

Hiperbaric
HIGH PRESSURE TECHNOLOGIES

SUSTAINABLY
MINDED



Photo: Pillar of Peace at Hiperbaric's facilities: "May Peace Prevail On Earth"

3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 	5 GENDER EQUALITY 	7 AFFORDABLE AND CLEAN ENERGY 	8 DECENT WORK AND ECONOMIC GROWTH 	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	13 CLIMATE ACTION 	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	17 PARTNERSHIPS FOR THE GOALS 	
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“No man is an island, entire of itself; every man is a piece of the continent, a part of the main.”

John Donne — English poet and cleric

Since its creation, Hiperbaric has always held the belief that its operation had to go hand in hand with **customers' needs**, determined by the situation of the national and international market and by the growing demand **to produce in a more environmentally and socially responsible manner**.

This report outlines how Hiperbaric has voluntarily followed **Sustainability** criteria, which demands that companies **behave responsibly** in their economic performance, considering **societal and environmental needs**.

The report includes information about **our management style** focused on **quality, innovation and professional development**, which is achieved by promoting **our staff's physical and emotional well-being**. We will highlight the stakeholders who **are the backbone of our company's success** and expose **the actions we've carried out for society** and the **environment**. Knowing that this document does not yet constitute a verifiable sustainability report, we will include a **brief sustainability balance sheet**, which will reflect the capital invested in this matter. Taking a transversal approach, we will highlight how many of our **actions align with the 2030 Agenda**. We will conclude by presenting the projects we plan to carry out throughout 2022 to become more sustainable every day.



At Hiperbaric, we believe that the sustainable management of our business can only be achieved by doing things right. It's that simple.

We strive to grow as a company by providing solutions that positively impact human well-being and the planet we live on.

But we don't want to make this venture alone.

We are open to collaborating with institutions, business and industry associations, financial institutions, universities, foundations, and all those people who, like us, want to build a better world.

We are making steady progress in this direction, but we can still improve on some aspects of our performance. We are convinced that our efforts will help the next generations to live in this world as, or better, than we have done so far.

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When we first discussed presenting “**Sustainably minded Hiperbaric**”, we set out to do so in an honest, straightforward way, sharing who we are and what stage of the journey we are at. We understood it as an opportunity to become aware of our situation as regards **sustainability**; a way to self-assess and redirect our path if we thought it necessary.

The truth is that, having seen the result, I remain convinced of the **technical and human quality of my team**. It is hard to hide my pride in seeing that the risky business venture I undertook in 2018, buying the company from the group to which it previously belonged, has been sustained and supported by new shareholders, employees and society. To all of them, I extend my sincere thanks. Now, more than ever, I am convinced that our company can not only return much of what it has received to society, but must do so, not as a barter, but with the conviction that **our growth also contributes to the development of society** and the care of the environment.

At Hiperbaric, we work efficiently for the people and planet we inhabit. Proof of this is that the development of our **high-pressure food processing (HPP) technology** ultimately aims to preserve the qualities of food and beverages in an alternative and more beneficial way than traditional preservation methods. On the other hand, we work towards decarbonisation by developing **technology to compress and use hydrogen** as green energy, thereby improving the quality of the air we breathe. We also work on the development of **more efficient additive manufacturing (AM) processes**, which enable us to use raw materials much more efficiently.



**A SUSTAINABLE
COMMITMENT**

2. LETTER FROM THE CHAIR

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Our aim is to be a model company in facilitating the personal and professional growth of all our stakeholders. In other words, we want to make the world a better place for the people who live in it. To do this, we will not only be content with being profitable, but we will take great efforts to lessen the **impact** of our activity **on the environment** and **look after people**, both those who work with us and those who, in some way, are affected by our business: **employees, suppliers, customers and society in general.**

Our company **culture** is based on the **permanence of our values**, which are geared towards creating a team of **enthusiastic and committed people** with a solid project in an **evolving environment.** I hope that, with this brief report, we will have been able to convey this way of proceeding and that we can become an inspiration for those who, like us, are beginning their journey towards sustainability verification.

I'm very honoured that someone like you is stopping to get to know us. I hope that reading these pages will give you a little more insight into our management style, through which we seek to **build a company that is sustained over time** by committing to what is good for business, for society and for the environment.

Andrés Hernando,
Chair and CEO of Hiperbaric



**A SUSTAINABLE
COMMITMENT**

Hiperbaric
HIGH PRESSURE PROCESSING

HIPERBARIC IS
THE WORLD'S
LEADING COMPANY
SPECIALISED
IN INDUSTRIAL
EQUIPMENT FOR
HIGH-PRESSURE
TECHNOLOGIES

1999



Founded in 1999, Hiperbaric designs, develops, manufactures and markets its high-pressure processing equipment worldwide. The company is renowned for its reliability, customer service, teamwork and continuous R&D efforts.

Hiperbaric has installed more than 350 HPP machines in more than 45 countries on five continents, making the company the world's leader in HPP technology with the most reliable machines on the market. Hundreds of companies around the world use Hiperbaric equipment to process juices and other beverages, meats, seafood, fruits and vegetables, dairy products, sauces, ready meals and pet foods.

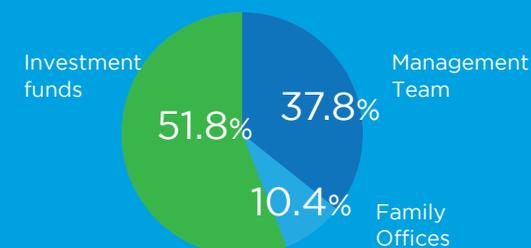


2018

2021

With headquarters in Burgos, Spain, a US office in Miami, and commercial and technical offices in Mexico, Asia and Oceania, Hiperbaric continues to explore HPP technology with new applications in different industrial sectors.

In 2018, the company changed hands, becoming a public limited company jointly owned by the Hiperbaric Management Team, the ALANTRA Investment Fund and two family offices, leaving the shareholding distribution as follows in 2021.



Shareholder structure as of July 2021

In 2018, Hiperbaric developed a new line of industrial machinery for hot isostatic pressing (HIP) used for critical industrial components for the aerospace, energy, oil and gas, automotive and medical implant sectors. In 2021, Hiperbaric launched another innovative line of business: high-pressure hydrogen compression, using renewable energies, to contribute to the challenge of sustainable mobility.

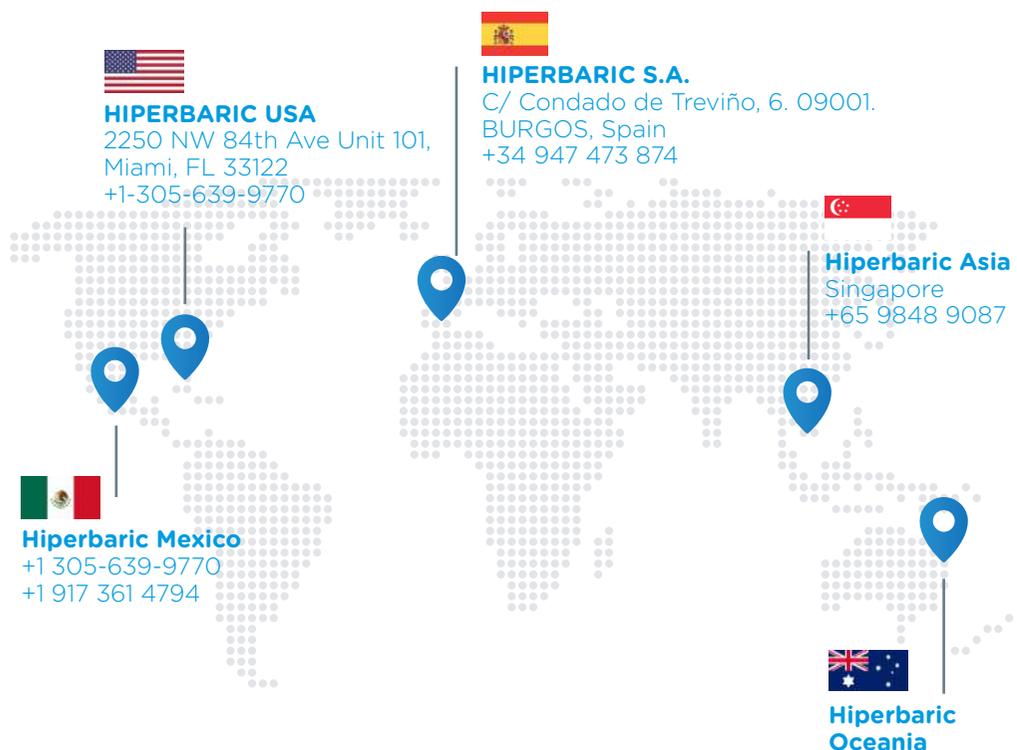
HIPERBARIC'S BACKBONE: PEOPLE AND TEAMS

Our team is made up of 117 people, of whom more than half have university studies.

We are split into eleven departments: purchasing and logistics, ICT, human resources, applications, marketing and communication, sales, production, quality, engineering and after-sales, finance and administration. Each department interacts with one another to ensure an effective response for our customers.



Headquarters in Burgos, with facilities covering 16,000 m² and 4 commercial offices around the world.



WORLD HPP LEADER

60% market share
+300 HPP units in 45 countries



EXPERIENCE

20 years specialising in HPP technology



TURNOVER

Turnover > €50 million



OUR STAFF

117 people

65% Univ. Graduates
9 Doctors
2 PhD.candidates



R&D

+ 25 R&D projects; €22 million
Annual investment of 10% of the result



THREE LINES OF BUSINESS

HPP **HIP** **H₂**

HIGH-PRESSURE PROCESSING (HPP) TECHNOLOGY

HPP

Non-thermal (5-20°C) **food and beverage preservation** method, which increases shelf life, preserving the characteristics of the fresh product and ensuring food safety.

HOT ISOSTATIC PRESSING (HIP) TECHNOLOGY

HIP

Hot isostatic pressing (HIP) is a process that combines high pressures and temperatures of argon gas and is used to **densify metal and ceramic parts**.

HYDROGEN H₂ COMPRESSION TECHNOLOGY

H₂

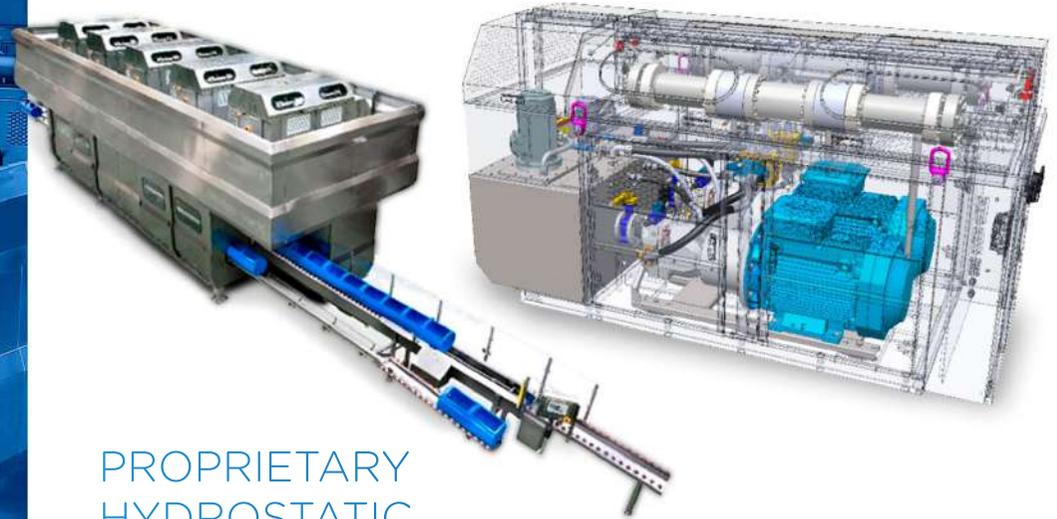
H₂ hydrogen compression technology offers a complete plug & play solution for dispensing compressed H₂ at high pressures safely, efficiently and reliably.





HPP HIGH-PRESSURE PROCESSING TECHNOLOGY

LEADERS IN HPP TECHNOLOGY WITH NEARLY 350 UNITS INSTALLED IN 50 COUNTRIES AROUND THE WORLD



PROPRIETARY HYDROSTATIC COMPRESSION TECHNOLOGY: WATER AT 6,000 BAR



High-pressure processing (HPP) is a non-thermal (5–20°C) food and beverage preservation method which increases shelf life, preserving the characteristics of fresh products and ensuring food safety.



NATURAL, FRESH AND SAFE



The world's population is growing rapidly, making the sustainability of food production systems increasingly important.

High-pressure processing (HPP) can contribute significantly and positively to the environmental impact by generating significant water and energy savings in food production processes. In addition, the extended shelf life of products processed using HPP helps significantly reduce food waste.

The energy and food savings promoted by the use of HPP have an impact on the entire food chain and therefore have a direct impact on the protection of the environment.



sauces,
vegetable
and fruit
products



fish and
shellfish



baby food



ready meals



animal feed



dairy
products



pharmacy
and
cosmetics



juices and
drinks



guacamole
and avocado
products



meat
products

3.1. OUR LINES OF BUSINESS

HIP

**HOT ISOSTATIC PRESSING
TECHNOLOGY**

DEVELOPMENT
OF THE FIRST HIP
UNIT CAPABLE OF
REACHING 2,000 BAR
OF ARGON PRESSURE
AND 1,400°C

 **Hiperbaric**
HOT ISOSTATIC PRESSING

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Hot isostatic pressing (HIP) is a process that combines high pressures and temperatures of argon gas and is used to densify metal and ceramic parts.



GRANTS
PARTS AND
COMPONENTS
THE QUALITY
REQUIRED
BY THE MOST
DEMANDING
SECTORS.

HIP (hot isostatic pressing) is a process that is used for technologies such as 3D printing and powder metallurgy to manufacture critical components.

These technologies have an important impact on the **sustainable use of raw materials** as they allow a greater use of them.

By way of example, the aerospace industry measures this use by means of the “buy to fly ratio”, which defines the relationship between the weight of the raw material and the final weight of the component.

This parameter is considerably improved when such techniques are used, something that can only be achieved in certain applications thanks to HIP.



Aerospace industry



Industry



Oil and Gas



Medical Implants



Automotive Industry



Nuclear Power



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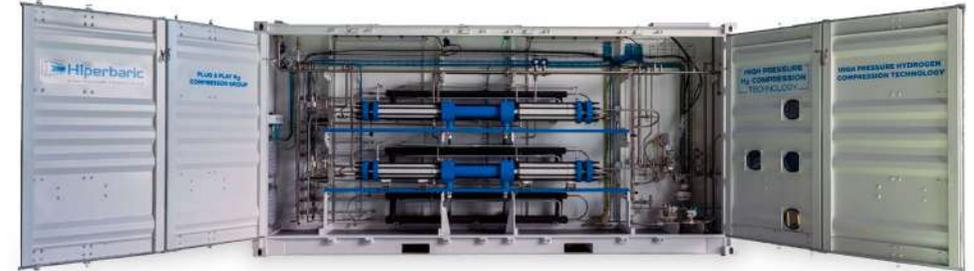
3.1. OUR LINES OF BUSINESS

H₂

HYDROGEN COMPRESSION
TECHNOLOGY

RANGE OF
RECIPROCATING
PISTON
COMPRESSORS
AT 500 BAR AND
1,000 BAR

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 **Hiperbaric**
HYDROGEN GAS COMPRESSION

THE DEVELOPMENT OF CUTTING-EDGE COMPRESSION AND STORAGE TECHNOLOGIES IS KEY TO ACHIEVING THE USE OF GREEN HYDROGEN AS THE ENERGY OF THE FUTURE.



Mobility



Storage

R&D on
H₂7 AFFORDABLE AND
CLEAN ENERGY

Hydrogen plays a key role in the **decarbonisation of the energy economy**. The surplus power produced by renewable means is used to hydrolyse water, producing oxygen and hydrogen. This increases the use of renewable means of production. **Hydrogen becomes an energy reserve**. It can be used for the main energy grid as well as to power means of transport, thus being **an effective fossil fuel substitute** without emissions of greenhouse gases such as carbon dioxide.



Hiperbaric SA Board of Directors

CHAIR → *Andrés Hernando*

CHIEF EXECUTIVE OFFICER → *Andrés Hernando*

DIRECTORS → *Carlos Hernando
Mariano Moreno
Gonzalo de Rivera
Fernando Ortega*

The governance model deployed by HIPERBARIC includes:

1. Articles of Association
2. Code of Ethics and Conduct
3. Internal codes, processes and procedures required, or, recommended, by industrial provisions.
4. Company's Vision, Mission, Values and Purpose

VALUES

Customer orientation/Reliability
Trust
Enthusiasm, commitment and dedication
Initiative
Teamwork
Straightforwardness
Transparency

OUR VALUES IN PRACTICE

The company's activity is defined by the customer's needs and is aimed at satisfying them.

Trust in people, customers, suppliers, society in general. People tend to contribute, be positive, and put in effort and knowledge.

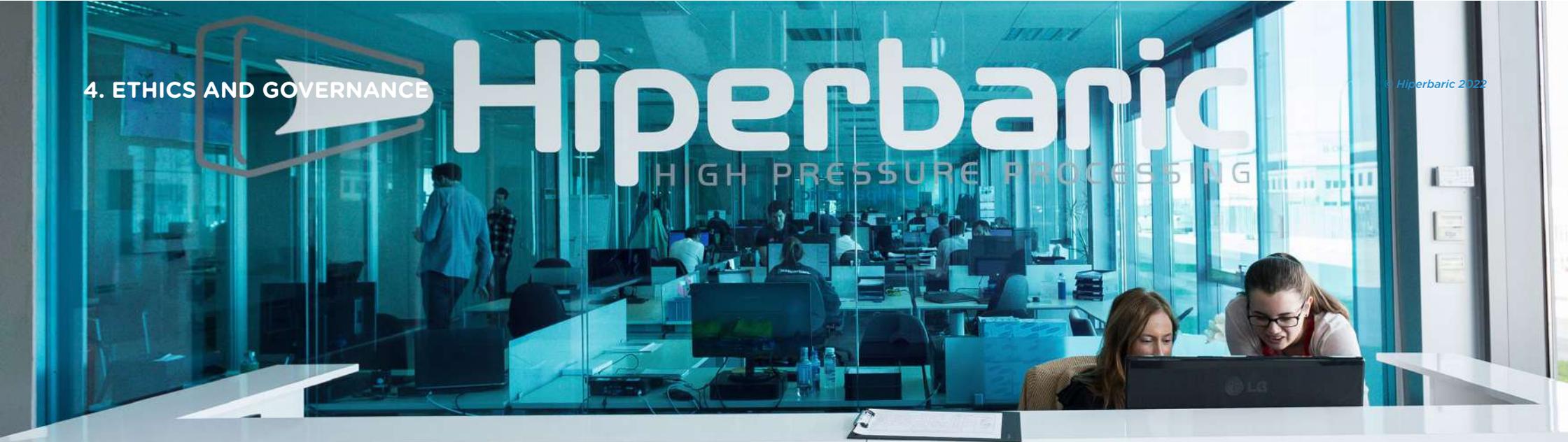
Availability, motivation to do things, being responsible, wanting to be part of projects.

Going ahead. Being proactive.

A team generates more value, contributes more and achieves more and better results than an individual does.

No squandering. Making efficient use of resources.

We believe that information and knowledge must flow (to make themselves known and be known), and information must be presented as it is.



HIPERBARIC'S PURPOSE IS TO BE A MODEL COMPANY IN FACILITATING THE PERSONAL AND PROFESSIONAL GROWTH OF ALL OUR STAKEHOLDERS.

MISSION

Meet our customers' needs to create safe products with HPP; contribute to the decarbonisation of the planet with hydrogen and provide more reliable parts with HIP.

VISION

Maintain our position as a leading global supplier of high-pressure technology with the development of the world's most reliable HPP, H2 and HIP industrial equipment.

VALUES

Defend our values as a fundamental cornerstone of Hiperbaric, which have led us to lead the HPP market worldwide thanks to our excellent team.

5. COMPLIANCE

Corporate Compliance entails a **set of procedures and best practices adopted by organisations to identify and classify the operational and legal risks** to which they may be exposed and establish internal mechanisms for the prevention, management and oversight of, and response to, these risks.

HIPERBARIC's daily operations are conducted in line with legislation, applicable law, regulations, good governance, ethics and transparency.

CODE OF CONDUCT

1. **Ensure compliance with the organisation's ethical values**
2. **Preventing criminal acts within the organisation**
3. **Prevent breaches established in Directive (EU) 2019/1937**, on the protection of persons who report breaches of Union law, as well as the Spanish legislation transposing said Directive.

COMPLIANCE POLICIES

PROTOCOL AGAINST HARASSMENT

Seeks to prevent and eradicate discriminatory situations involving harassment in the form of sexual harassment and gender-based harassment, while ensuring the privacy and dignity of the alleged victims. We undertake the responsibility to eradicate a working environment with conduct that runs counter to human dignity and values, and which may affect people's physical or mental health.

COMPLAINTS CHANNEL

Channel in which to submit any doubts, complaints, suggestions, observations, indications, suspicions or claims before the members of the Criminal Liability Prevention Body, formally appointed by Hiperbaric. This body has the power to assess each case and defend the rights of the injured party(s).

6. OUR SECRET: TRANSPARENT MANAGEMENT

Since its creation, Hiperbaric has been committed to the quality of its products. To do this, it has placed its technology, innovation and development **at the service of customers, having as its guiding axis the values agreed with the team.**

Since 2018, when the company changed hands, **Hiperbaric's business mission has been firmly aligned with its commitment to the organisation's human capital, by actively contributing to the workforce's occupational, physical and emotional well-being. Not only is quality employment guaranteed, but loyalty is fostered among the pool of talent from Burgos, thus enabling us to respond to one of the challenges of globalisation: supporting local development without losing sight of the company's international projection.**

This commitment to people has resulted in new projects and lines of business aimed not only at the company's economic stability, but at ensuring a better life for people and for our planet.

HIPERBARIC integrates a Quality Management System, an Environmental Management System and an Occupational Health and Safety Management System certified with AENOR under the UNE-EN-ISO 9001, UNE-EN-ISO 14001 and ISO 45001 standards respectively.

For Hiperbaric, **transparency** is key in our management. This value is reflected in the way we report our activity inside and outside the company. In this vein, we internally provide information on all relevant aspects of management, in addition to certifying the quality of our operations and maintaining an open-door policy through our website, seminars, fairs, conferences, scientific articles, reports and press releases.

IN A NUTSHELL...

RESPONSIBLE LEADERSHIP
 QUALITY PROCESSES
 INNOVATION
 SUPPLY CHAIN ALIGNED WITH OUR
 MANAGEMENT VALUES
 TALENT MANAGEMENT AND LOYALTY
 INTERNAL AND EXTERNAL
 COMMUNICATION



Hiperbaric’s ethical culture is founded on the decision made in 2018 by Andrés Hernando, current company chair, to oppose the sale of the business to an American company and make a counteroffer to buy what is now Hiperbaric. His venture not only ensured the stability of our human capital, but also prevented the loss of an enriching, innovation space at the local and national level.



6.2 QUALITY

HIPERBARIC considers QUALITY MANAGEMENT a tool for organisational sustainability. Its quality management model, designed and implemented in line with the requirements of the UNE-EN-ISO 9001 standard, flows through the processes that are part of the management: people management, supply and logistics management, eco-design, manufacturing, etc. Above all, however, this model sets in motion the strategy the organisation backs for the continuous promotion of innovation, knowledge management, communication, and continuous improvement to ensure the company's sustained success.

The Quality Management System implemented at HIPERBARIC is certified according to the **UNE-EN-ISO 9001:2015 standard** by AENOR, the Spanish certification body.

Quality assurance, as an internal process involving the safety certification of machines and product quality control, **ensures compliance with stakeholders' requirements and expectations in relation to the safety and reliability of our machines and equipment.**



6.2 QUALITY

HIPERBARIC's high-pressure equipment meets the most stringent standards, regulations and directives in the world so that our customers can be sure that they have a safe, reliable product of the highest quality.

- European Pressure Equipment Directive 2014/68/EU. **(European Union)**
- The American Society of Mechanical Engineers Certificate of Authorization **ASME** Boiler and Pressure Vessel Code, Section VIII, Div. 3 (**US**)
- National Board of Boiler & Pressure Vessel Inspectors. Certification of Authorization "NB" (**US and Canada**)
- Underwriters Laboratories Certification. cUL (**US and other countries** outside the EU)
- Others: Eurasian Conformity (EAC), GOST (Malaysia), MOM (Singapore)



A technology-based company grounded in innovation with an international approach. Hiperbaric has singular knowledge of high-pressure technologies. Throughout the 20 years since it was founded, the company has carried out numerous R&D projects, the result of which have been the continuous improvement of technology and the contribution of disruptive innovations to the market. It is currently the international benchmark for high-pressure technology.

TECHNOLOGICAL LEADER THANKS TO ITS R&D ACTIVITY

RELIABILITY,
QUALITY AND
INNOVATION

Innovative industrial
solutions adapted to
the most demanding
processes

BIG DATA,
PREDICTIVE
MAINTENANCE,
AUTOMATION

Implementation
of Industry 4.0
technologies
throughout the
production process

GLOBAL TREND

Diversification of
lines of research

Global innovations:
HPP Bulk

R&D EFFORTS

Investment > 10% of the result
Devotes 20% of the staff
Results protection

Hiperbaric
BULK
TECHNOLOGY



HIPERBARIC, A COMPANY WITH PURPOSE



TECHNOLOGICAL LEADER THANKS TO ITS R&D ACTIVITY FOR THE DEVELOPMENT OF:

SAFE AND HEALTHY FOODS

HPP technology for healthy, natural and safe food

ADVANCED MATERIALS

Key HIP technology for the development of advanced materials

SUSTAINABLE MOBILITY

H₂ compression technology for economic decarbonisation and zero emissions

DIGITISATION

Implementation of Industry 4.0 technologies in the production process

NEW LINES OF INNOVATION FOR BUSINESS DIVERSIFICATION



INNOVATIVE PATH IN INTERNATIONALLY RECOGNISED HPP TECHNOLOGY



2006
Femebur



2011
FAE
Innovation



2015
Cepyme



2019
Values over
Value Awards
C. Rural



2020
Manufacturing
Innovation Award



2021
Big Innovation
Award

2008
IFT Innovation
Award



2014
City of Burgos



2015
Edison
Award



*New York
April 2015*

2019
IFT
Award



*New Orleans,
June 2019*

2019
European
Technology
Award



*Paris, December
2019*

2020
SIAL
Innovation
Award



2021
International
Foodtec Award



2021
Technology
Excellence Awards
General Processing



HIPERBARIC has initiated a **supply chain evaluation process** with the aim to establish a **Purchasing Policy** that considers the environmental and social aspects of our suppliers' performance as criteria to assess before they are selected by category.

Our objective is to **reduce the environmental and social impact associated with supply management** by including measures that in the medium term ensure the **continuous improvement of our suppliers' sustainable conduct**.

The measures taken so far have focused on:

<p>Development of a Supplier Evaluation and Selection Process based on a statement on their environmental performance and commitment to respect the environment, supported by certified environmental management systems following standardised models.</p>	<p>% of suppliers certified under ISO 14001 standard of the total suppliers</p>	<p>39.6%</p>
<p>Drawing up of an Environmental Requirements Protocol for Contractors to control compliance with legal requirements in any works that HIPERBARIC contracts, inside and outside its facilities, ensuring the reduction of the impact from the planning of the service and ensuring the sustainable purchase of the necessary raw and auxiliary materials.</p>	<p>% compliance (Non-Conformities open to suppliers)</p>	<p>100% 0 NC</p>
<p>Definition of a Purchasing Policy laying down the requirements applicable to the purchase of materials and services, bolstering the sustainable factor in decision criteria and opting for the contracting and purchase of local services.</p>	<p>% national suppliers of total suppliers</p>	<p>88.9%</p>
	<p>% local suppliers of total suppliers</p>	<p>29.6%</p>

6.5 TALENT DEVELOPMENT AND LOYALTY

Our company's purpose is to facilitate the personal and professional growth of all our stakeholders. In line with our values, the **hiring and monitoring of our team** aims to enhance our staff's skills, allowing them to become **more content and therefore better people**.

Our goal is to **enhance our workforce's talents**. **Meeting our customers' needs requires** high amounts of **proactivity**, adaptability and flexibility, as well as **enthusiasm and commitment** from our team.

Developing these skills allows our people to achieve personal growth, because we believe that the **satisfaction** of doing things well is synonymous with happiness, not only in the work environment, but **in private** and, of course, **in our relationship with the world**, allowing us to make it a better place.

In short, the HR department is not only concerned with our staff's professional development and assessing their performance, but also creates a positive work environment, focusing on ensuring physical and emotional well-being. Our philosophy is based on fostering a **transparent communication style**, in line with the reality of everyday life and promoting close relationships between management and the various Hiperbaric team members.



HIPERBARIC HUMAN CAPITAL

+7
nationalities

20%
R&D activities

20%
women

9 doctors and
2 PhD
candidates

65%
university
graduates

Team of
117
people

100%
of people
trained in ORP

32
new hires in 2021

At Hiperbaric we know that an idea takes shape thanks to the people who develop it and subsequently implement it.

We've earned our position as world leaders thanks to the firm commitment we have made to our team's well-being and their professional and personal development.

We take care of our people, their happiness matters to us.

Talent management
Workforce well-being
Fluid communication



6.5.1. TRAINING PLANS

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TRAINING PLANS

Job-specific training based on the needs of the person, department or strategy

- The HR department is committed to improving the professional skills of the entire workforce, not only by providing job-specific training, but also by pursuing personal growth in the execution of each job, making people feel more capable and recognised for their work.

Knowledge Management Expert

Master's degree in Integrity and Durability of Materials. Components and structures

Advanced Management Programme

Certification in Sustainable Finance Advice EFPA ESG Advisor

ISO 45001 Technical Training

Leadership and team management for 2021 technicians

Emergencies

First aid and SAED

Language courses

Equality training

"Knowledge pills" on waste management and environmental care

4,015
hours of training



COMPETENCY AND VALUES MANAGEMENT

This management style takes into account the knowledge, skills or personal qualities that influence people's performance and focuses on optimising individuals' professional focus and improving the company's results.



PERFORMANCE ASSESSMENT

Results obtained at work and the skills developed are evaluated annually. Based on the employee's progress, they may be offered a promotion or proposed steps to help them improve. The aim is to ensure that employees deliver the work that is expected of them, by preparing individual improvement plans and recognising and rewarding achievements, in accordance with the established procedure in this regard.



OWN REMUNERATION SYSTEM

Regulated by Chapter IV of our collective agreement, which promotes fair remuneration.



In 2021, we evaluated **organisational commitment** through the **Business Intelligence** tool for talent management, B612B.

The data was collected through digitised situational tests and the most relevant results were the following:

WORKFORCE'S STRENGTHS

- | | |
|---------------------------|-----------------------|
| Organisational commitment | Organisational skills |
| Accountability | Decision-making |
| Results-orientation | Adaptability |

Hiperbaric has a competent team that is committed to the company's values.

The superiority of our management groups in organisational commitment, accountability, results-orientation and adaptability stands out.

The interpretation of the results allowed us to see areas in which we could improve. These suggestions were taken good note of, and we expanded our training offer in terms of: Teamwork and emotional management for the assembly areas

6.5.3. ACTIONS FOR WORKFORCE WELL-BEING:

QUALITY OF WORK

- Complement to IT provision
- Travel assistance insurance
- Co-working spaces
- Collection of e-commerce orders
- Daycare tickets
- Christmas basket

CONCILIATION

- Academic support leave
- Reduced workday
- Family care leave
- Family and medical leave

GOOD HEALTH AND WELL-BEING

- Comprehensive medical examinations
- Private health insurance
- Gyms and physical therapy discounts
- Encouraging the use of bicycles
- Sponsoring races
- Daily fruit
- COVID contingency plan
- Cardio-protected workspace
- Spacious, open, natural-lit workspaces

FLEXIBILITY

- Flexible working hours
- Remote work
- Intensive day on Fridays
- Possibility of changing roles
- Flexible holiday distribution



6.5.3. ACTIONS FOR WORKFORCE WELL-BEING:

CLOSENESS

Breakfasts with the director

Support in difficult times

Christmas dinner

Gift for birth of children

Celebration of successes on Fridays

ECO-HEALTHY INITIATIVES

Promoting the use of bicycles to get to work

Annual planting of a number of trees equivalent to the number of machines sold on a plot attached to our facilities



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6.6. COMMUNICATING TRANSPARENTLY

Transparency is one of Hiperbaric’s core values. The HR department carries out a large number of actions to ensure each member of the workforce has up-to-date knowledge of the company’s situation and what is expected of them. This way of proceeding prevents information asymmetry and encourages involvement in the business project by considerably reinforcing the feeling of belonging to the organisation and individual responsibility to achieve set goals.

Noticeboard
 Information spaces
 Virtual board
 Team channels

CLIMATE AND ORGANISATIONAL COMMITMENT SURVEYS

Monthly newsletter
 Agenda summary 8:30
 Technology watch
 Messages

AUDITS AND CERTIFICATIONS

Website
 Participation on social media sites
 Fairs, conferences
 Press releases, reports
 Scientific articles

Meeting 8.30
 Results meeting
 Idea meals
 Breakfasts with the director
 Department meetings
 Celebration of successes

 Welcome manual
 Follow-up after hiring



6.7. HIPERBARIC COLLABORATIVE ENVIRONMENTS

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HPP HIGH-PRESSURE PROCESSING TECHNOLOGY



Cold Pressure Council



Refrigerated Foods Association



Institute of Food Technologists



North American Meat Institute



Plant Based Foods Association

HIP HOT ISOSTATIC PRESSING TECHNOLOGY



Spanish Association of Additive and 3D Manufacturing Technologies

H₂ HYDROGEN COMPRESSION TECHNOLOGY



Spanish Association of Hydrogen

European Clean Hydrogen Alliance



European Clean Hydrogen Alliance



Hydrogen and Fuel Cell Technological Platform

WHAT HAVE WE DONE FOR SUSTAINABILITY?

1. OUR SUSTAINABLE APPROACH — p38
2. OUR COMMITMENT TO SOCIETY — p40
 - 2.1 PILLAR OF PEACE — p40
 - 2.2 SUPPORT FOR CHARITY INITIATIVES — p41
 - 2.3 EMPOWERING FUTURE GENERATIONS — p43
3. OUR COMMITMENT TO THE ENVIRONMENT — p44
 - 3.1 CIRCULAR ECONOMY AND ECO-DESIGN AT HIPERBARIC — p44
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SOCIETY
(PEOPLE)



ENVIRONMENT

1. OUR SUSTAINABLE APPROACH

Sustainability at Hiperbaric is understood as a **value that can only be achieved through the Responsible Management of our business, for people and the environment.** This management is materialised in actions that meet the expectations and requirements of the people who are affected by the operation of our company and, of course, in the improvement of the production processes to reduce the environmental impact of our organisation.

From our purpose: *“To be a model company in facilitating the personal and professional growth of all our stakeholders”*, we draw our conception of business as a **social engine, a generator of change and well-being and, ultimately, of Peace.**



Image: Pillar of Peace at the Hiperbaric entrance.





PEOPLE



PLANET



PROSPERITY



PEACE

To this end, our management promotes innovation and quality to generate **Prosperity**, without neglecting the requirements and expectations of **People** and the **Planet**. That is why we establish **clear communication channels** with our **employees**, support projects that benefit **society** and take care of the **environment**, reducing our impact on it and innovating to prevent damaging it in the **future**. In addition, we select **suppliers** that are aligned with our management method.

This way of operating demonstrates that not only do we adhere to regulations, but that our proactivity, defined by our values, drives us and makes us a **company that is recognised for its quality, innovation and economic performance**, allowing us to be perceived as a **profitable company for shareholders, reliable for our customers and attractive for talent loyalty, as well as committed to the environment and society**.



2. OUR COMMITMENT TO SOCIETY

2.1

True to our purpose of making this world a better place to live in, we've placed a **Pillar of Peace** at the company's entrance on which it reads "May Peace Prevail on Earth" in several languages.

The pillars of peace are antennas that connect us to the energy of peace in a global grid. They are a reminder that peace unites us. They act as relays, emitting the energy of peace where they are set and all around them. When one comes across a pillar or tree of peace, you can touch it gently or connect with it in your own way with this intention. You're connected to the entire network, all the poles of the world.



Celebration of Day of Peace at Hiperbaric.

30 January 2021

2.2 SUPPORT FOR CHARITY INITIATIVES



We collaborate with GAVI child vaccination alliance, a programme in which the La Caixa Foundation and the Bill and Melinda Gates Foundation also participate. This initiative has a global scope. Shortly before the Christmas holidays we held a workplace fundraiser to support the cause of global child vaccination, with the company pledging to match employees' donations. With this initiative we were able to multiply the amount of money raised, since the rest of our collaborators also pledged to match or double our contribution.



We also collaborated on the production of the documentary *La Marea Verde, un guerrero jamás se rinde* (The Green Tide, a warrior never gives up) to raise awareness of Amyotrophic Lateral Sclerosis (ALS). The documentary follows several people living with ALS and their families in Burgos, depicting their day-to-day life, what it is to be diagnosed with an incurable neurodegenerative, the journey to diagnosis with doctors and tests, the family members' side of things and everyone's joint efforts to ensure a day-to-day life that is as dignified as possible.



Tapones para Andrés: We collect bottle caps for a local charity cause. Andrés lives in Castrillo del Val (Burgos). At the age of 18, he was dragged by a wave into the sea and became pentaplegic (meaning he is unable to perform any tasks on his own, including breathe). To ensure Andrés' well-being and help adapt his environment, we support this cause, which also encourages us to recycle.



We sponsor our team members participating in charity races and sports events in our local area. In doing so, we are able to contribute more money to charity, as well as promote a healthy lifestyle among our workers.



We donate to support the BB Miradas project, by Autism Burgos, a pioneering programme for early detection and intervention in babies with warning signs in their socio-communicative development. With the help of a new technological system, it is possible to detect Autism Spectrum Disorder (ASD) in children under 3 years of age, enabling treatment programmes to be started as soon as possible.

We participate in the charity race Ascent to El Ahijón, organised by the associations of “El Ahijón” and Cerebral Palsy and Related Diseases of Burgos (APACE). The 2019 edition put social inclusion at the forefront, and Hiperbaric actively participated by designing and manufacturing a Joëlette chair. This adapted bike allowed a child with reduced mobility to participate in this hiking event.



Alonquéjar Industrial park charity race

2.3 EMPOWERING FUTURE GENERATIONS



We are living in uncertain times, making it difficult to guide new generations on the path they should choose for their professional lives. At Hiperbaric — which is ultimately a company of engineers —, we believe that it is better to teach how to think and how to engineer without differentiating between men and women. The future awaits, so let us give them today the opportunity to imagine it.



Hiperbaric crea HPP Academia Network para impulsar el procesado por Altas Presiones y mejorar la calidad alimentaria

12 FEBRERO 2022 | NOTICIA



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The Hiperbaric Challenge was launched in 2013 as a joint initiative by Hiperbaric and Desmasa, with the aim of being a nationally renowned educational programme.

The initiative challenges young schoolchildren or vocational training students to design, build and prototype an inertia car. The main objective is to develop their talent and innovation capacity, foster teamwork and get them to discover a scientific and technological calling.



3. OUR COMMITMENT TO THE ENVIRONMENT

3.1. CIRCULAR ECONOMY AND ECO-DESIGN AT HIPERBARIC



Our team has worked to develop innovative solutions to reduce the environmental impact of our equipment, from design to the end of its lifespan, by:

- Optimising the manufacturing process to achieve greater energy efficiency
- Our teams have worked on the design of the hydraulic systems of HPP machines, minimising the generation of hazardous waste and reducing the equipment's energy consumption (20%)
- Substituting chemicals with options with lower toxicity
- Working with local suppliers
- Optimising our logistics routes in the delivery of equipment to reduce fuel consumption and CO₂ emissions
- Developing a project to implement technologies in our machining process that reduce the consumption of cutting fluid
- Re-valuing by-products/unused materials
- Reducing water consumption thanks to improvements of the production plant's cooling system
- Using eco, recyclable and reusable cloths for industrial cleaning, reducing waste generation from cleaning
- Compaction of waste paper, cardboard and plastic to reduce waste management trips and subsequent re-valuation thereof

3.2. ENERGY DECARBONISATION

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- Technological development and manufacture of H2 compressor equipment for mobility, which will enable the safe exploitation of hydrogen stations, whereby zero-emission vehicles will be supplied with pressurised hydrogen



- Consumption of 100% renewable energy with certificate of origin at our facilities in Burgos



- Charger installations for charging electric vehicles

3.3. ENERGY EFFICIENCY

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- Installation of a compressed air system that has allowed us to reduce consumption by 10%



- Optimisation of the manufacturing process to achieve greater energy efficiency



- Replacement of inside light fittings in part of our installations with more efficient ones, reducing the power consumed



- Design of a new photovoltaic solar power generation plant for self-consumption and selling to the grid

4. OUR SUSTAINABLE APPROACH AT A GLANCE



PEOPLE

We foster our team's talent.

Transparent communication.

We look after our workforce's physical and emotional health.

We empower future generations.

We support social projects.



PLANET

Our production lines actively contribute to the well-being of the planet.

Reduction of energy consumption.

Reduction of environmental impact.

Waste management and circular economy.



PROSPERITY

Profitability for our shareholders.

We generate quality and stable employment.

We create trusted networks with our suppliers.

We foster quality, innovation and development in our operations and in our environment.



PEACE

We build trust in the market and in our environment.

We are committed to Hydrogen as an alternative energy source to gas and oil, a convenient option to mitigate the side effects of the current global energy crisis.

Social peace as a response to the quality of direct and indirect employment.

Team of happier and better people.



5. OUR BALANCE SHEET

ENVIRONMENTAL CAPITAL	2021
Direct electricity consumption (kWh)	681,073.0
Water consumption (m3)	2,629.0
Gas consumption (kWh)	737,594.0
Measurement of generated noise (dB)	53.6
100% renewable energy sources certified by the CNMC (Spanish National Commission on Markets and Competition) and generated at our facilities during 2020 (MWh)	709
Non-hazardous waste generated (kg)	317,537.0
Hazardous waste generated (kg)	9,503
Electricity generation by photovoltaic panels (kWh)	5,676
Environmental Certifications: ISO 14001	YES
Number of environmental incidents	0
Number of complaints or claims by administration	0
Number of trees planted 2021	24

HUMAN CAPITAL	2021	HUMAN CAPITAL	2021
PEOPLE		TRAINING AND DEVELOPMENT	
Workforce	117	Hours of training (h)	4,015
Diversity women	23	Investment in training (€)	96,205.93
Diversity men	94	OCCUPATIONAL HEALTH AND SAFETY	
Diversity of nationalities	7	No. of sickness absences due to accident	5
People with functional diversity	2	No. of hours lost due to an accident at work resulting in sickness absence	1,416
Average age of the workforce (years)	38.5	Workforce covered by private health insurance	100%
Average age of the workforce (years)	7.37	Workforce trained in ORP	100%
Investment in staff (€)	6,702,331	SOCIAL CAPITAL	
EMPLOYMENT		Donations/Social investments (€)	4,562.45
Indefinite contracts (no)	88	Sponsorships (€)	13,172.07
Technological employment (R&D activities) (%)	39.32		
Workforce Adjustment Plans	0		

6. FUTURE PROJECTS

INNOVATION WEEK

HPP Innovation Week 2022 will bring together manufacturers, retailers, food service companies, regulatory and academic leaders, and others in the HPP sector to discuss the latest trends in the sector in relation to nutrition, food security, and sustainability. The online event will provide a forum for education, networking, and demonstrating how HPP has a significant impact on food and beverage safety and quality.

DUAL TRAINING

Working with FEMEBUR (Federation of Metal Entrepreneurs of Burgos), we will help train young people and improve their employability. Several people will be hired under a work-linked training contract while they are trained in a certificate of professionalism on “Maintenance and mechanical assembly of industrial equipment”. By combining work and training, we are able to complement classroom education with the reality of the profession within the company.

COLLABORATIVE GARDENS

We will support the integration of people with disabilities through a programme organised by the AEPV (Association of Entrepreneurs of the Villalonquéjar Industrial Park). Several volunteers from the company will cultivate small organic gardens in collaboration with the members of Aspanias (Association of Parents and Relatives of People with Intellectual or Developmental Disabilities). In doing so, we aim to achieve the integration and exchange of experiences between our workers and the people of this collective.



6. FUTURE PROJECTS

OUR PEOPLE'S WELL-BEING

In addition to offering facilities to look after our people's physical health, as we have been doing for years with several initiatives, we want to focus on mental health care. In this vein, we will create the digital disconnection protocol to ensure our workers' rest time is respected, while ensuring at all times that our commitments to customers are met.

EQUALITY PLAN

We will perform a diagnosis of the company's situation with regard to effective equality between men and women. Using the diagnosis as a basis, we will draw up an equality plan, which will include a series of measures with which we intend to improve in this regard year by year. The equality plan will be negotiated and approved in April by the equality committee, which has been specifically set up for this purpose and is made up of company representatives and employees.

COMPLIANCE AUDIT

After completing the documentation phase of our internal procedures, a first external audit of the programme on regulatory compliance and crime prevention will be carried out.



6. FUTURE PROJECTS

DECARBONISATION

Coordination of a **Renewable Hydrogen Valley in Burgos** to contribute to the decarbonisation of the province's economy, covering the entire hydrogen value chain.

Installation of a 520.8 kWp **photovoltaic plant** to cover 100% of the energy requirements of our facilities in Burgos.

Calculation of the environmental footprint of our machines and equipment.

R&D FOR SUSTAINABILITY

Integration of environmental requirements (**eco-design**) in the concept of the prototypes of three new technologies in development.

CIRCULAR ECONOMY

10% reduction of the total water consumed. The water recirculation process used during the manufacturing process will be optimised.

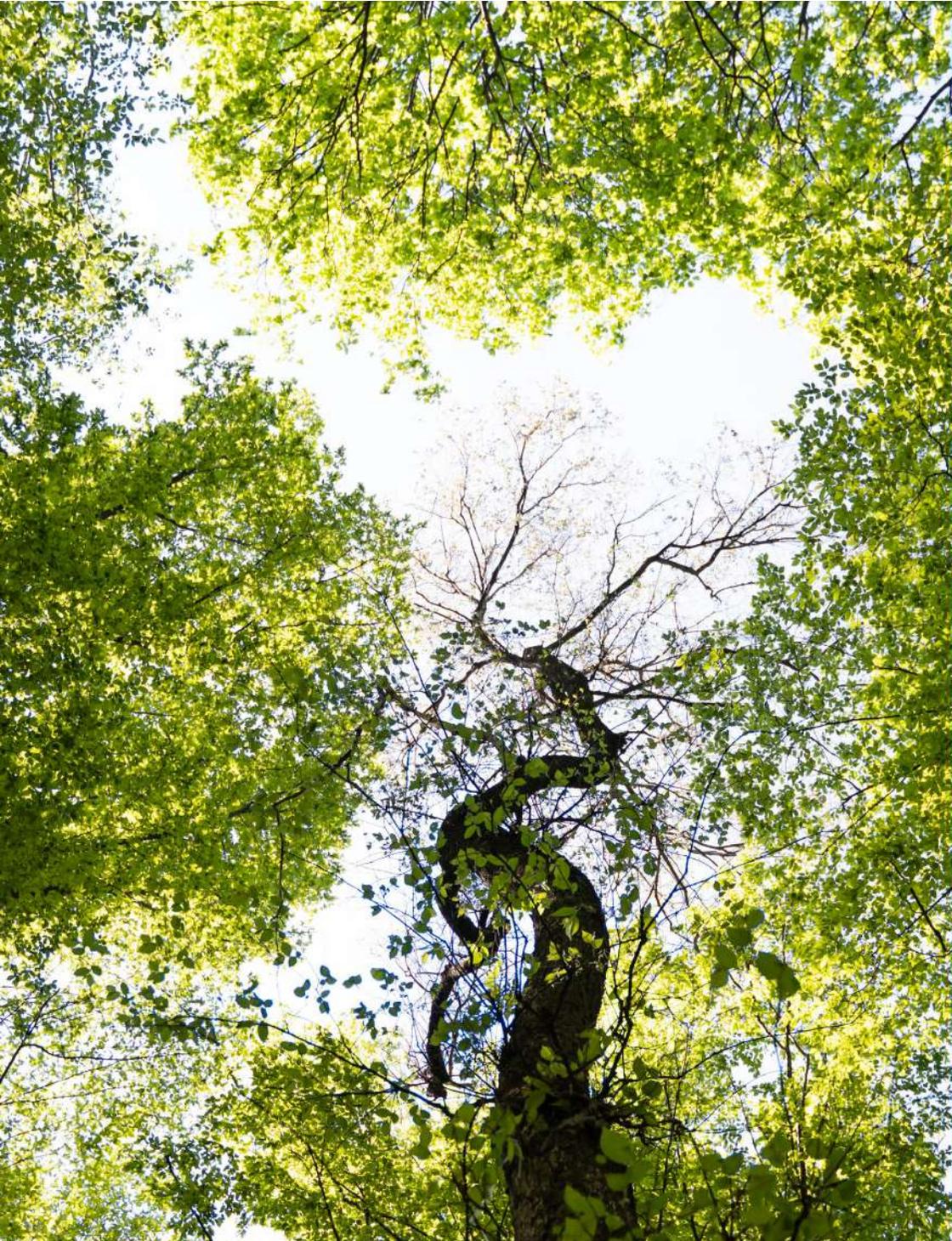
REDUCTION OF WASTE AND FOOD WASTE

45% reduction of the cutting fluid residue generated from the machining process.

Collaboration with our customers to disseminate the contribution of HPP technology to reducing food waste and the eco-efficiency of food products.

SUSTAINABLE EVENTS

Hiperbaric Challenge Project: Strengthening public and ethical commitment to society and the environment in the design and approach of the Hiperbaric Challenge event, ensuring transparency in the assessment of participants' projects.



7. SCOPE

This is the first document Hiperbaric has prepared on sustainability. The actions included are related to the company's daily activity and, fundamentally, reflect the company's intention to begin the path towards verifying its operations as sustainable.

The drafting of this report has taken as a reference the parameters defined in the concept of sustainability related to profitability, society and the environment. We are still waiting for the results of the materiality study, from which the priority stakeholders for Hiperbaric will be selected and an action plan will be drawn up, with objectives and compliance indicators aligned with the guidelines and principles of the Global Reporting Initiative (GRI) Standards.

To find detailed information on any of the sections included in this document, please see the company website.

