a call from consumers and legislators to act in an increasingly sustainable production model.

The scale of the challenge is significant and the time to act is short; new trade dynamics are beginning to affect the availability of raw materials, reconfigure sourcing strategies and unbalance the predictable seasonality of the fashion calendar. Each member of the supply chains must take responsibility for bringing about much needed change and become not just a passive, secondary part of the solution, but an active participant in helping the textile industry transform.

As a vertical production company, we have made strong investments that have allowed us to face these challenges, demonstrating their effectiveness in circumstances that have been of greater uncertainty in recent years. With strategy and strength, we face the future with optimism, at a time of profound changes in the textile industry.

During this period of hard work, we continued to strengthen the company's finances and to manage expenses responsibly and strategically. Thanks to the ability to effectively direct the budget where it is most needed, we were able to successfully overcome the uncertainty of the domestic and international markets.

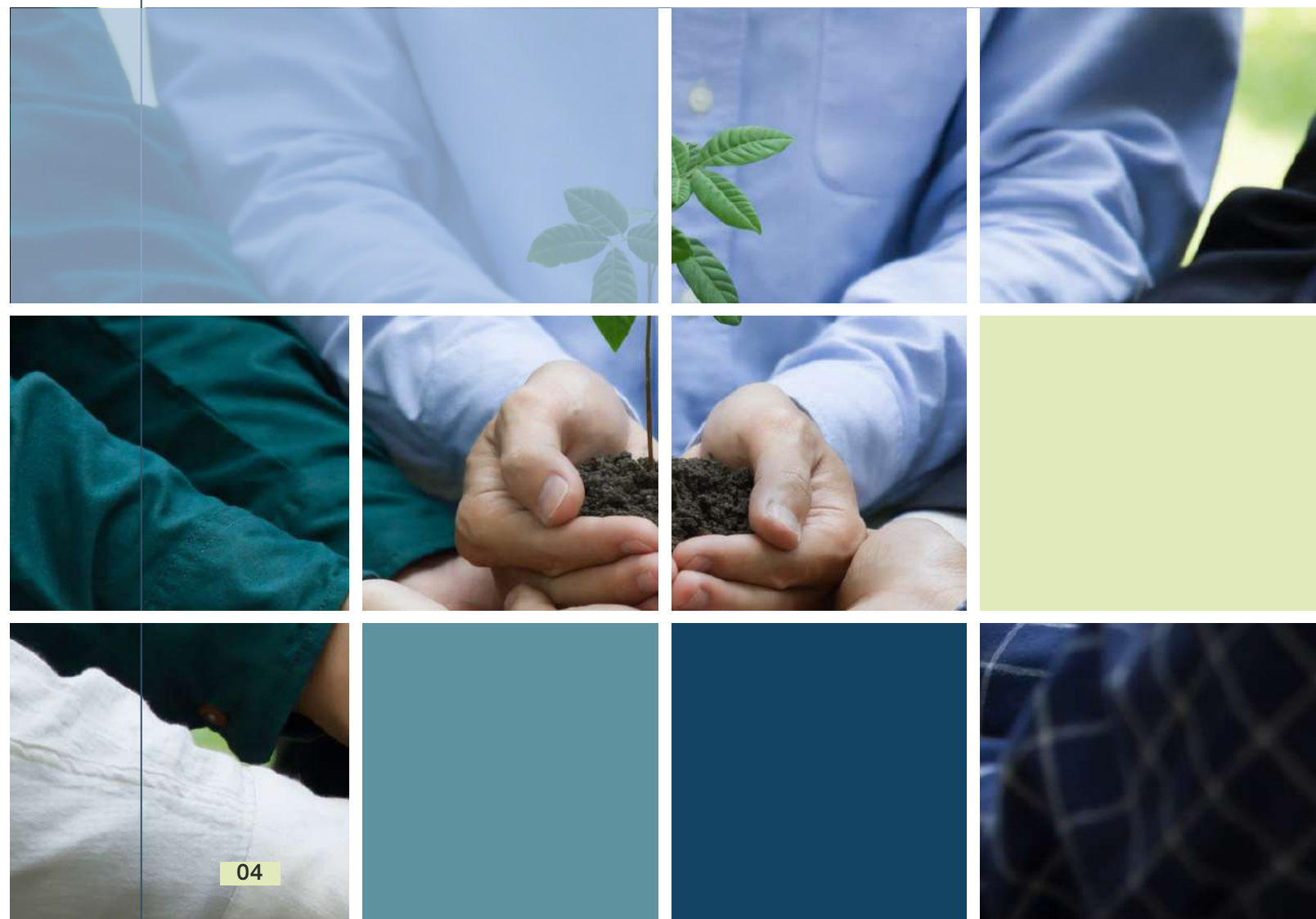
I conclude by especially thanking the commitment of all the people who are part of Assa Industrial Group. It is an honor to preside over a company with a team of high professional and human quality, where together we have been growing and advancing, and without whom it would not be possible to achieve our goals.

Elias Assa

CEO



Our sustainability strategy and the Assa Industrial Group

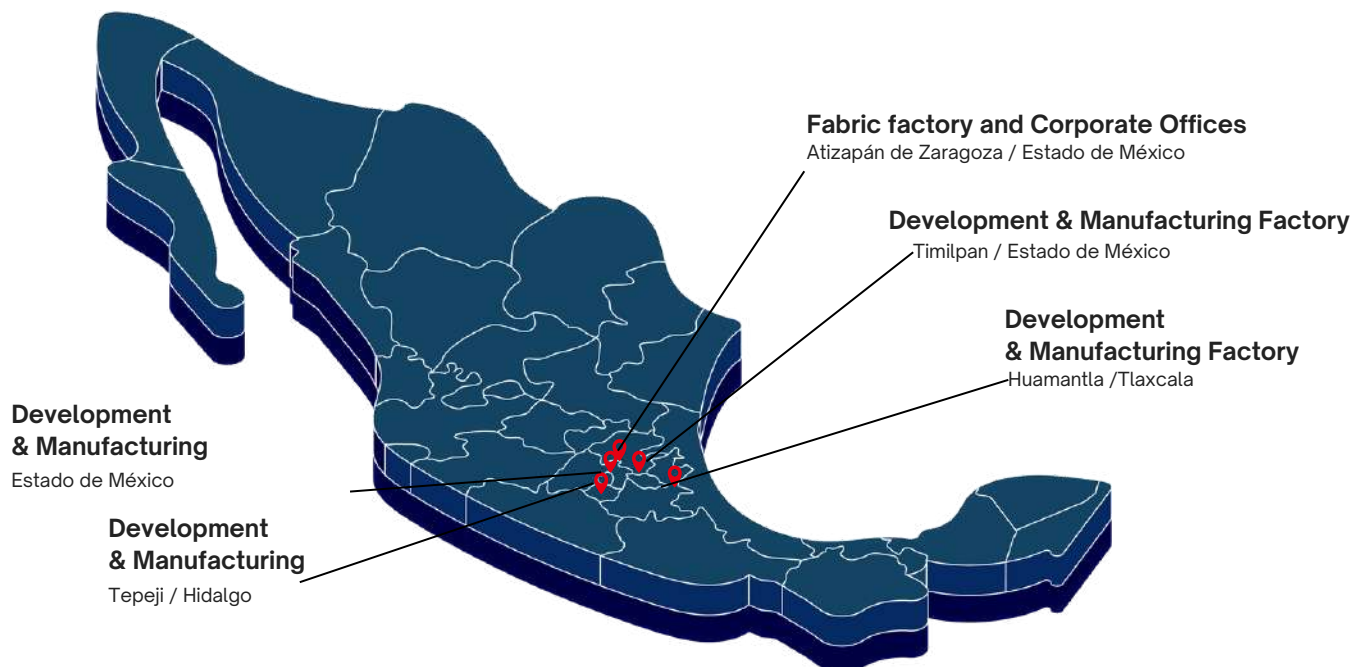




About us

In 1966, a family company with leadership in the textile sector was born. Since its founding to date we have specialized in the manufacture of fabrics, garments and lingerie, commercializing them in the demanding markets throughout Mexico and several countries in the world.

Nowadays, we have five factories and a Corporate Office located in Mexico. Our brands have a national and international presence in more than 40 countries worldwide.

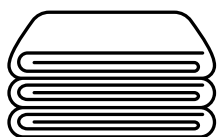




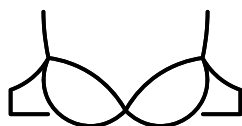
Our production is organized in three main areas: the manufacture of high-performance knitted fabrics, the manufacture of garments for our own brands and the manufacture of garments for well-known international brands. In addition, we have a third line of business dedicated to the commercialization of our exclusive brands of lingerie clothing, always guaranteeing the highest quality standards in each of our products.

These products are innovative and of high quality , since we use raw materials with international certification, machinery with high efficiency technology, and above all, we have the human resources with the knowledge and proven experience. This combination allows us to meet the requirements of our customers.

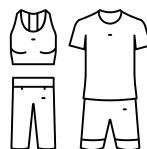
Our products



**High
performance
fabrics**



Lingerie



Sportswear

Our business lines



Fabric Manufacturing

Specialized in the development and production of high-performance fabrics.



Development and manufacturing

Production of complete package specialized in the underwear and sportswear market for export.



Design, development, manufacturing and retail.

Complete package manufacturing, specializing in underwear and sportswear markets for export.



Our Brands



Fashion lingerie and sexy designs.
Bras, panties, Teddy's and baby dolls.



Control garments and basic essentials.
Bras, girdles, control and basic panties.

ODISEA

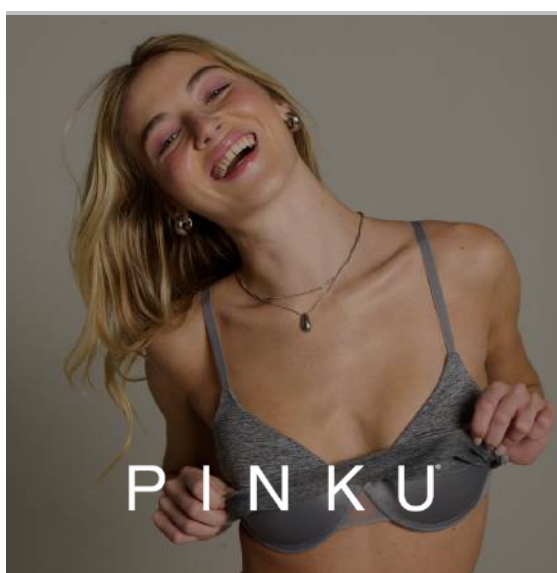
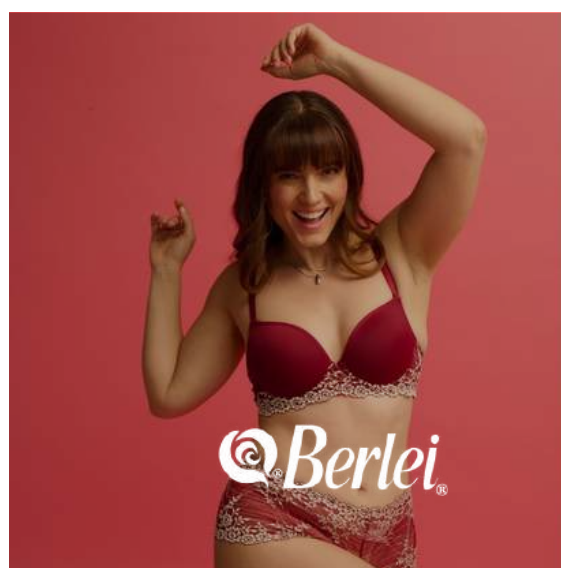
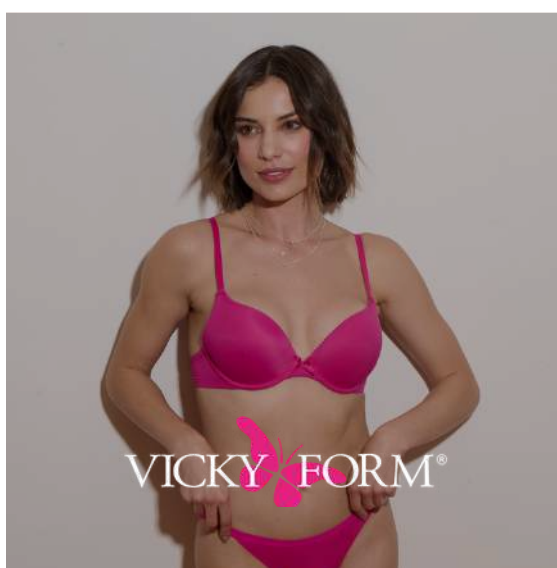
Fashionable intimates with a romantic touch, made of high-quality imported materials.
Bras and panties.

P I N K U

Fresh youth style garments.
Essential and fashionable basics.
Bras and panties.



Our Brands



Our sustainability strategy and the Assa Industrial Group

In 2020, we started our path towards Sustainability, taking into consideration all the environmental, social and economic effects related to the places where we have presence.

We have implemented a sustainability strategy that covers all our goals towards a better future for the company and its employees. Our strategy is based on three main pillars: product, planet and people.

Our Product

In our production processes, we incorporate aspects of sustainability improvement in our products, with the aim of reducing the short- and long-term environmental impact of their life cycle. Every year we renew our OEKO-TEX certificates and incorporate new products manufactured with recyclable materials.



Our Planet

In order to ensure the growth of our company, balancing the generation of wealth with the care of the environment, we promote responsible production in compliance with environmental regulations.



Our People

We have developed an organizational culture focused on economic, personal and professional growth for our employees; we orient our actions with the objective of making them feel at home. We constantly seek to innovate to improve the way we do our work.



Affiliations and certifications

Affiliations People

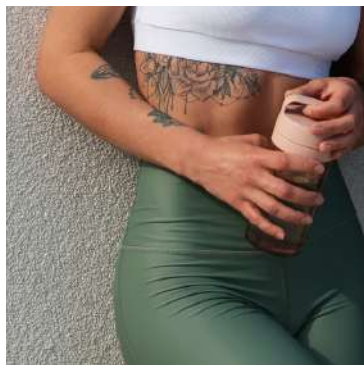
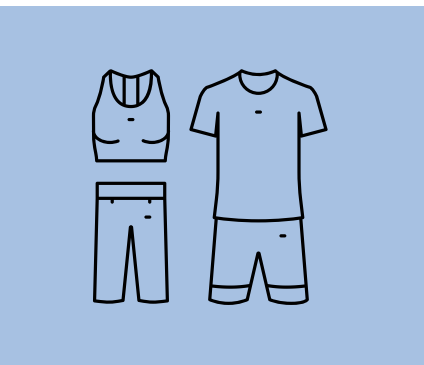
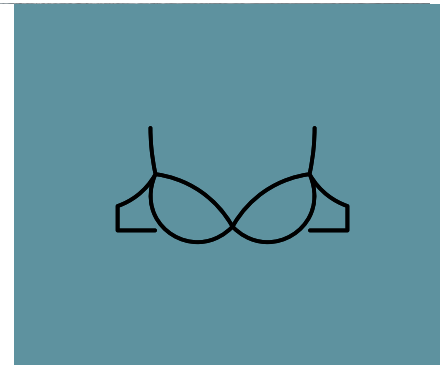


Affiliations Product and Planet



Certifications





Our Product

Our Product

In order to guarantee and safeguard a better planet for future generations, at Assa Industrial Group, our business philosophy is to orient our operations towards environmental protection and promote responsible business practices. This policy is an essential component of our corporate management and is designed to be implemented in all our facilities at all levels.

On the other hand, as part of our strategy we establish supplier management objectives with a focus on quality and sustainability, such as:



Selection and validation of input chemicals

We ensure that the chemicals used in the production of our products are in accordance with international textile market regulations.

We manage Incheck performance reports in the Cleanchain platform, for integration into the ZDHC Gateway.



Safety data sheet updates

We have an up-to-date database of safety data sheets for all chemicals used in our operations and services. In addition, we ensure that we comply with current safety and environmental regulations at the municipal, state and national levels.



Compliance with international regulations

OEKO-TEX Standard 100, Higg Index, ZDHC MRSL and GRS.

Assa Industrial Group is a vertically integrated company that manufactures, designs, produces and distributes textile products, primarily underwear and sportswear for domestic and international markets.



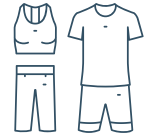
**Spinning
synthetic**



**Polyester, nylon
and their blends
with elastane
fabrics**



**Lingerie,
bras, girdles,
panties and
teddy's.**



**Sportswear, t-shirts,
leggings and shorts.**

Innovation in the production process

For the implementation and production start-up of the various initiatives developed, we conducted tests related to the different textile production machines, having the basis for the best selection and application strategy, which verify a reduction in water and natural gas consumption, as well as in terms of safety or reducing operator intervention.



Renewal of machines with 4.0 technology

During the course of 2024, we will renew our machinery with 4.0 technology, which will reduce the consumption of water, natural gas and electricity, as well as reduce our carbon footprint.



Improvement of dyeing recipes

We improve the dyeing and finishing recipes, with dyes and auxiliary products that allow us to reduce their consumption, resulting in less contamination of the wastewater that goes to the Wastewater Treatment Plant (WWTP).



Production with recycled yarn

We have promoted the use of recycled materials and made the production of fabrics and all types of products less harmful to the environment.

By 2024, more than 10% of total production was made from recycled yarn.



Initiatives that make a difference

The quality of our products is closely related to the control and management of daily indicators by area. In this sense, we have established strategic measures to mitigate risks associated with the use of chemical supplies in our production.

We took important steps in the quality control of our production by improving our dosing system, which not only reduces losses and waste, but also minimizes the risk of accidents due to incorrect handling of chemical substances. Thanks to this system, 80% of the auxiliary products used in our recipes can be automatically distributed, while 20% of the solid products, such as pigments and salts, require manual weighing, controlled by a bar code that ensures accuracy and safety.

Renewal of OEKO - TEX Standard 100 certification

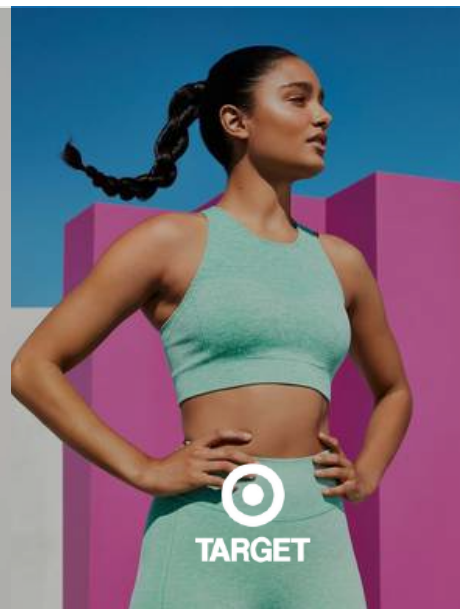
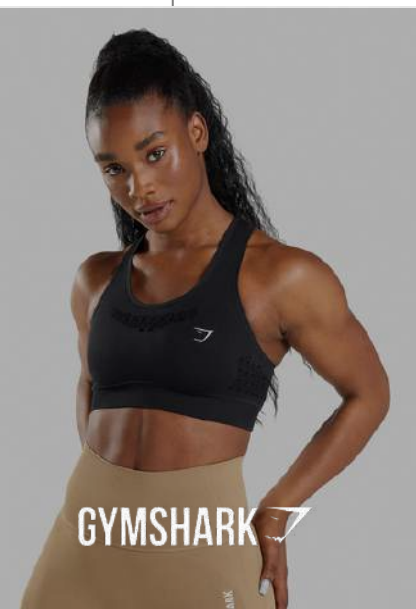
We renewed our OEKO-TEX Standard 100 certification, with a scope of woven fabric made of polyamide/elastane, for class II products (products with direct skin contact).

Maintenance management

In order to improve the organization, planning and optimization of preventive and corrective maintenance management, SVISION software was implemented at the Atizapan Factory.

SVISION
Gestión de
Mantenimiento
(SVISION Maintenance)

Our clients



Our value chain includes:



Fabric and product development

We create, design and innovate our fabrics and garments to meet the quality, cost and sustainability demands of our clients.



Textile production processes

We use each yarn in the most professional way until it becomes a high performance fabric for each market. Our production processes include:

- Warping
- RT and circular knitting
- Dyeing and Finishing
- Quality control



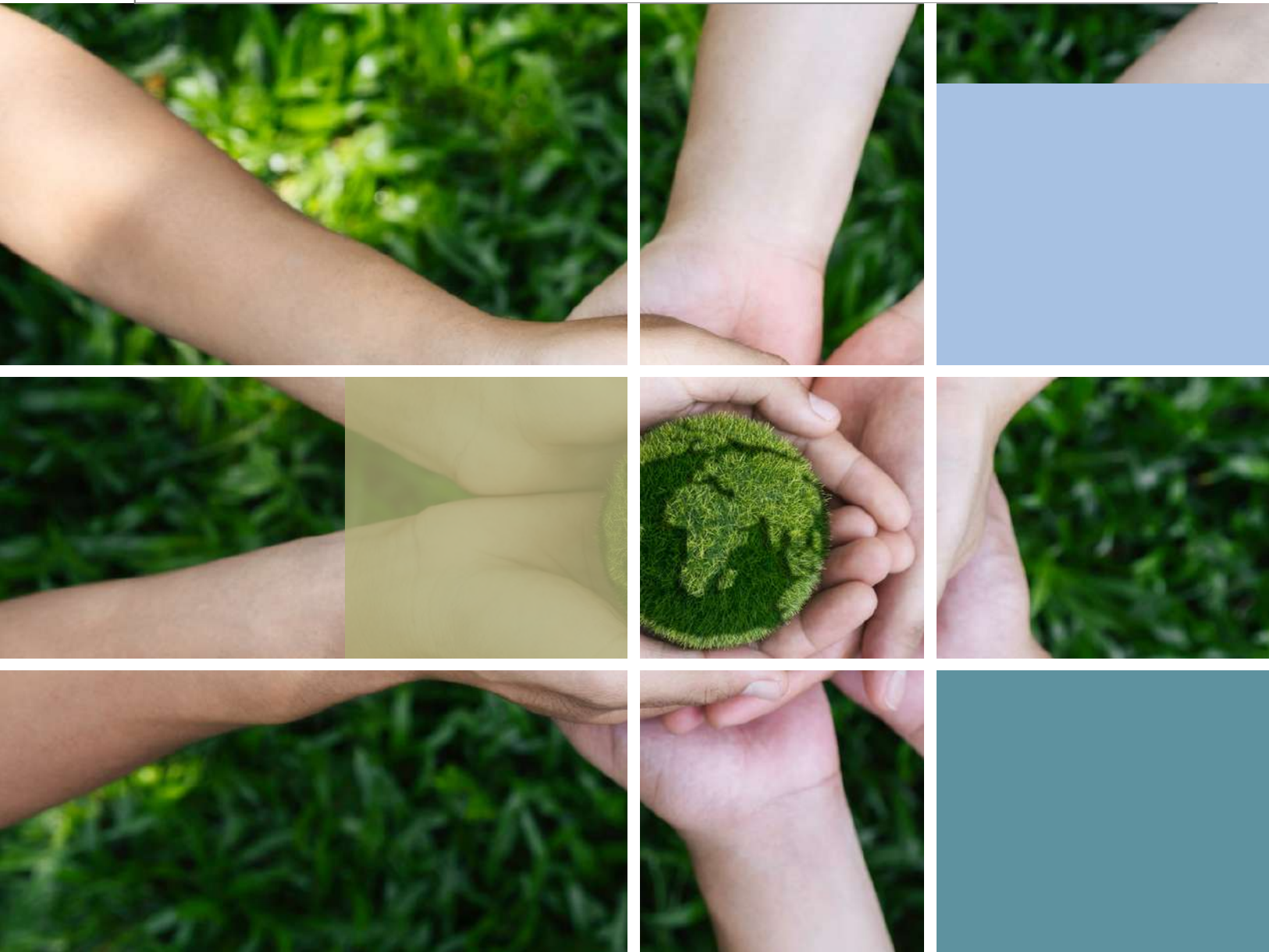
Manufacturing processes

We develop operations that transform our raw materials into finished products of the highest quality. Processes include:

- Pre - production
- Cutting
- Embellishment
- Labeling
- Packing
- Delivery to sales point

Flow chart





Our Planet

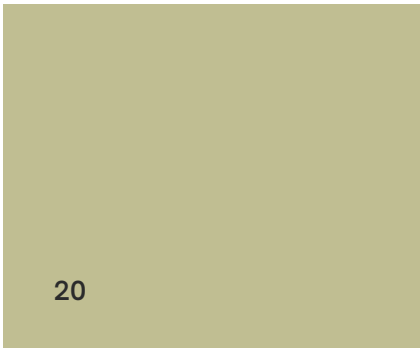


Environment

We have worked to comply with legal environmental requirements and other international standards as evidence of the materialization of the commitments established in environmental management, guaranteeing the protection of the planet.

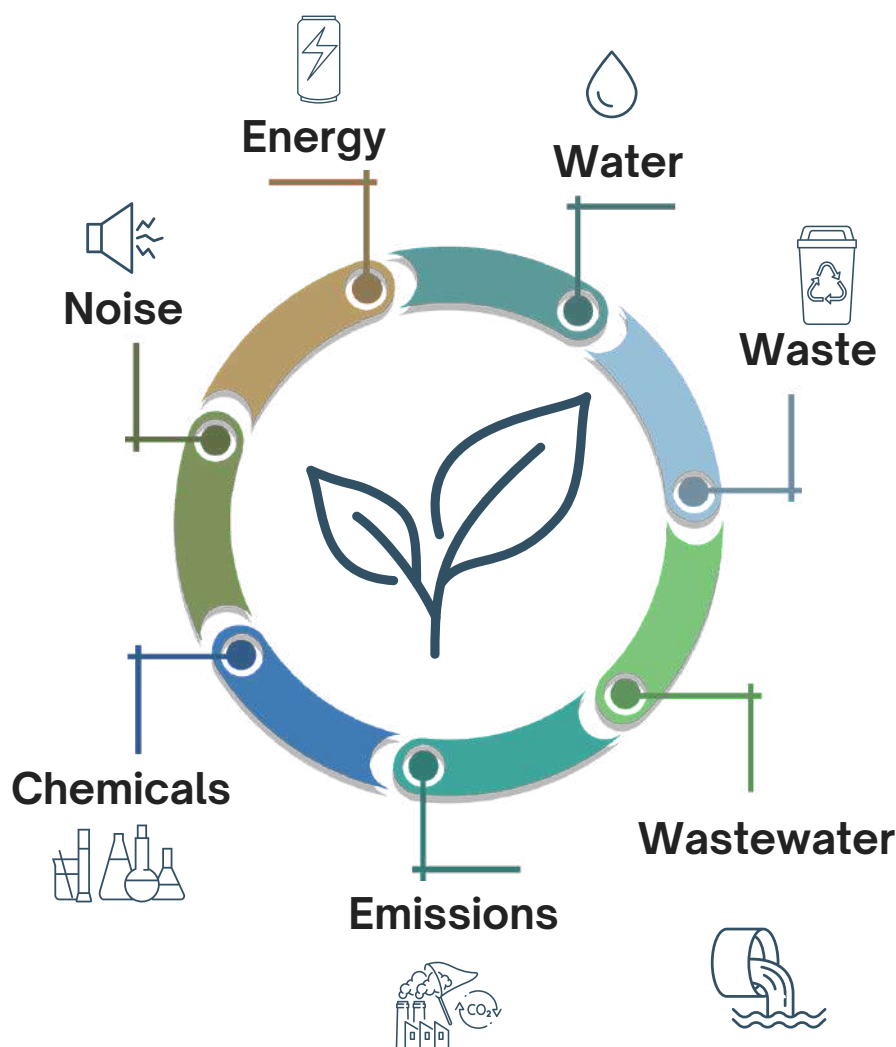
We have implemented an environmental management policy and strategy aimed at promoting continuous improvement and efficiency. These initiatives not only optimize the use of natural resources, but also reinforce our position as a leading global company in the textile industry.

With this conviction, we have created an environmental management system that strengthens our commitment to the rational use of resources and to the identification, control and mitigation of any negative environmental impact. This system allows us to incorporate circular economy principles, ensuring a sustainable and reasonable management.



Environment Management

During 2024, an environmental management team was strengthened for each production plant. Thus, work teams have been established at each facility, with defined roles and responsibilities, responsible for coordinating environmental activities. Furthermore, each facility has a business strategy that guides long-term decision-making, covering the following topics:



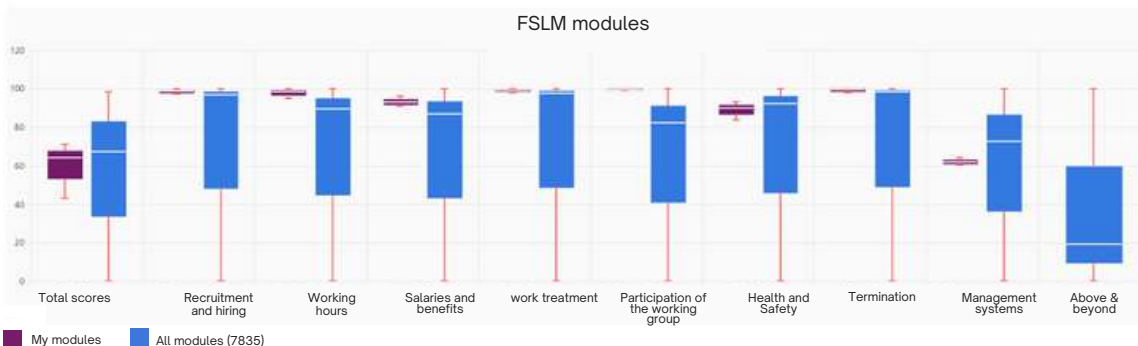
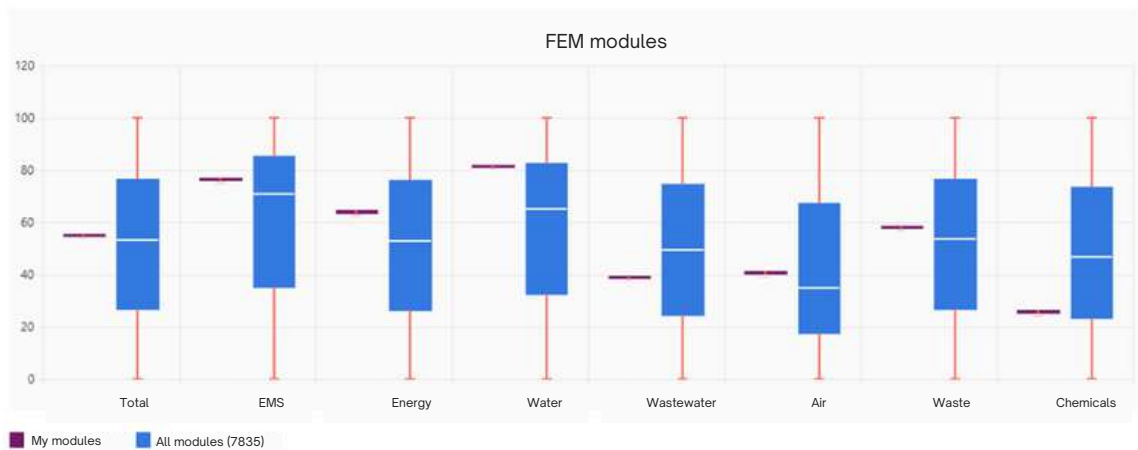
The guiding principle of our strategy is to reduce impacts and improve environmental performance and efficiency. To this end, an assessment is carried out at each facility to identify the most significant impacts associated with the company's production activities, where, through formal documentation and an environmental policy, a commitment to continuous improvement and pollution reduction is established.



During this period, the publication of the chemical substances management policy stands out as an independent and specific statement of the environmental policy, which establishes the guidelines for the prohibition of the use of restricted substances in the manufacturing and fabrication processes of our products. In this sense, compliance with current regulations is also reaffirmed, as well as safe handling and storage.

Environmental, social and labor performance evaluation

Over the course of four years, we have continued to work on self-assessment, as well as on-site verification of the Sustainable Apparel Coalition's Higg-FEM and Higg FSLM. As a result, we have been able to measure the environmental, social and labor impacts of our product production, as well as address any harmful practices present in the supply chain.



Emissions

The environmental policy applied in Assa Industrial Group in recent years has had as its hallmark the combination of knowledge and technical expertise with a vision of environmental care.

With this conviction, since 2024, Atizapan Factory participates in the Carbon Leadership Program (CLP), developed by Reset Carbon and the Apparel Impact Institute to promote positive change through transparency, validated information and a standardized approach for the fashion industry.

Carbon Leadership Program

In partnership with the Apparel Impact Institute and RESET Carbon

Higg

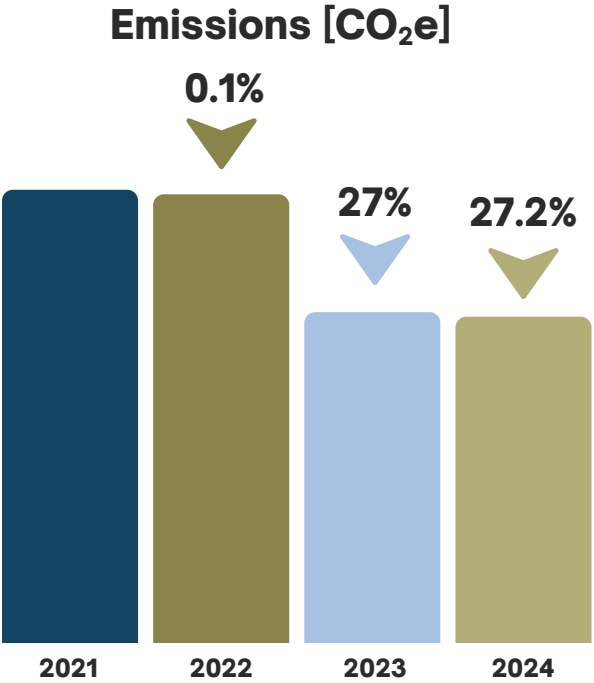
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Brands such as Under Armour, C&A, Target, Levi's, Gap, Ralph Lauren, Nike, AEO, lululemon and many more have committed to the Carbon Leadership Program (CLP) in the last two years, achieving outstanding results involving more than 100 large manufacturers with wet processes in more than ten countries around the world, Assa Industrial Group being one of them.

In order to achieve the proposed results and fulfill the aspiration of reducing the carbon footprint, the development of strategic projects is planned to address the areas of opportunity for energy savings and efficient use of energy.

With a focus on respect for the environment, in recent years, we have reduced greenhouse gas emissions at our Atizapan Factory, with reference to 2021.



In the estimation of CO₂e emissions, direct emissions, such as natural gas, LP gas, gasoline and diesel, have been considered, while indirect emissions are added to electricity consumption.

We reduced
27.2%
of greenhouse gas
emissions



Renewable energy

In the area of renewable energy, in the Acambay Factory, located in the State of Mexico, a photovoltaic energy generation system has been installed since October 2022, which has allowed us to generate our own emission-free electricity and thus reduce our ecological footprint.

Annual renewable energy generation
272.2 MWh



Reduction
119.2 tonCO₂e



Equivalent to
**9,835 trees
planted per year**



Water management



As a textile manufacturer with dyeing and finishing processes, we inevitably use significant amounts of water in our processes. Therefore, water management is a major focus and priority as part of our sustainability strategy.



Acquisition of dyeing machines with greater water consumption efficiency.



Optimization of dyeing recipes to reduce the ratio of water consumption / kg of fabric.



Use of treated water for garden irrigation and equipment cleaning at the Wastewater Treatment Plant (WWTP).



Installation of water consumption meters to determine areas of opportunity for savings and efficient use.



Establish water consumption performance indexes and periodic review with General Top management.

During 2024 we reduced

9%

our water consumption compared to 2021



Effluents

One of the challenges of Assa Industrial Group environmental policy is focused on the rational and efficient use of water resources, which represents a key focus for our organization. To ensure proper water management, we have taken the following actions:

We operate a Wastewater Treatment Plant (WWTP) to ensure that all industrial water discharges comply with applicable regulations.

During 2024, we promoted the reuse of treated water for irrigation of green areas, as well as for washing equipment and the operation of the Wastewater Treatment Plant (WWTP) at the Atizapán Factory.

We implemented the Incheck MRSL - ZDHC methodology to monitor on a monthly basis the non-consumption of restricted substances according to international standards, to avoid their discharge into the treated wastewater.

In order to reduce the environmental impact of the sludge generated at the WWTP, its final disposal is managed at an authorized center, where it will be transformed into organic fertilizer through composting centers.

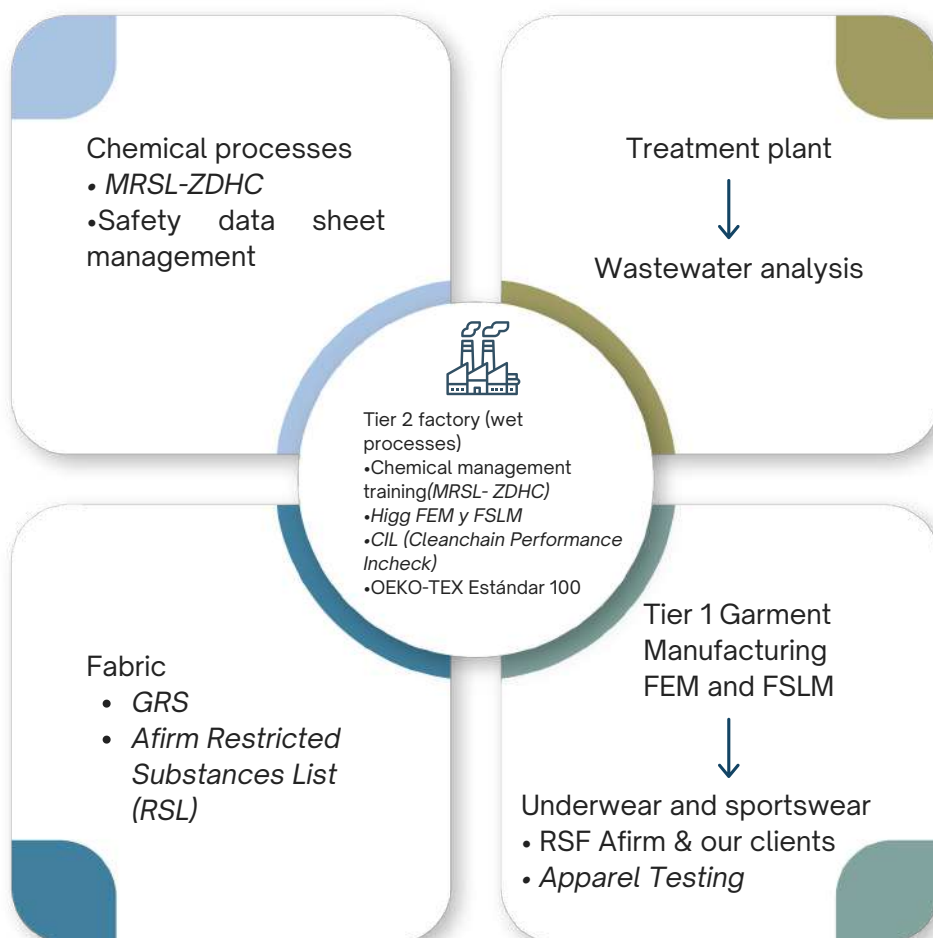


Management of chemical substances

In Assa Industrial Group we are aware that the textile industry is one of the most important sources of pollution, so it is very important to comply with current environmental regulations. Therefore, we promote the responsible use of chemical substances throughout our supply chain and prevent the release of hazardous substances into the environment.

We carry out permanent actions to eliminate restricted substances and substitute them with environmentally friendly alternatives. In accordance with this guideline, we maintain an updated inventory of chemical substances used in production and service activities, through which they are classified by their level of hazardousness, as well as the restriction of their use.

Emissions analysis



Waste management

In the area of waste management, we continue to work on establishing actions and programs for the correct management of waste to ensure a lower impact of our productive actions.

With this conviction, our environmental policy establishes:

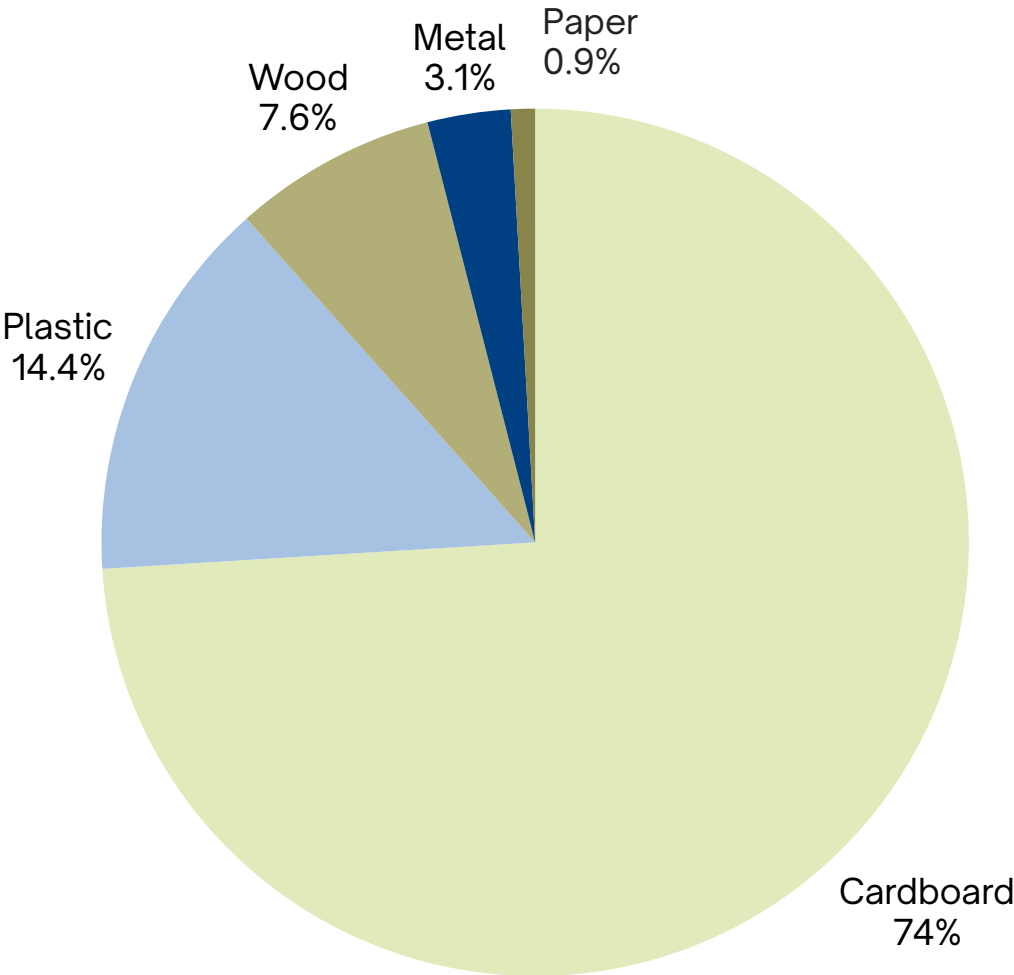
- Optimize the consumption of materials by saving and favoring the use of reusable and/or recyclable materials with less environmental impact.
- Training and educating all our employees to comply with all federal, state and local environmental regulations.
- Guarantee the integral management of all waste generated in the process and within the facilities that cannot be avoided, processed or recycled.
- Implement strategies to reduce waste to landfills and dumps by recycling with suppliers that are in compliance with applicable regulations.
- Open burning of garbage or waste is prohibited and will be handled and disposed of in accordance with applicable regulations.



In compliance with our environmental policy, a key objective is to reduce the amount of solid waste we send to final disposal, so we promote reuse so that it can be reused.

At each of our facilities, recoverable waste (cardboard, paper, wood, metal, plastic) is managed for segregation, storage, reuse, and/or sale to authorized buyers in accordance with current legislation.

Recoverable waste
generated in 2024



During 2024 we reduced
59.8%
of waste generation compared
to 2023

Thanks to the optimization of resources and production processes, we have managed to reduce the generation of hazardous waste **by 59.8% in 2024 compared to 2023.**

With these actions, we avoid the possible contamination of air, water and soil, which could affect biodiversity and ecosystems.

Programs and initiatives

Assa Industrial Group expansion and our ambition to fulfill our sustainability strategy are key factors for business success today. However, we are aware of the additional challenges and changes that involve our employees. To support our team in this transformation, we establish annual training programs that promote environmental awareness, as well as the safe handling and storage of chemicals.

Training was provided on the following topics:

- Environmental awareness, policy and strategy of Assa Industrial Group
- Waste management;
- Chemical spill management;
- Handling, transportation and storage of hazardous chemicals;
- Health and safety conditions in the workplace;
- Management of restricted substances MRSL-ZDHC in Atizapan factory.
- Chemicals management ZDHC Gateway and Cleanchain.

Clean Industry

For the second year, the Atizapán, Timilpan and Acambay factories have been awarded with the **Clean Industry Certificate** by the Environmental Protection Agency of the State of Mexico (PROPAEM), which validates compliance with environmental protection regulations through audits and a voluntary verification and self-regulation model based on the principles of co-responsibility and trust.





Our People



We are Assa Industrial Group

We are convinced that our highest priority is our people and it is through them that we promote and live our culture, implementing the best practices to generate the best work environment and consequently the individual well-being of each one of them.

Our Organizational Culture

In Assa Industrial Group we live our organizational culture through our philosophy of excellence, teamwork, integrity and customer satisfaction with the conviction that our company will continue to grow in a responsible manner towards our employees, customers, the environment and the communities where we are present.

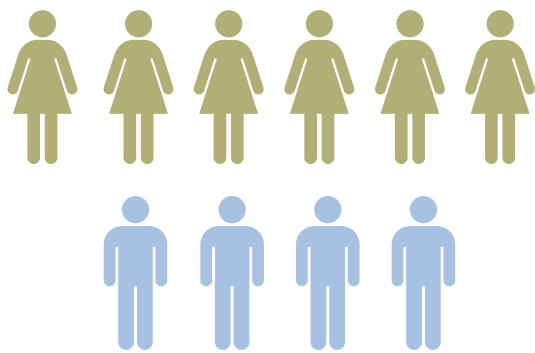
Our commitment is to continue evolving and adapting constantly. We value and nurture talent, creating an environment where every team member can grow and thrive with us.



Total employees:

3,151

Full time



Women

61%

2,075

Men

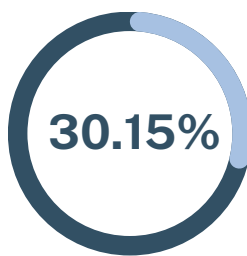
39%

1,075

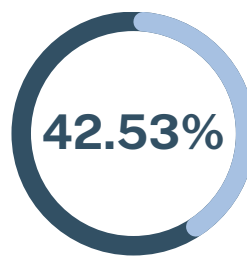
Generational diversity in our company is key to our continued growth. Each age group brings a unique perspective, allowing us to constantly innovate, adapt and evolve.



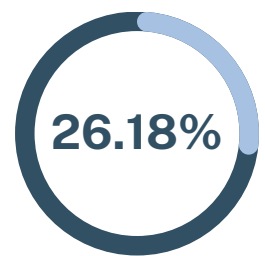
Baby Boomers
(1946 - 1964)



Generation X
(1965 - 1980)



Millennials
Generation Y
(1981 - 1996)



Centennials
Generation Z
(1997 - 2010)





Gender equity

At Assa Industrial Group, we firmly believe that gender equity is a fundamental pillar for building fair, diverse and sustainable work environments. Throughout this year, we reinforced our commitment through concrete actions that promote inclusion, respect and equal representation of all people.

As part of our initiatives, in the framework of International Women's Day, we organized a series of talks under the theme “**Women who inspire**”, where we highlighted stories of leadership, resilience and social transformation in our company. These sessions not only made visible the impact of women in various fields, but also invited reflection on the challenges that still persist in the search for a more equitable society.

In addition, for the first time we commemorated **International Men's Day** with spaces for conversation aimed at promoting emotional well-being, new models of masculinity and gender co-responsibility. We recognize that moving toward equity also implies opening spaces for dialogue and understanding from all perspectives.

We will continue working to build an organizational culture where each person can develop fully, under equal conditions and with full respect for his or her identity and contributions.

Attraction of talent

Bearing in mind that is fundamental for Assa Industrial Group to provide employment opportunities, we strengthen our recruitment processes, improve our image as an employer and keep abreast of labor market trends. We generate a positive return in terms of talent attracted and optimize our processes.

We promote our **Young Talent Program**, through which we identify, develop and retain high-potential employees. In addition to this, we captured inexperienced talent for their development and release for professional internships or social service. During these twelve months, we actively participated in portfolio exchanges, job fairs, as well as the promotion of employer branding projects for the dissemination of vacancies.



Digital library

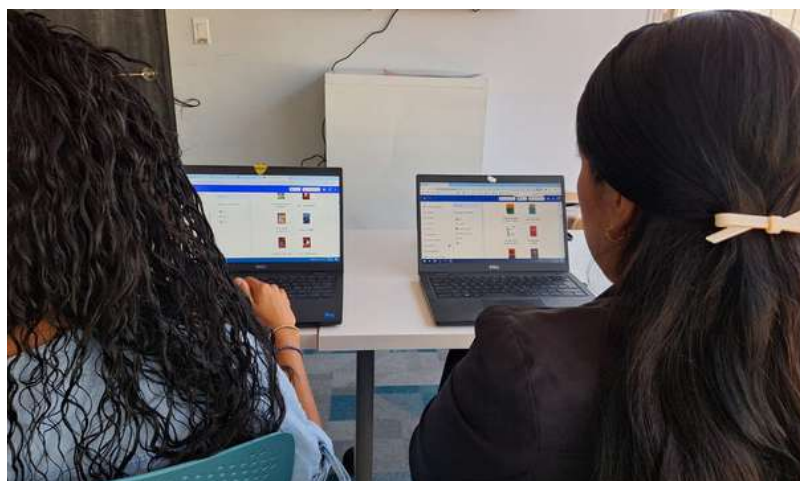
In August 2024, we launched our digital library, through our internal social network **humand**, with the objective of creating a resource designed for the performance and success of our employees, with a monthly update periodicity, being accessible to everyone at any time and place.



We have more than

77 e-books

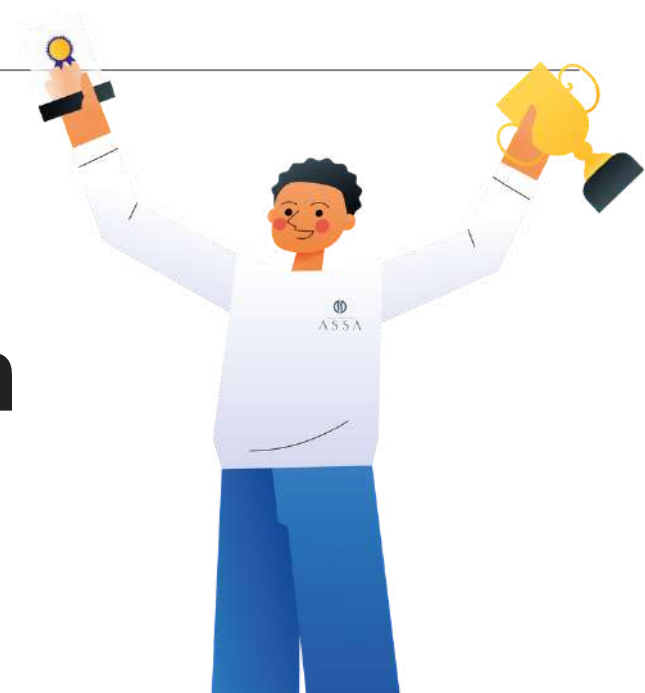
that enrich professional and individual skills and moments of personal enjoyment.



Internal communication

We took important steps with the continuous improvement of our internal communication, constantly updating our dissemination strategies and process optimization. This allows us to promote more agile and effective communication among people within our organization, strengthening collaboration and teamwork.

To foster a culture of transparency and feedback, we disseminate through our publications, essential information on the 12 factors of our Organizational Climate Survey, providing our employees with practical and simple tools to improve our work environment in a didactic way. This information contributes to creating a healthier and more productive work environment.



Pride

Leadership

Training

**COMPLAINTS
SUGGESTIONS
AND COMPLIMENTS
MAILBOX**



In this sense, we implemented the Complaints and Suggestions Mailbox, which was later updated to Complaints, Suggestions and Compliments Mailbox, offering a space where our employees can express their concerns, suggestions or acknowledgements. This tool materializes our commitment to actively listen and respond to the needs of our team.



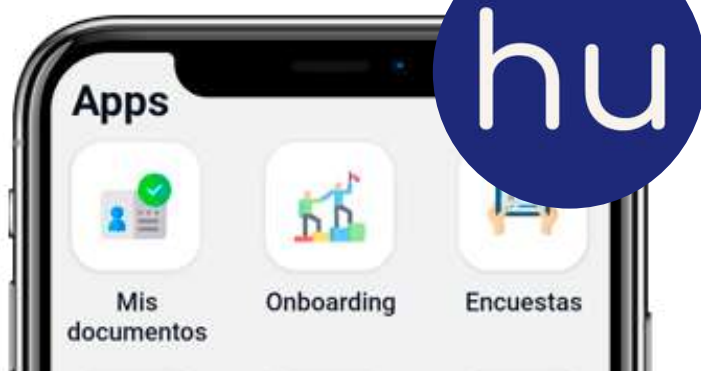
Our team's opinion

Additionally, we promote a constant digital strategy to show the benefits of our company, highlighting the experience of our employees through testimonials and shared experiences. This not only strengthens the internal bond, but also fosters a positive message for our social media audience, attracting new talent and reinforcing our employer brand.

Humand

This internal social network continues to be a key tool for keeping all our personnel updated and informed on topics relevant to their daily development. Through informative capsules and efficient communications, we make our internal communication even more agile, accessible and relevant for everyone.

Finally, we have also expanded our digital presence, consolidating our external communication through various platforms, where we stand out for our reputation as an employer brand, strengthening our image with clients and the market in general.





Integration Activities

In Assa Industrial Group we consider that the Organizational Climate is a fundamental part in the satisfaction, commitment and performance of our collaborators.

We focus on twelve factors that help us to know and understand the strengths and areas of opportunity of our organizational environment for our constant evolution.

Integral wellness

In our company we consider integral wellness as a fundamental pillar for the conscious, continuous and balanced development of each of our collaborators and their environment. We are committed to promoting physical, emotional, financial, professional, environmental and social well-being through programs and action plans designed to maintain a constant balance.

2024 Activities

Talks:

- International Women's Day.
- International Men's Day.
- International Breast Cancer Day.



Holidays:

- Children's Day.
- Mother's Day.
- Father's Day.



Family activities:

- Assa Summer



Celebrations:

- Mexican Independence Day.
- Day of the Dead.



Festivities:

- New Year's Eve party.
- Seniority awards.



Employee benefits

We know that our employees are our most valuable asset. Every day they give their best effort to deliver the best products, in time, quantity and quality to our customers. In this sense, our employees and organizational culture reflect the essence of Assa Industrial Group. We know that we must take care of them and we do it through a series of initiatives that generate benefits for them and their families, such as:

Special sales	Cash and savings fund	Dining room service
Medical service	Digital Library	Breastfeeding facilities
Public Health campaign	Discounts on entertainment events	Online English Learning courses
Employee discount in our brands	Internal social network (Humand)	Integration activities



A vertical stack of many colorful plastic bottle caps. The caps are in various colors including green, blue, red, yellow, and light blue. They are stacked in a slightly irregular manner, with some caps showing their ridged texture and others showing the smooth top surface. The stack is tall and narrow, filling most of the frame.

We are a company committed to social responsibility and have implemented a program dedicated to the collection of plastic bottle caps. This initiative supports the **Asociación Banco de Tapitas S.A de C.V**, which focuses on providing treatment to children and adolescents with cancer. Through our collaboration, we seek to raise awareness about the importance of recycling while contributing to such a noble and necessary cause.

On Three Kings' Day, we made a donation of caps, groceries and toys that became our annual mission with the purpose of surpassing the mark every year.



Occupational health and safety

Assa Industrial Group aims to create a healthy, environmentally friendly and safe workplace. A good working environment not only has a direct impact on the health of employees, but also plays a vital role in productivity.

With a broad vision, and placing employees at the center of health-related actions, specialized personnel are available at each of the group's facilities to supervise the state of first aid, medical facilities, safety conditions, temperature levels, water quality, hygiene in food preparation in our cafeterias, etc.

A medical office is present at each Assa Industrial Group facility, which manages and treats all kinds of occupational illnesses. In addition, each office deals with non-occupational ailments, with common illnesses such as flu, gastrointestinal illnesses, hypertension, etc.

During this period, multiple actions were carried out, within the framework of the primary care model, in order to promote health, prevent and treat disease, vaccination campaigns, visual health, prevenimss, fight against cancer, among others.



Safety and hygiene

Throughout this year, we implemented an industrial health and safety policy with key commitments in several important aspects of the workplace. To comply with these policies approved by senior management, we undertook the following actions on an ongoing basis:



We conduct safety inspections and reports to identify and improve conditions with an ongoing program of internal audits to evaluate working conditions.



We provide safe and healthy working conditions to prevent injuries and the deterioration of the health of our employees and third parties.



We monitor occupational hygiene to measure and control environmental agents present in the workplace, thus reducing the risk of exposure.



We promote the consultation and participation of our employees and their representatives through the Health and Safety Committee, who make monthly visits to review the safety conditions of the work areas.



We guarantee that all our employees have the right to stop their activities in the event of imminent danger that constitutes a significant or intolerable risk to their safety or health.



We develop general and specialized training for personnel who perform high-risk work in order to avoid accidents.

Prevention

The main opportunity we have for the future is to develop a strong safety culture among our employees and the personnel in charge of its management. To capitalize on this opportunity, we have taken concrete actions, such as the continuous implementation of training programs in safety and industrial hygiene practices.

During the 2024 period, courses were given on the following topics:

- **Safe Forklift Handling.**
- **Multifunctional Brigade** (Evacuation, first aid, firefighting and communication).
- **NOM-004-STPS-1999**, Protection systems and safety devices for machinery and equipment used in the workplace.
- **NOM-009-STPS-1999**, Safety conditions for working at heights.
- **NOM-017-STPS-2008**, Personal protective equipment -Selection, use and handling in the workplace.
- **NOM-019-STPS-2011**, Constitution, integration, organization and operation of health and safety commissions.
- **NOM-020-STPS-2011**, Pressure vessels, cryogenic vessels and steam generators or boilers.
- **NOM-027-STPS-2008**, Welding and cutting activities-Safety and hygiene conditions.
- **NOM-029-STPS-2011**, Maintenance of electrical installations in work centers - Safety conditions.
- **NOM-036-1-STPS-2018**, Ergonomic Risk Factors at Work-Identification, analysis, prevention and control. Part I. (Manual lifting of loads).
- **Active breaks.**
- **Correct use of cutter.**
- **Safety and Hygiene Inductions.**





Occupational health and safety

One of the most crucial aspects of workplace safety is keeping facilities safe and reliable so that personnel can work without concern. With this conviction, we periodically conduct reviews to ensure that the facilities have adequate lighting and properly marked evacuation routes and maps.

In order for our personnel to be better prepared in the event of an emergency, we carry out drills for major risk events, such as earthquakes, fires or chemical spills, with multi-task brigadiers trained in fire, evacuation, first aid, search and rescue.





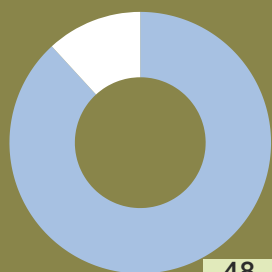
Organizational Climate Survey

In order to know the perception that our employees have, in Assa Industrial Group we implemented an Organizational Climate survey on those social aspects that make up their work environment and that facilitate or hinder their performance.

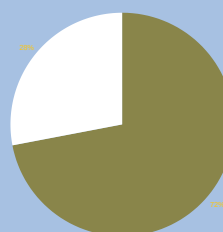
Through this type of tools, we can find areas of opportunity that allow us to improve the work environment in each of the group's facilities. Likewise, we can generate initiatives and action plans to increase the satisfaction, commitment and performance of our employees.



ENCUESTA 2024
CLIMA
ORGANIZACIONAL



97.40%
PARTICIPATION



ENGAGEMENT 2024
AND BRAND FAVORABILITY
72%



Human Resources

In Assa Industrial Group we are convinced that ensuring respect and promotion of human rights are key factors, so it is our commitment to the welfare of our staff, the satisfaction and safety of our customers, cooperation and fair business with suppliers and support to the local community. The following are our commitments to our stakeholders:

Ensure safe and healthy conditions.

We provide a safe, clean and healthy work environment for all employees, complying with local occupational health and safety standards.

Respecting working hours and rest periods

We respect legal limits on working hours, ensuring that employees have sufficient time to rest and paid days off.

Prohibition of child and forced labor

We respect national and international laws and cooperate with the authorities in the prevention and eradication of these practices.

Promote equal opportunity and nondiscrimination

We promote an inclusive and diverse work environment, ensuring equal opportunities in access to employment, promotions, training and professional development, without discrimination based on gender, race, religion, sexual orientation, disability, ethnic origin or any other characteristic.



Establish fair wages and employee benefits

We pay wages and benefits that comply with national laws, ensuring that employees receive fair compensation.

Encourage dialogue and communication with employees

We reaffirm our commitment to maintaining an open-door policy, through effective communication channels with our employees, allowing the exchange of opinions, concerns, and suggestions in an environment of collaboration and respect.

We respect the right to freedom of association and collective bargaining.

We recognize and respect employees' right to freedom of association and collective bargaining, with free membership in the organization of their choice.

Ensure the protection of personal data

We safeguard the privacy and protection of our employees' personal data.

Implement whistleblowing and non-retaliation policies

We establish mechanisms for reporting any complaint, report, or suggestion that may arise, without fear of retaliation, discrimination, or adverse actions against them.





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