Contribution to the 2030 Agenda and the SDGs

5 GENDER EQUALITY

Related material issues:
Fair remuneration.

PRIORITY GOALS	ACTIONS	INDICATORS
5.1 Ending all forms of discrimination against all women and girls around the world.	◆ We ensure best practice in recruiting and retaining talent, ensuring that we adhere to the principles of equal opportunity and non-discrimination. ◆ A specific training pack on equality and non-discrimination is provided to promote an inclusive culture.	◆ Our team is 86% female
5.5 Ensuring women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.	◆ We promote the Women Sponsoring Program for the promotion of women in the company's management positions. ◆ We are part of the Empowering Women's Talent initiative promoted by Teams and Talent. ◆ We signed the Diversity Charter for the 2024–2025 period to further promote diversity and respect in the workplace. ◆ We set up collaborations with business schools and universities to offer training programmes and scholarships aimed at the women in our team.	◆ 78% of women hold Senior Manager and Mid Level positions. ◆ We were awarded the Empowering Women's Talent seal at Talent Day 2025, recognising our work to promote equality and empower women in the workplace.
5.C Adopting and strengthening sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.	◆ We ensure compliance with the 3rd Equality Plan, making our commitment to equal opportunities between women and men visible, following the guidelines established by the applicable legislation. ◆ We have the figure of the Equal Opportunities Officer and the Equal Opportunities Committee, which ensure non-discrimination of women who are part of Tendam, as well as compliance with the 3rd Equal Opportunities Plan. ◆ Various procedures are promoted: breastfeeding policies, sexual harassment prevention protocol and protocol on inclusive language and the use of women's image in communication messages.	◆ On the Board of Directors, with 2 of the 7 members are women, i.e. 29%.

8 DECENT WORK AND ECONOMIC GROWTH

Related material issues:
Respect for human and labour rights in the supply chain.

PRIORITY GOALS	ACTIONS	INDICATORS
8.5 By 2030, achieving full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.	◆ In 2025 We have renewed the cooperation agreement we signed with the ONCE Foundation in 2019 to join the INSERTA Programme, with the aim of making our commitment to creating jobs for people with disabilities more visible. ◆ We remain committed to young talent and are working to create opportunities through our Professional Internship Plan, in partnership with more than 50 entities. ◆ Through our work inclusion programme, we promote the recruitment of people with disabilities and people at risk of social exclusion to ensure that they live and work in a society where equal opportunities are guaranteed for all.	◆ 187 trainees or scholarship holders in stores ◆ 25% rate of recruitment of trainees or scholarship holders in stores ◆ We work with 50 organisations to promote inclusion in the labour market
8.7 Taking immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking, and securing the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.	◆ We have been a member of AMFORI since 2017. Its social and environment audits provide an international framework to support actions aimed at reducing the risks associated with the supply chain. ◆ The External Code of Conduct extends the company's values and commitments to the Supply Chain, ensuring effective measures to eradicate forced labour, slavery and human trafficking. ◆ Social audits are carried out to detect any violation of the commitments made, along with semi-announced visits to the factories. ◆ In 2022, the first Global Framework Agreement (GFA) was signed together with global unions to further promote the implementation of international labour standards in the Group's supply chain. ◆ In 2024, Tendam joined the International Accord for Health and Safety in the Textile and Garment Industry and the Accord Pakistan. These agreements aim to improve health and safety standards in the textile and garment industry, and we are committed to ensuring safe working conditions in our factories.	◆ 353 social audits and 70 semi-announced factory audits have been carried out to ensure compliance with the ethical principles set out in the company's Code of Conduct. ◆ Tendam requires its suppliers to comply with the principles set out in its External Code of Conduct or, where applicable, with equivalent standards in duly justified cases in accordance with criteria defined within its internal supplier management regulations.
8.8 Protecting labour rights and promoting safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	◆ Thanks to our Health Protection Plan, we contribute to the safety and well-being through cardioprotected spaces, medical service, and workplace risk prevention. ◆ We carry out recurrent Psychosocial Assessments to detect and address possible work climate problems in the workplace. ◆ Our Whistleblower System, in which we highlight Tendam's Whistleblower Channel, which allows employees and third parties to communicate, directly and confidentially, queries and/or possible breaches of Tendam's Code of Conduct. ◆ We have 28 Health and Safety Committees that enable the implementation and consolidation of the goals established in health and safety matters, through continuous analysis and monitoring of the programmed preventive activity.	◆ 100% of the workforce is covered by a collective bargaining agreement and/or the relevant labour law. ◆ OHS Policy and Prevention Plan in place ◆ 18 psychosocial assessments ◆ 2 occupational diseases have been detected ◆ 100% of the group's facilities are covered under the Health and Safety Policy.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Related material issues: **Product quality and safety, Plastic substitution, Garment collection and recycling, Efficiency in the use of raw materials, Minimisation of the impact on biodiversity, Mitigation of water pollution, Water management and Minimisation of packaging.**

PRIORITY GOALS	ACTIONS	INDICATORS
12.2 By 2030, achieving the sustainable management and efficient use of natural resources.	◆ Our brands are still committed to creating collections with more environmentally friendly materials and processes, under our own Sustainable Product standard. ◆ Strict product control that ensures compliance with required quality standards is one of the pillars on which Tendam brands bases the quality of its apparel. ◆ In 2023 the company was certified in the following Textile Exchange sustainable standards: GOTS and OCS for organic content, and GRS and RCS for recycled content.	◆ 57% of our garments meet sustainable criteria. ◆ We have surpassed our goal for 50% of the company's cotton demand to be Better Cotton by 2025, as 84% of the company's cotton is currently Better Cotton.
12.5 By 2030, substantially reducing waste generation through prevention, reduction, recycling and reuse.	◆ We work to minimise and/or eliminate single-use plastics in our products, both in the plastic elements used to transport the apparel to the point of sale and in the redesign of the packaging and the elements that allow us to protect and present the products. The recycled plastic used in the polybags is certified according to the UNE EN 15343 standard. ◆ Through the R[ECO]LLECT project we collect post-consumer garments in several of our Springfield stores with three objectives: to repurpose, reuse or recycle these garments. ◆ We have a textile reuse programme: the sale of apparel through the Involucrados project and donations to non-profit organisations. ◆ We have clothing and footwear collection containers at our offices in Madrid and Barcelona.	◆ More than 99% of in-store bags and 100% of packaging used for online shipments are made of FSC and PEFC certified paper/cardboard. ◆ R[ECO]LLECT project to collect post-consumer garments in 69 stores across Spain and Portugal. There have been 652 collections and a total of 2,250 packages. ◆ 18,905 garments have been donated to third sector organisations to the value of 126,663.50 euros. ◆ With ModaRe- 1,877 kg of garments have been collected in our offices in Madrid and Barcelona.
12.6 Encouraging companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	◆ We increase the transparency of our business by including public information on sustainability in various channels: websites, social media, Sustainability Report, garment labelling, etc. ◆ Through brand communication channels, we share information about the impact that our garments have in the hands of the consumer, and raise awareness of the impact on the environment, offering advice to extend the life cycle of the product.	◆ We promote transparency by participating in ESG assessments: ◆ In Ecovadis 2025, we revalidated our Platinum medal and in the Carbon Disclosure Project (CDP) 2025 we obtained a B rating. ◆ We use various reporting frameworks to improve our sustainability reporting: TCFD, Carbon Footprint (GHG Protocol) and European Taxonomy.

13 CLIMATE ACTION

Related material issues:
GHG emissions management, waste management and energy management.

PRIORITY GOALS	ACTIONS	INDICATORS
13.1 Strengthening resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.	◆ The risks and opportunities arising from climate change are part of the company's current Risk Map. ◆ We have aligned our climate-related reporting to the recommendations of the TCFD (Task Force on Climate-related Disclosures) ◆ We have consolidated the Sustainability Committee within the Board of Directors to oversee sustainability.	
13.2 Integrating climate change measures into national policies, strategies, and planning.	◆ We made progress in developing the decarbonisation roadmap towards the Decarbonisation Plan. ◆ We continue our Bosque Springfield (Springfield Forest) reforestation programme. ◆ We expand the use of renewable energy and implement energy efficiency measures in our stores. ◆ Promote sustainable mobility actions. ◆ Tendam's omnichannel model has been shown to generate up to seven and a half times fewer emissions per order than the pure player digital model.	◆ Participation and involvement in environmental initiatives: Fashion Pact, 1.5ºC Business Ambition, UN Fashion Charter for Climate Action and UN Global Compact. ◆ We added 30,000 trees to our Bosque Springfield (Springfield Forest) programme. ◆ At the close of 2024, 100% of the energy purchased in stores, offices and logistics centres in Spain and Portugal was renewable. ◆ Sustainable mobility 79.36% eco taxis.

17 PARTNERSHIPS FOR THE GOALS

PRIORITY GOALS	ACTIONS	INDICATORS
17.16 Enhancing the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilise and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries.	◆ Our contribution to the Sustainable Development Goals is materialised through collaboration with other entities to promote networking, innovation and talent management, contributing to the betterment of society. ◆ We participate in various initiatives together with our stakeholders such as discussion forums and learning circles and we are present in national and international industry organisations to keep abreast of the latest trends, contribute to the transformation of our industry and stay close to the main market players.	◆ We are proud to have joined the Fashion Pact, Business Ambition 1.5°C, the UN Charter for Climate Action, the UN Global Compact and the SERES Foundation, among others. ◆ In 2023, together with Decathlon, H&M, IKEA, Inditex, Kiabi and Mango, we founded RE-viste, the association for the collective management of textile waste. ◆ Cascale full member