



Sustainability Report 2022

SDG Progress
Report 2022

Date of the report:
October **2023**



Report Outline

PART 1

About us

PART 2

Our Products & Services

PART 3

Our Performance

PART 4

Our Commitments

PART 5

Our contributions to the SDGs

PART 6

Methodology for reporting

About us

PART 1

About us

PART 2

Our history

PART 3

Our governance structure

PART 4

Our presence in the world

PART 5

Our stakeholders

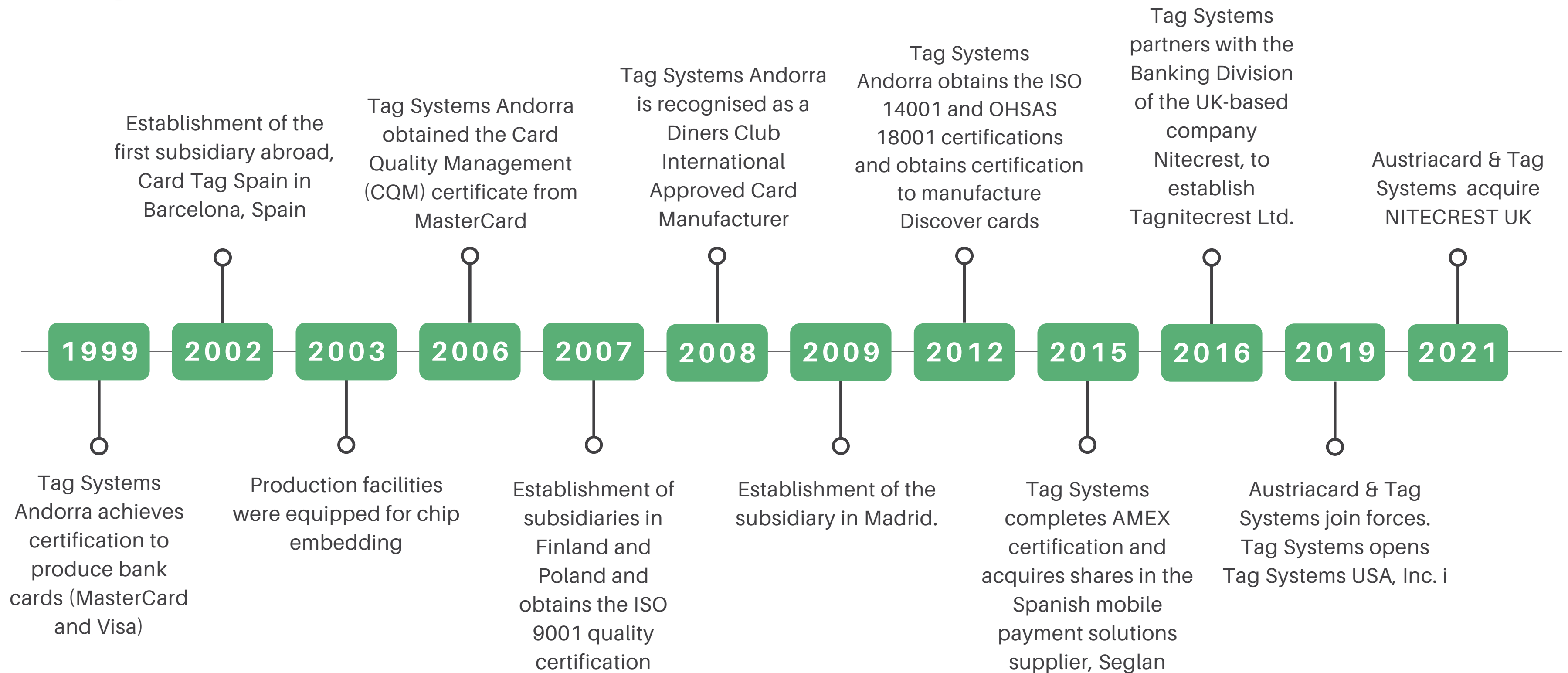
About us

Tag Systems SAU is a private company that aims to provide payment products and solutions that meet customers' needs, focusing on quality and security to guarantee compliance with the highest standards. Professionalism, trust and flexibility are the foundations to the services we provide.

Our values define who we are and how we do things. Everyone at Tag Systems understands the importance of behaving with these values and commits to do so at all times.

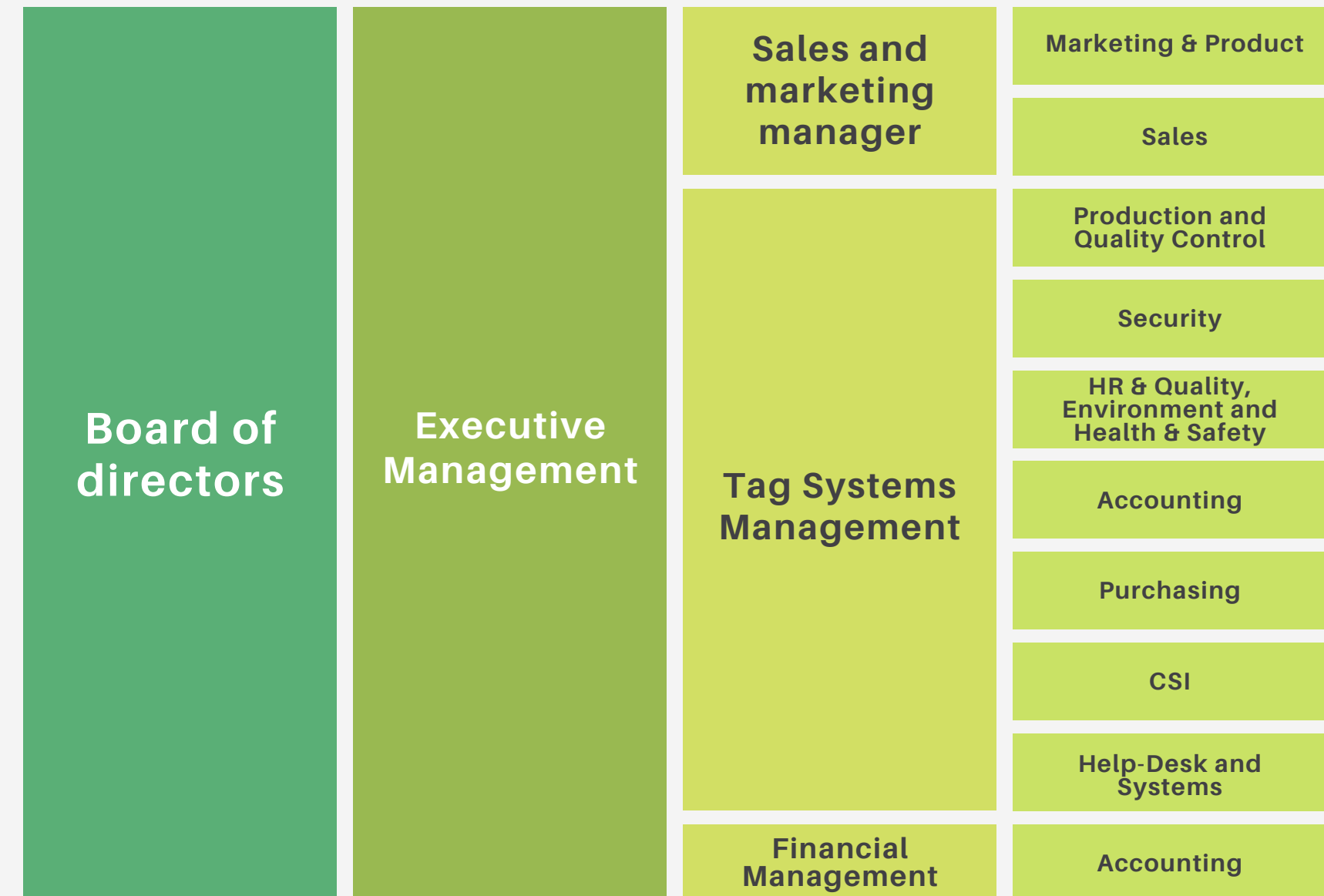


Our history

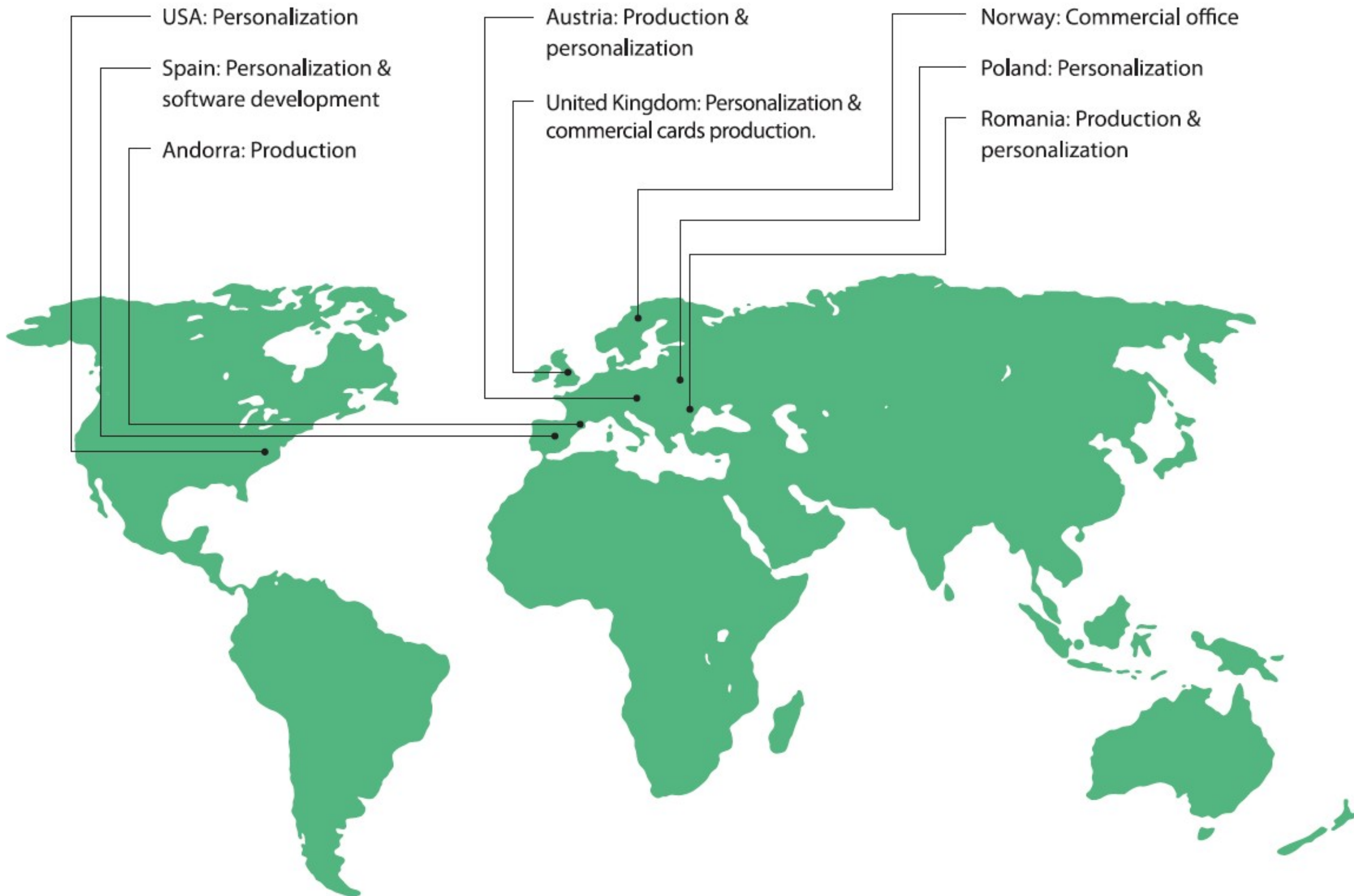


Our structure

Tag Systems' corporate governance structure guarantees satisfactory compliance with business management requirements, based on ethics and integrity to promote a responsible and transparent way of working.



Our presence in the world



Our stakeholders

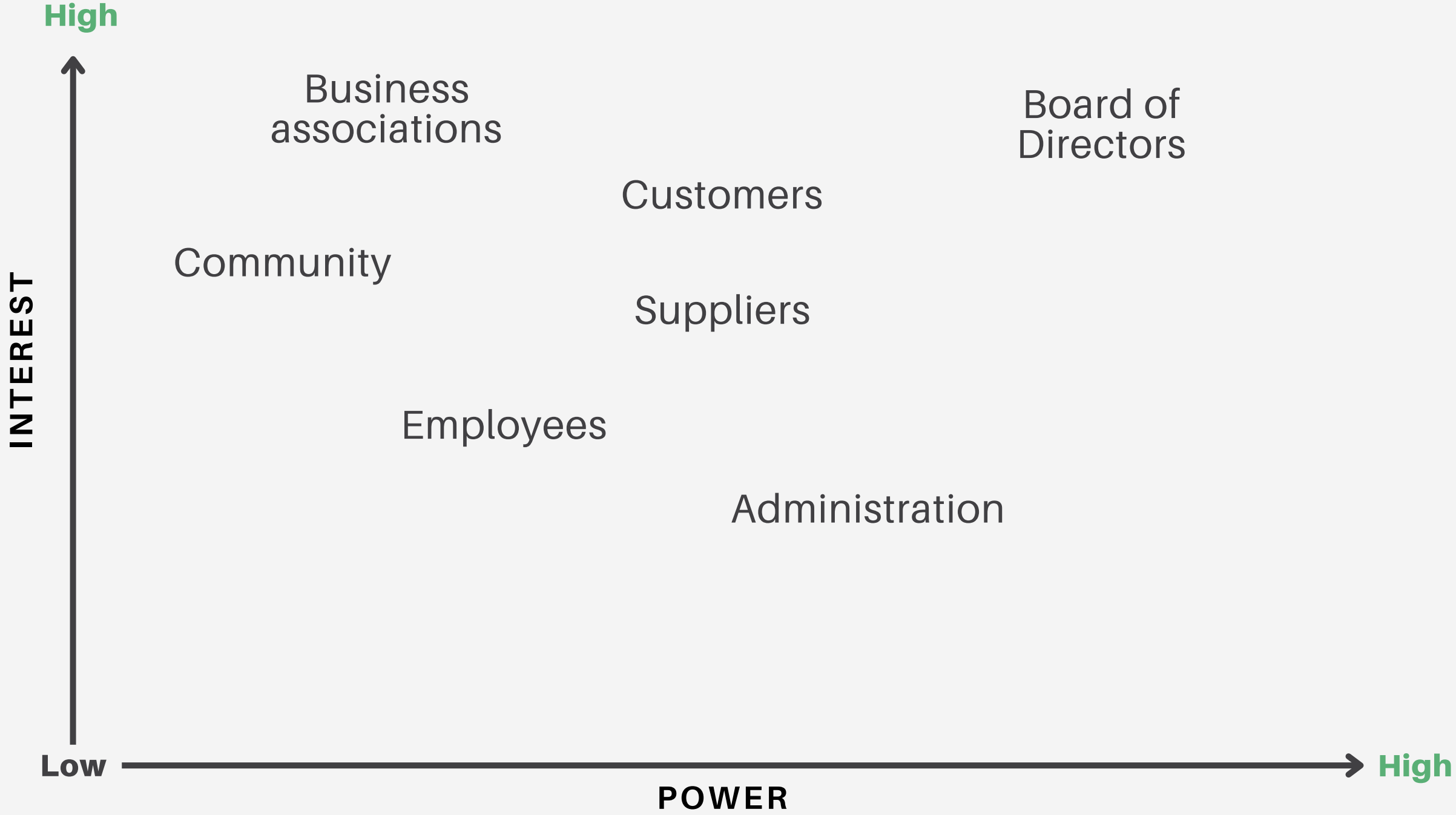
Each of our stakeholders has an important role in the goals we set.

We aim to maintain relationships of trust with each of them to find solutions to common challenges. Aware of the intrinsic value of each of our stakeholders, we establish channels of communication through which we exchange impressions on any aspect related with our activity.

Dialogue with stakeholders is key to detecting improvements in the strategic design of the business, as well as in the design of specific actions that may provide solutions



Our stakeholders



Our sustainability topics

This identification of the main topics affecting Tag Systems, both directly and indirectly, was based on information found on diverse sources, including the Standards of the Global Reporting Initiative (GRI Index).

Once the identification of these topics were approved by the management team, and to further pursue our goal of becoming more sustainable, a classification of the importance of these topics for us and external stakeholders was adopted. **This classification is the driving force behind all our sustainable actions and changes.**



Sustainability Topics Classification



Our products and services

PART 1

Our Products

PART 2

Our Markets

PART 3

Our Suppliers

PART 4

Our Certifications

PART 5

Our Commitments to Quality



Our products

Tag Systems manufactures, personalizes cards and develops software in Europe, UK and US.

This allows us to monitor all the steps in the production and development processes and ensures our customers that our products and solutions comply with the highest quality standards of the western world. Quality and constant commitment to offering the latest trends in products and services enable us to respond to different customer profiles.



Our products

Payment cards

Wearables

Sustainable payment cards

Metal Cards

Card design innovation

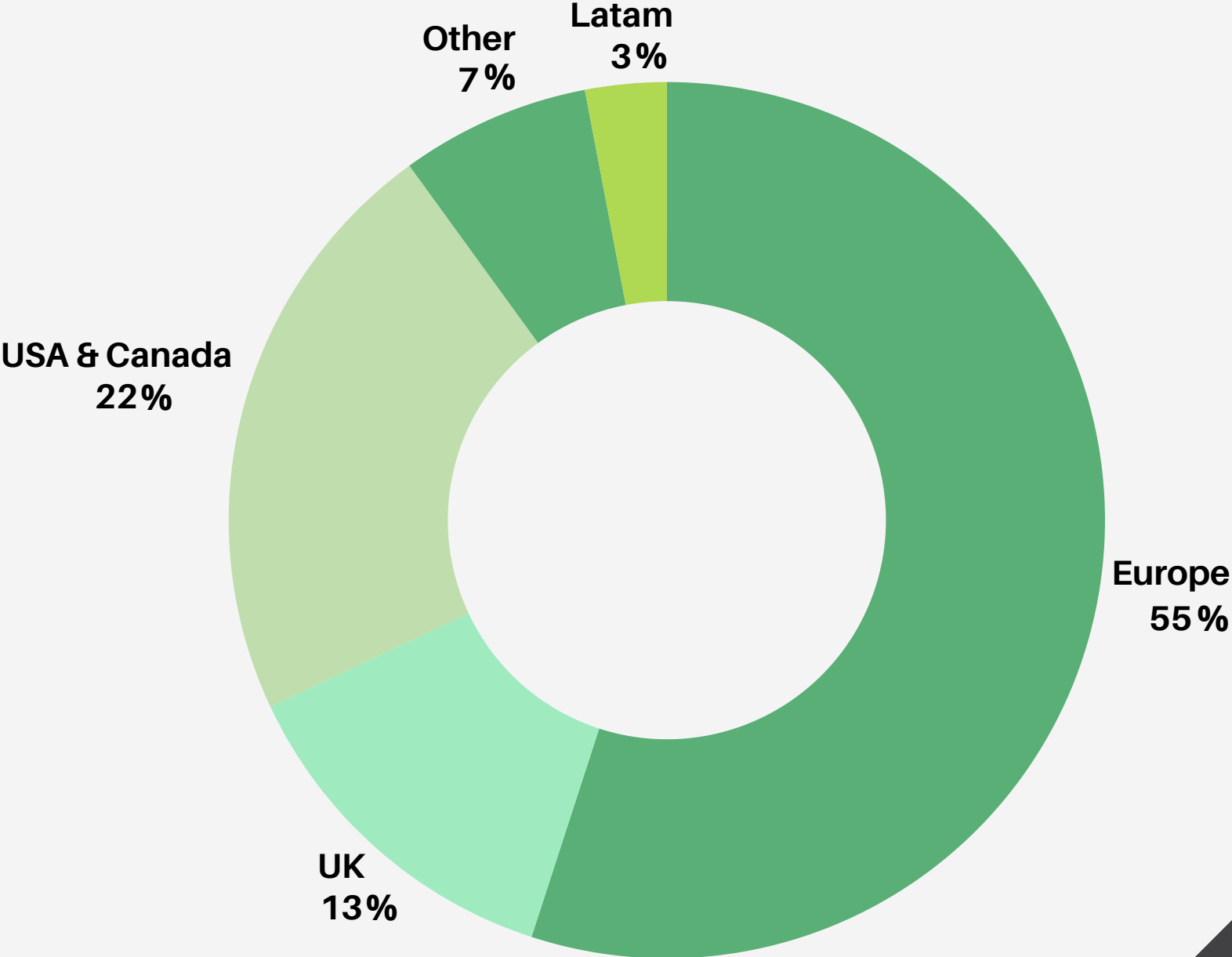
Biometric Cards

Tag Systems has integrated sustainable materials and processes into its production. All the areas in the factory are continuously analyzed under sustainability criterias; it is a continuous process implemented in the factory to achieve year by year improvements in the sustainability rates.

Our markets

Our products and services are mainly provided to the following markets: Europe , UK, USA, Canada, and Latin America.

We supply Banking and commercial sectors.



Our suppliers

At Tag Systems, in order to guarantee the correct development of our activity and quality products and services, it is essential to have suppliers from diverse spheres of activity and categories with whom we maintain long-term relationships of trust.

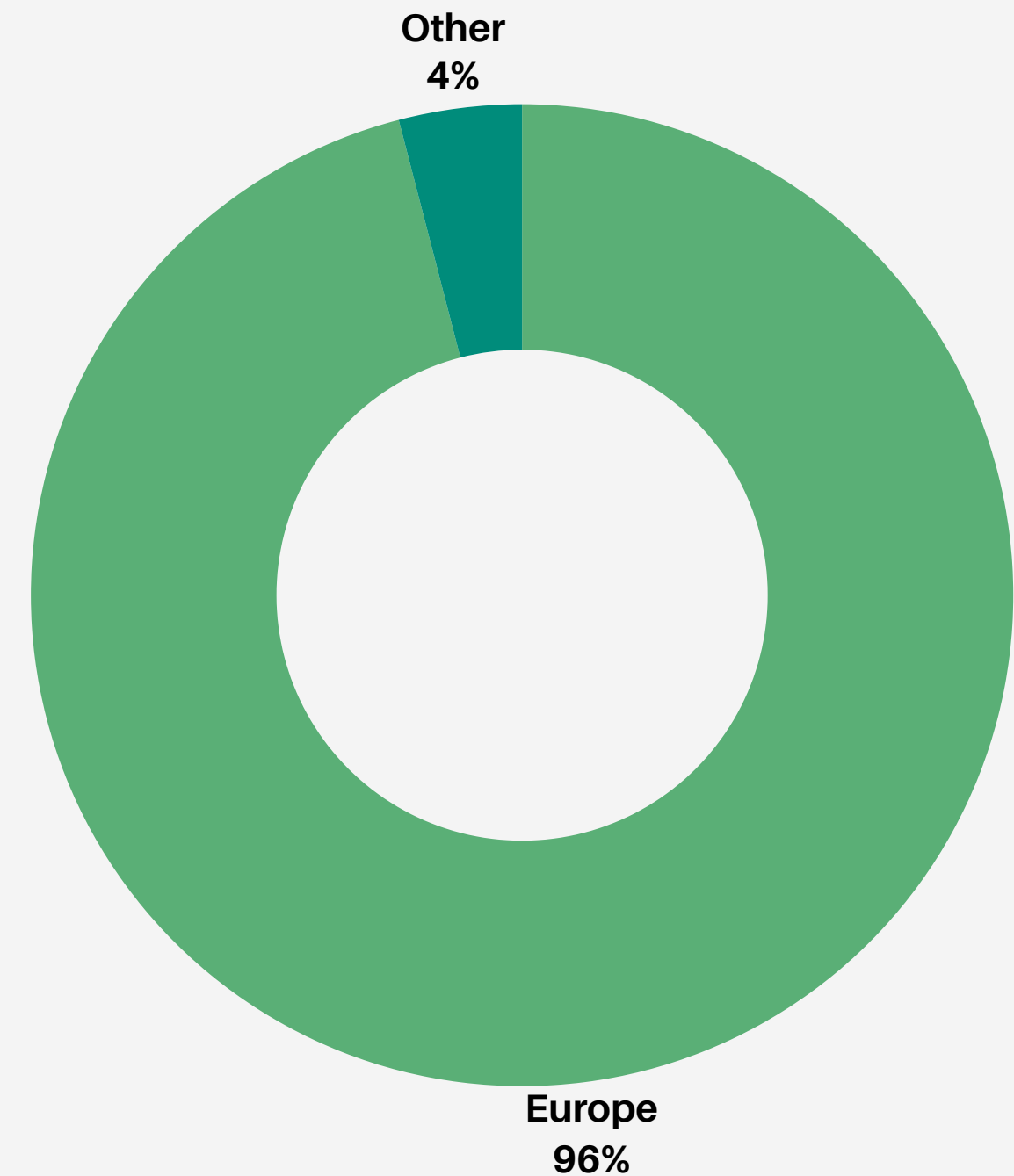
This means not just having suppliers with a high technical and quality performance, but who also comply and are aligned with the criteria we have defined, among them environmental and social criteria; for example, the provision of a certified environmental management system.

We periodically update our supplier database to incorporate compliance with new environmental, quality and occupational safety certificates.

The activities for which Tag Systems is supplied with products and services are: raw materials for production, machinery maintenance services, transport services, installations, IT services, consultancy and other services.

Regarding the materials used in the manufacture of our cards, we are aware of their importance, so we choose the best raw materials via a strict approval protocol.

96% of all our raw materials come from European countries and, regarding services, we give priority to local suppliers, from Andorra



Our certifications

We integrate excellence at all levels through efficient tools and management systems that guarantee continuous improvement and performance. Excellence is an essential part of our way of working and of our value proposition, focussed on competitiveness, productivity, quality, and security.

We guarantee to offer maximum quality in all our products and services. We put all our effort into implementing protocols, standards and certificates that ensure strict compliance of the quality and security standards. **The quality management system ensures that our products and services meet the applicable legal requirements, whilst aiming for customer satisfaction.**



Our certifications

Our quality assurance is ensured through different certifications, from ethical and environmental standards control for our supply chain, to environment management systems that includes the following principles of action:

- Application of **environmental and energy efficiency criteria in production**, through the rational use of natural resources and the **reduction of generated waste and emissions**
- **Compliance with environmental and energy legislation**, as well as with **voluntary commitments**
- Provide **training and allocate the necessary resources to promote employees' active participation** in attaining the environmental objectives



ECOVADIS SILVER



ECOVADIS GOLD



ISO 14001

Our commitments to quality

We hold certificates that reaffirm our commitment to offering quality products and solutions:

- **ISO 9001.** Certified quality management system, designed by the International Standardization Organization.
- **Card Quality Management (CQM) by MasterCard.** Certification that is part of the MasterCard approval process and refers to quality and security criteria of the product. All cards manufactured by Tag Systems (banking and commercial) meet this certification.
- **ISO 45001.** We focus on strengthening the occupational health and safety prevention and management culture.



Our performance

PART 1

Our Performance

PART 2

Our Workers

PART 3

The impact of COVID-19

Our performance

At Tag Systems, we are convinced that the performance of our company is tightly linked to its workforce.

Tag Systems also leverages its various networks to enhance what we are and what we do as a company, sharing experiences and knowledge of future challenges in our market and the economic and business contexts.



Our workforce

The human resources management plays a fundamental role in meeting Tag Systems' global objectives. Beyond that, we have always thought of our people as the element that marks our difference and competitiveness.

For this reason, **we offer quality employment, encourage growth with training programmes, safe and healthy work environment and guarantee equality and non-discrimination.**

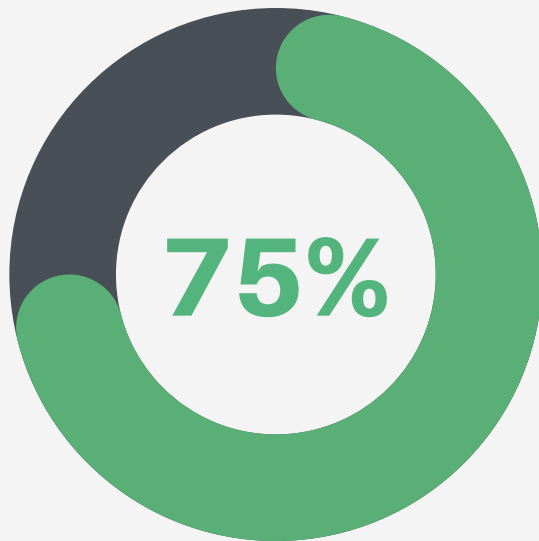


Our workers profile

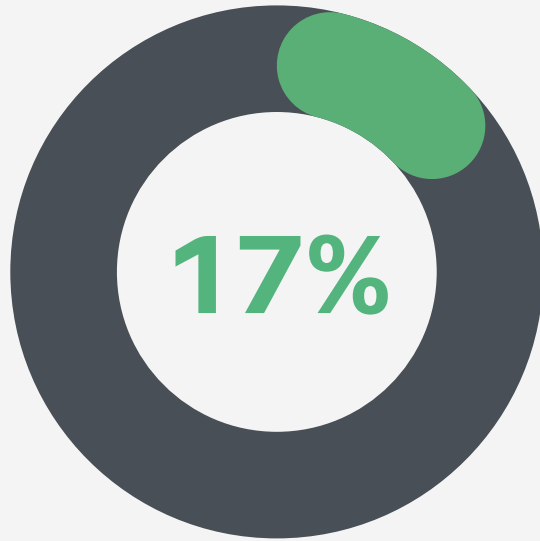
186
Employees



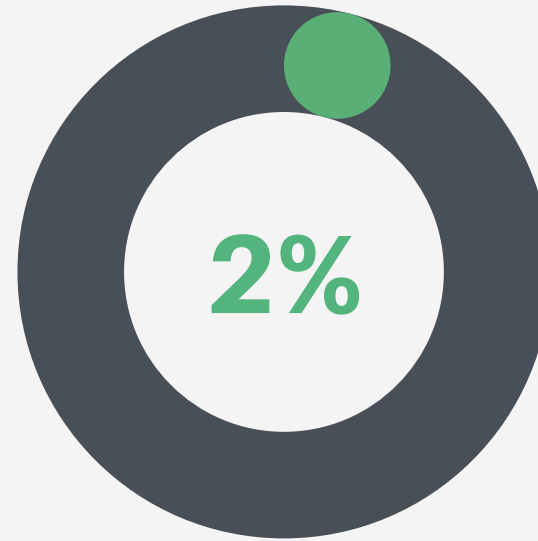
Full time employees



Female employees



Young employees



Employees with disabilities

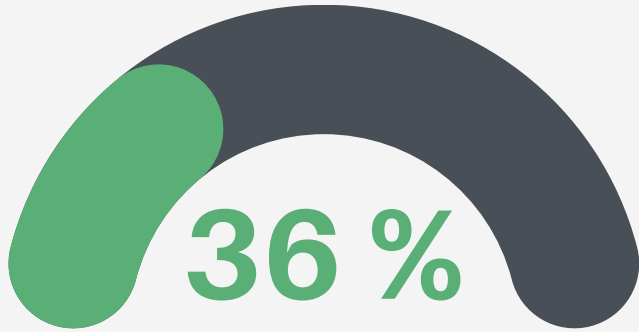


Our workers nationalities

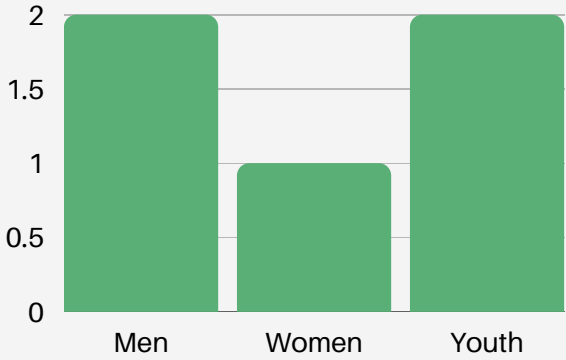
Our commitment to quality employment

3.319,35
Hours of training

11
Labour accidents



Training done by women



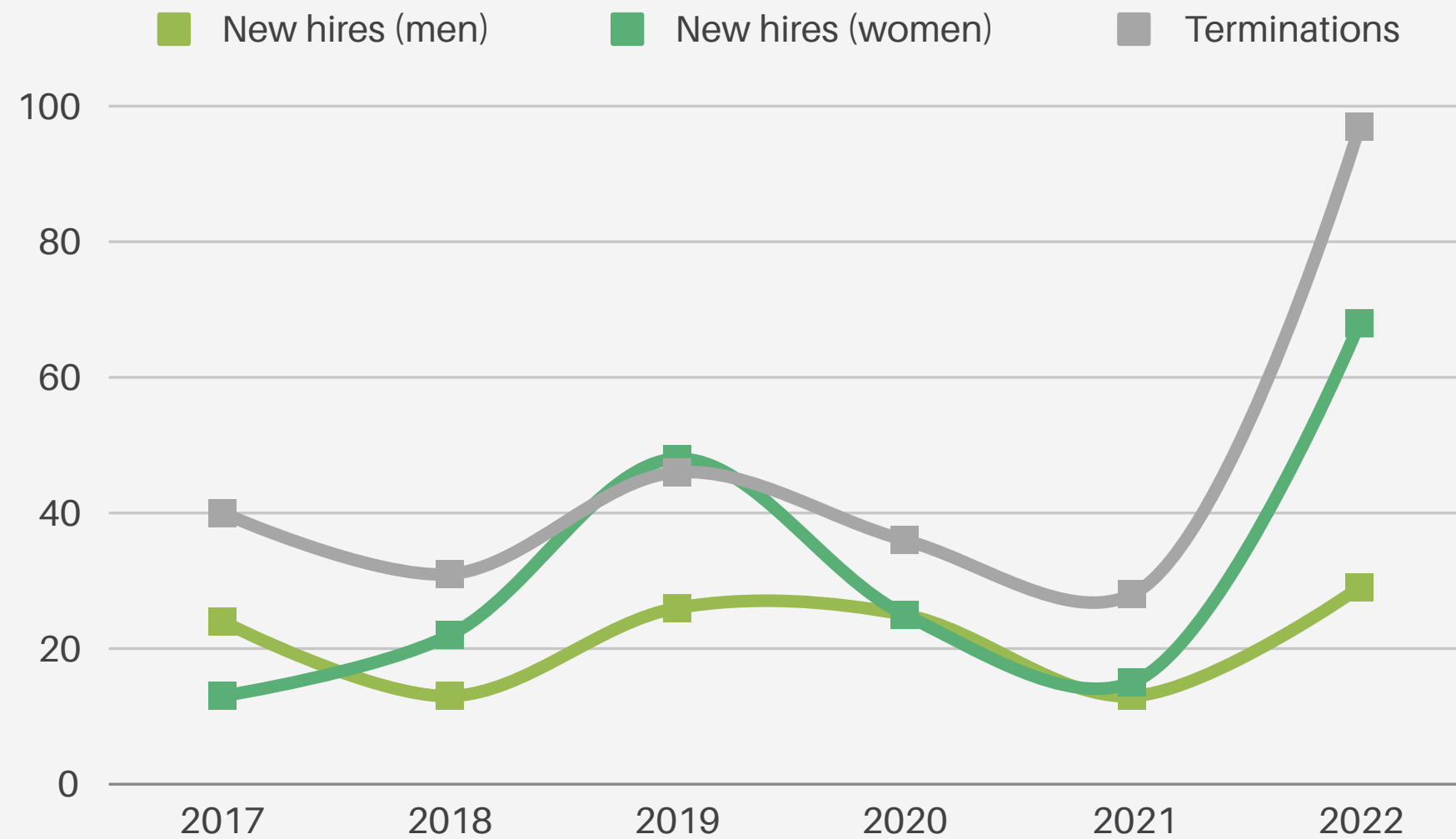
Internal promotions



100% staff retention rate

Evolution of our hires (2017-2022)

During the last three years, we have introduced some improvements and changes that shows Tag Systems commitment to guarantee quality employment, including flexible working hours, healthy Mondays and casual Fridays.



200
Largest number of employees

124
Current number of female employees

Our certifications

We are committed to involving the society and institutions of Andorra in offering our employees the best quality of life and reconciliation of work and family life. **We collaborate with different organisations to keep ourselves engaged with business associations and legislative initiatives.**



PIMEC



CEA



EMPRESA INCLUSIVA

Our commitments

PART 1

Our Commitments to the Environment

PART 2

Our Commitments to the Local Community

Our commitment to the environment

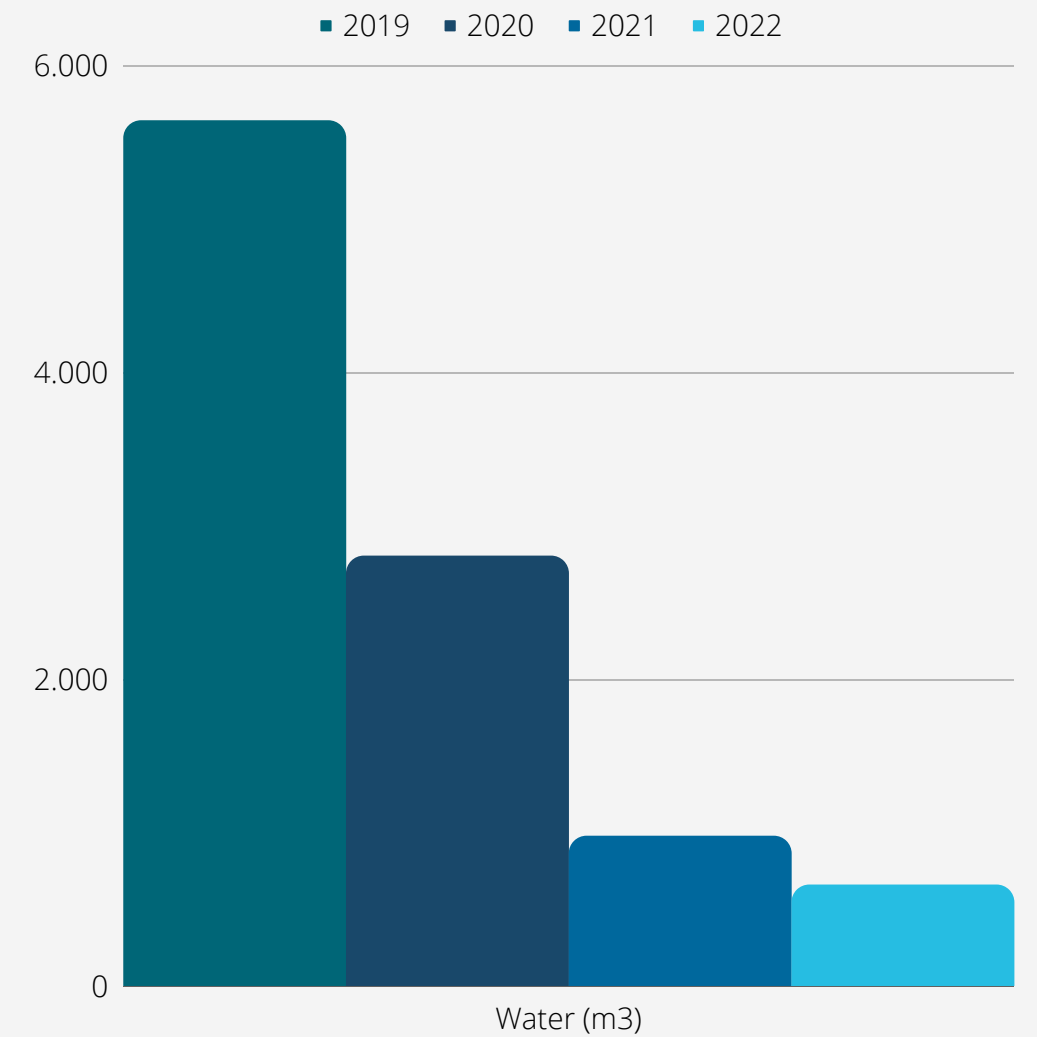
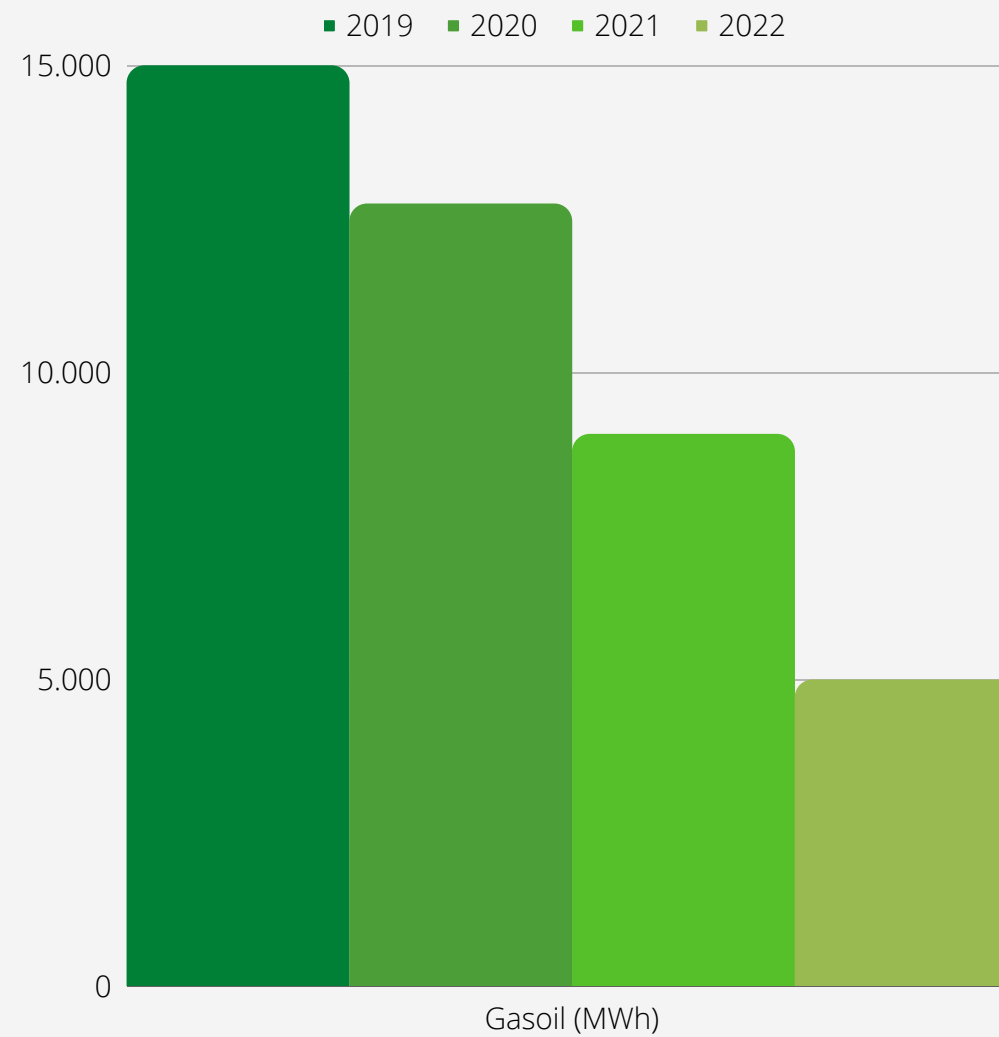
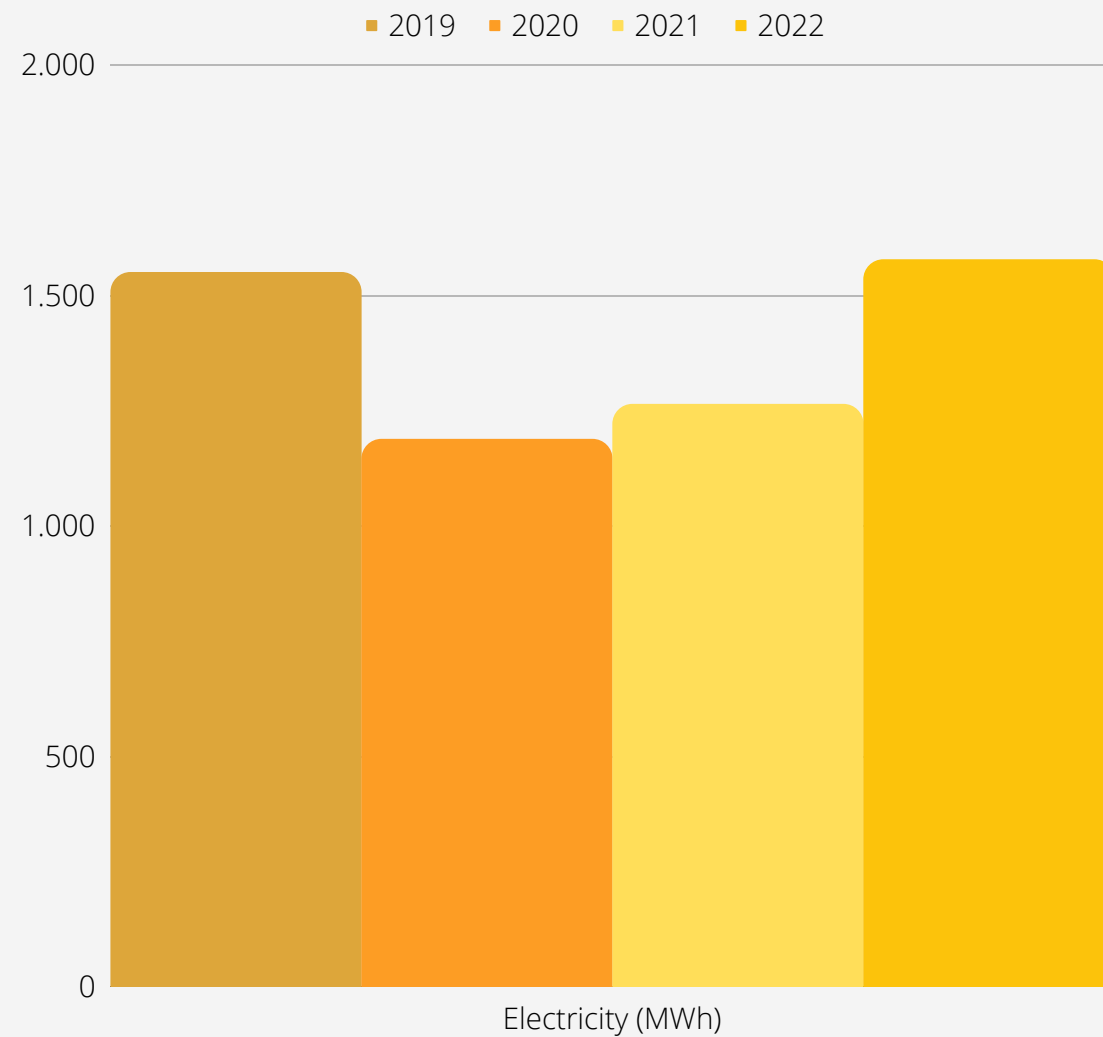
Respect for the environment is an unavoidable requirement for a company aiming to be sustainable, such as Tag Systems. In this sense, **we systematically assess the environmental impact and effects of our activity and manage the prevention of environmental risks.**

We constantly invest to reduce energy consumption as much as possible and to improve waste management and processing. We are loyal to our principles and values and make sure that our stakeholders also respect them. As such, **we ensure compliance with the applicable environmental legislation and have all the necessary licences for water discharge, atmospheric emissions and production of dangerous waste.**



Optimisation of resources

At Tag Systems, we make sure we use resources rationally and efficiently possible. **We focus our efforts on the consumption of energy (electricity, gasoil and water)**



Consumption of electricity, gasoil and water (2019-2022)

Our commitment to the local community

Tag Systems' actions in the local community are carried out through initiatives that enable the projection of corporate values, such as teamwork, or which allow it to be an active participant in contributing solutions to local challenges.



Our commitment to the local community

In 2022, while there were still some restrictions due to the COVID-19 pandemic, we were able to join in different activities to promote a healthier lifestyle and raise money for charities:

- Participation with employees at the “Mou-te” day, organised by the government of Andorra to promote a healthier and more active lifestyle.
- Sponsorship of various Andorran athletes.
- Donation and participation to the “Caminada contra el Càncer”, a walk to raise funds for cancer research.

We maintained our collaboration with the University of Andorra and local professional training centers, providing students with valuable work experience opportunities to enhance their prospects for seamless entry into the labor market upon graduation.

In 2022, Tag Systems received the Inclusive Company award at the 2022 CEA (Andorran Business Confederation) Awards. This recognition acknowledges Tag Systems' dedication to providing employment opportunities for a segment of the population that often faces additional challenges in showcasing their abilities. This year, we proudly employed six individuals with disabilities.



UNIVERSITAT
D'ANDORRA



Our contribution to the SDGs

PART 1

UN 2030 Agenda and the SDGs

PART 2

The SDGs at Tag Systems



THE GLOBAL GOALS



The 17 Sustainable Development Goals

The Sustainable Development Goals (SDGs), also known as Global Goals, are a set of 17 integrated and interrelated goals to end poverty, protect the planet and ensure that humanity enjoys peace and prosperity by 2030.

We are committed within our Corporate Social Responsibility strategy to the 17 Sustainable Development Goals (SDG), which guide the implementation of the United Nations 2030 Agenda for Sustainable Development and we communicate our engagement to all interested parties.

We work continuously so that these objectives promoted by the United Nations become a reality. And we ask our collaborators to also keep them in mind in their management.

SDGs at Tag Systems

The 17 Sustainable Development Goals (SDG) – global, inclusive, and ambitious – are what guide the implementation of the 2030 Agenda for Sustainable Development of the United Nations. In the different sections of this Sustainability Report, we have included the SDG aligned with who we are and what we do at Tag Systems. As a result of the dialogue with the stakeholders set out in this chapter, the sustainability topics that are relevant to us have been validated.

This shall enable strategic planning with greater awareness of our ability to generate positive impacts on people as well as the natural environment.



Our contributions to the SDGs

Our commitment to sustainability is present in all departments and activities: from product marketing to our employees' wellbeing, via responsible purchasing of raw materials from suppliers and environmentally efficient production processes.

SDG TARGETED	ACTIVITY / PROJECT	OUTCOME
	<p>At Tag Systems, we actively participate in any initiative proposed by public administrations to promote a healthier and more active lifestyle, always being proactive.</p>	<p>Promote a healthier lifestyle for our employees</p>
	<p>At Tag Systems, we offer training programs to our employees, encouraging them to develop their skills</p>	<p>Promote lifelong learning to all our employees</p>
	<p>At Tag Systems, we incorporate the gender perspective and our business culture promotes equality and integration, and human rights.</p>	<p>Achieve gender equality Offer the same opportunities to all our employees, regardless of genre</p>

Our contributions to the SDGs

SDG TARGETED	ACTIVITY / PROJECT	OUTCOME
 <p>6 CLEAN WATER AND SANITATION</p>	<p>At Tag Systems we promote the sustainable management of water and the reduction of its consumption, through improvements in our facilities, machinery and production processes.</p>	<p>Promote the substantially increase of water-use efficiency across the entire organization.</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>At Tag Systems, we promote youth employment in the company through hiring and training programmes, and we also promote the value of cultural diversity.</p>	<p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p>
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>At Tag Systems, we adopt environmentally-friendly and clean industrial processes and technologies.</p>	<p>Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.</p>

Our contributions to the SDGs

SDG TARGETED	ACTIVITY / PROJECT	OUTCOME
	<p>At Tag Systems, we make efficient use of energy and natural resources, we choose raw materials bearing in mind their environmental impact and incorporate environmental criteria when choosing suppliers.</p>	<p>Ensure sustainable production and consumption patterns.</p>
	<p>At Tag Systems, we have implemented ISO 14001 environmental management system certification, we require environmental policies and certificates from suppliers and we work to minimise our environmental footprint optimising the consumption of resources and correctly managing waste.</p>	<p>Take urgent action to combat climate change and its impacts.</p>
	<p>Tag Systems' alliances enable us to be part of various networks that enhance what we are and what we do as a company, as well as sharing experiences and knowledge of future challenges in our market and in the economic and business context.</p>	<p>Leverage partnerships and networks to achieve the SDGs faster and with more impact, especially for climate action and quality employment.</p>

Next Steps

At Tag Systems, we always expect new actions that we can implement to achieve the SDGs and the 2030 Agenda of the United Nations. The projects presented here will be launched from 2023 onwards, with a special emphasis on Andorran society and the environment.

CIRCULAR ECONOMY

Requirements are being prepared to launch a circular economy project with the main objective of taking full advantage of acquired PVC.



EMPLOYEES WELFARE

A corporate welfare programme aimed at workers will be implemented with the aim of promoting the physical, mental and emotional well-being of workers.



EQUALITY

At Tag Systems, we integrate a gender perspective, and our corporate culture promotes both equality and the inclusion of disadvantaged groups.



Next Steps

At Tag Systems, as well as contributing to the growth and good development of Andorran society and its environment, we also care to help the most disadvantaged and to ensure, through our actions, that the world is increasingly a fairer and more equal place, as well as a safe place for minorities.

FOOD SOLIDARITY BANK

To create and maintain a food bank based on solidarity in cooperation with Andorran Red Cross and according to its needs.



DONATIONS AND PROMOTIONS

To structure donations and sponsoships to support Andorran society in more specific ways, with a related account attached.



ENVIRONMENT AND CLIMATE ACTION

Follow established environmental management principles and help reduce waste during the production process.





Solidarity Grocery Store

Create and maintain a solidarity food bank in partnership with the Andorran Red Cross and according to their needs.

The objective of this solidarity project would be to engage all employees with the reality of the Andorran society and assist the Andorran Red Cross with a food bank to support families that are in need.



Donations and sponsorships

Continue to provide support through donations and sponsorships to the Andorran society in more specific ways.

The objective of this restructuration of the donations and sponsorships is to identify causes and athletes to support that are more in line with the values and interests of the company.

Tag Systems commits to pursuing its efforts to support a healthier lifestyle for its employees and the Andorran society at large.



Environment and climate action

Pursue the environment management principles established and contribute to reducing waste during the production processes.



The installation of solar panels at our headquarters, along with the use of ECOTERM-generated energy and reduced water consumption in our production processes, enhances our energy efficiency and demonstrates greater environmental responsibility.

Tag Systems obtained the certificate “Llum Verda”. This certificate guarantees that 100% of Tag Systems electrical energy consumption is from renewable origin (Hydraulic resources).



Environment and climate action

Tag Systems is also working to reduce the carbon footprint of its employees through the elaboration of a Mobility Plan to ensure that all workers reduce their own impact on the climate through actions such as carpooling or the use of electric vehicles.



Sustainable mobility

Following the objectives set out with Energy Transition and Climate Change actual law, a mobility plan has been implemented with the main objective of reducing the carbon footprint of workers and reducing emissions in company mobility.

In the mobility plan, different actions have been carried out during 2022, such as awareness raising, car sharing, bicycle use, public transport and parking slots availability. In 2023, more targeted actions will be carried out to achieve the objectives.



Methodology for reporting

PART 1

Carbon footprint calculation



Our methodology

Tag Systems has initiated a process of calculating and monitoring its carbon footprint as well as other indicators included in the GRI Index in order to respond better to the challenges our planet faces and establish a number of actions and changes to be in adequacy with the 2030 Agenda and its SDGs.

The methodology presented hereafter relates primarily on the calculation of the carbon footprint, from all levels (1-3), as well as the calculation of waste produced and managed for 2022.



Carbon footprint calculation methodology

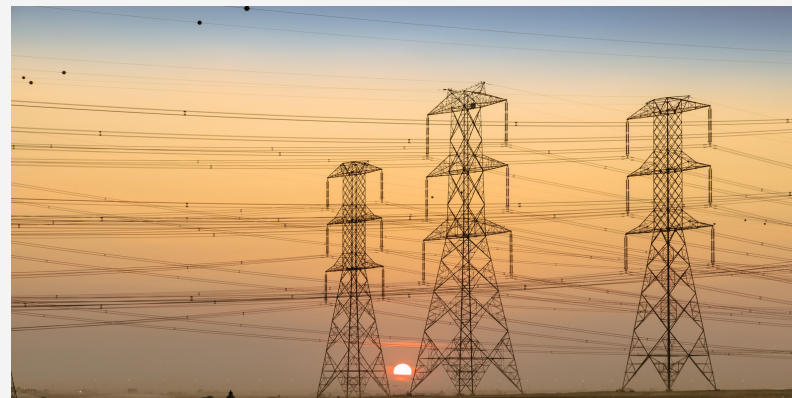
Scope 1

It refers to direct emissions from a combustion process such as those from boilers, furnaces or vehicles that are controlled by the entity. It also includes fugitive emissions such as air conditioning leaks.



Scope 2

These are indirect GHG emissions associated with the generation of electricity purchased and consumed by the organization. Scope 2 refers to the emissions from the generation of electricity and heat consumed by the organization.



Scope 3

These are other indirect emissions not controlled by the organization. Emissions relating to the production process.



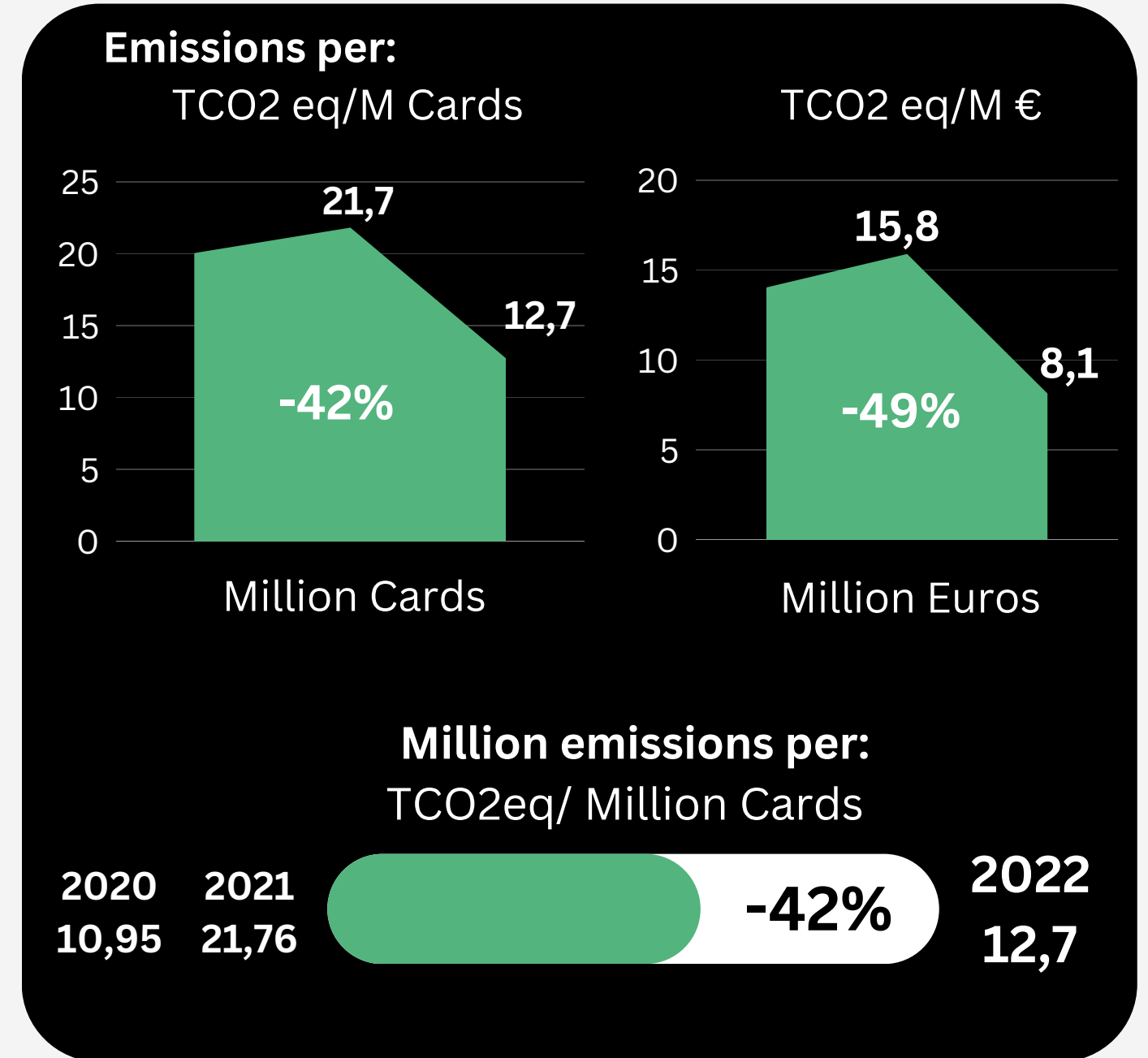
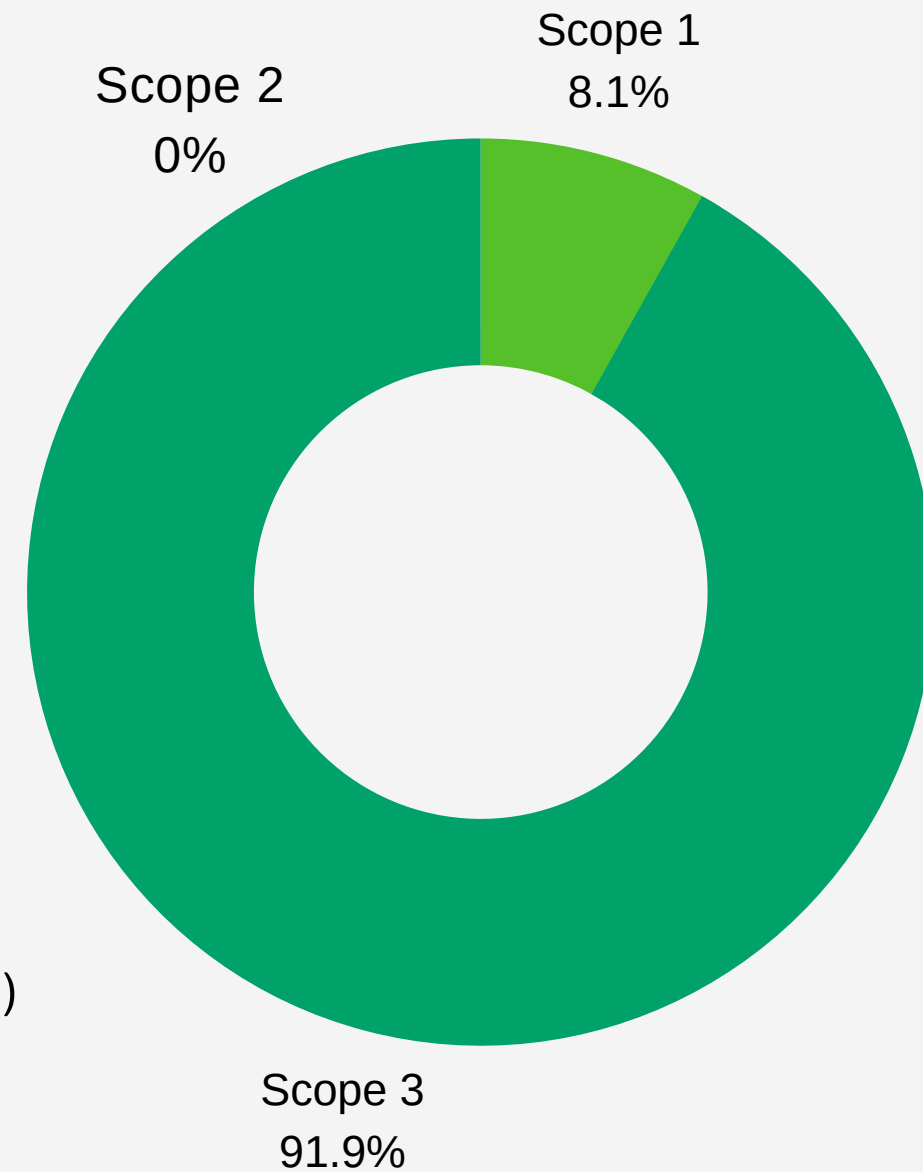
Organization carbon footprint

At Tag Systems, we have calculated **the total carbon footprint** of the company and its performance for 2022:

In 2022, the annual production of greenhouse gases for our activity amounts to:

462 t CO₂eq

- Scope 1:** 37,52 tCO₂eq (Directs).
- Scope 2:** 0,00 tCO₂eq (Indirects).
- Scope 3:** 424,86 tCO₂eq (Other indirects)



Carbon footprint calculation per product

At Tag Systems, we have calculated the **carbon footprint of produced cards** using the following methodology: **ISO 14040. Life Cycle Assessment software SimaPro 9.1 and the Ecoinvent 3.6**

Card material	Units produced	kgCO2eq/unit
Degradable	3.218.968	0,0373
R-PVC 80%	5.584.001	0,0263
R-PVC 95%	3.049.824	0,0256
Standard PVC	24.159.732	0,0373

In 2022, the yearly production of our credit cards amounts to:

1.246 t
CO2eq

Compensation of our carbon footprint

After calculating the carbon footprint of our production and our organization, we decided to compensate our carbon footprint by means of two projects offered by the United Nations carbon compensation platform.

The choice to compensate for the organization's footprint consists of a project to distribute ONIL-type stoves to homes in Guatemala and, with regard to the product footprint, a hydroelectric production plant has been chosen. This has allowed us to obtain a government certification demonstrating that we have offset our carbon emissions by 2022



Distribution of ONIL Stoves— Guatemala

“Distribution of ONIL Stoves — Guatemala” project involves the distribution of fuel-efficient, improved cook stoves to household...

offset.climateneutralnow.org



Fundão-Santa Clara Energetic Complex Project (FSCECP)

The objective of the project is the generation of zero carbon emission electricity from a renewable source - hydropower.

[United Nations online platform for voluntary cancellation of certified...](#)

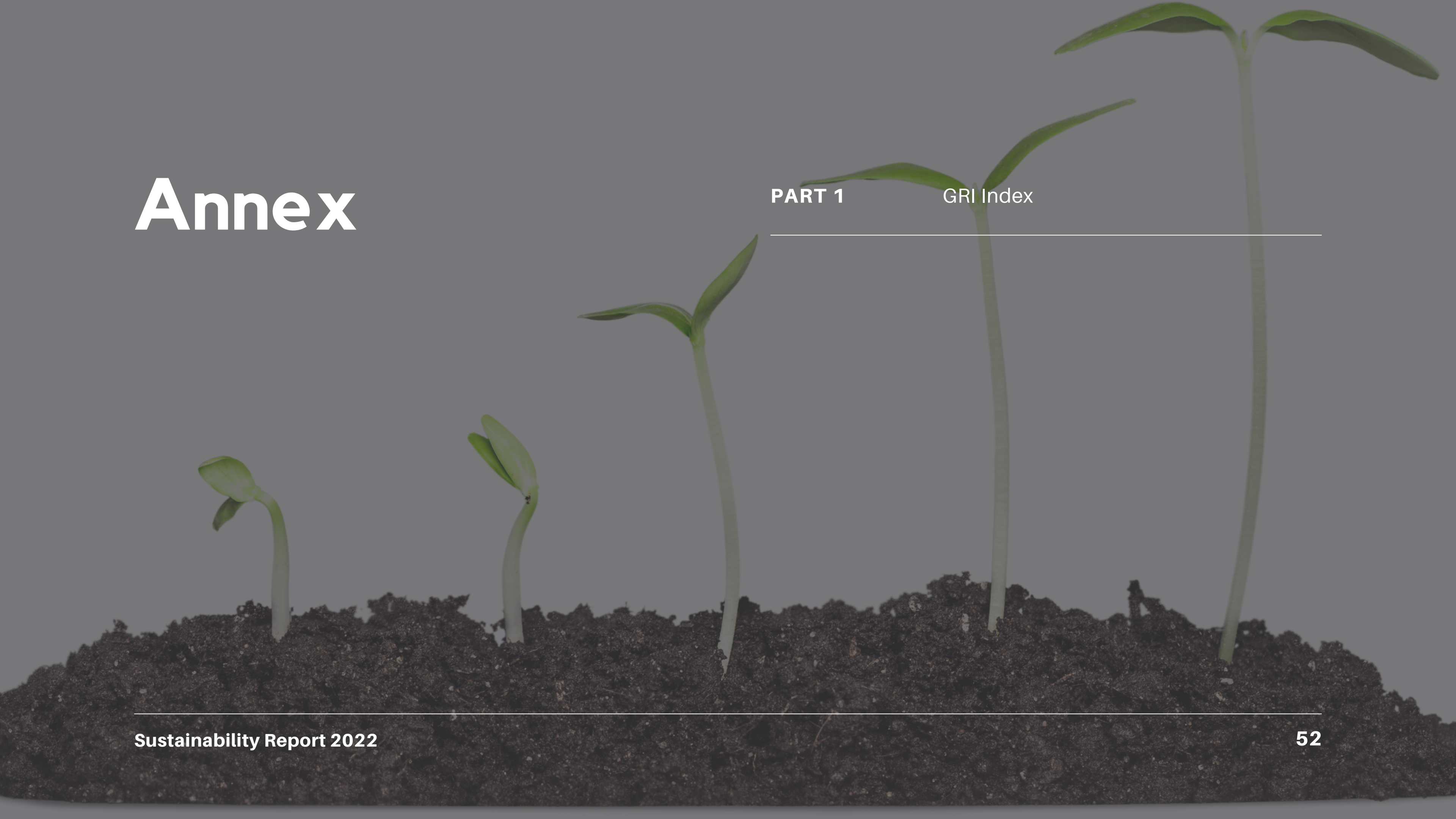


Govern d'Andorra

Annex

PART 1

GRI Index



GRI Index

This is the third GRI sustainability report published by Tag Systems with the aim to inform about our social, environmental and economic performance. Through this document, we show our efforts and commitment to contributing to sustainable development.

The scope of the report is the year 2022 and refers to the activities carried out by the company in Andorra.

The informations and data contained here cover the activity of Tag Systems in Andorra.

For further information relating to the report, please contact hseq@tagsystems.net.

The following table shows the index of general and specific disclosures of the Global Reporting Initiative (GRI) organisation as per GRI Standards for the “Compliance - Essential” option.



Contact

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hseq@tagsystems.net

We appreciate your interest and support.



Foundation and general disclosures

GRI Standards	Indicator	Page	Omissions	External assurance
GRI 102 General disclosures				
2016				
Organisation profile				
	102-1	Name of the organisation		
	102-2	Activities, brands, products, and services		
	102-3	Location of headquarters		
	102-4	Location of operations		
	102-5	Ownership and legal form		
	102-6	Markets served		
	102-7	Scale of the organisation		
	102-8	Information of employees and other workers		
	102-9	Supply chain		
	102-10	Significant changes to the organisation and its supply chain		
	102-11	Precautionary principle or approach		
	102-12	External initiatives		
	102-13	Membership of associations		
Strategy				
	102-14	Statement from senior decision-maker		
Ethics and integrity				
	102-16	Values, principles, standards and norms of behaviour		
Governance				

102-18 Governance structure

Stakeholder engagement

102-40 List of stakeholder groups

102-41 Collective bargaining agreements

102-42 Identifying and selecting stakeholders

102-43 Approach to stakeholder engagement

102-44 Key topics and concerns raised

Reporting practice

102-45 Entities included in the consolidated financial statements

102-46 Defining report content and topic Boundaries

102-47 List of material topics

102-48 Restatements of information

102-49 Changes in reporting

102-50 Reporting period

102-51 Date of most recent report

102-52 Reporting cycle

102-53 Contact point for questions regarding the report

102-54 Claims of reporting in accordance with the GRI Standards

102-55 GRI content index

102-56 External assurance

Material topics

GRI Standards Indicator	Page / Direct response	Omissions	External assurance
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Economic topics

GRI 103: Management approach 2016

Linked to GRI 201: Economic performance and GRI 205: Anti-corruption

103-1 Explanation of the material topic and its Boundary

Material topic	Boundary ¹	Involvement ²
GRI 201: Economic performance	Inside and outside	Direct
GRI 205: Anti-corruption	Inside and outside	Direct

(1) Indicates where the impact occurs: inside the organisation, outside the organisation or both inside and outside the organisation.

(2) Indicates the involvement of the organisation regarding the impact: direct (the organisation has directly caused the impact) or indirect (the organisation is linked to the impact through its business relationships).

103-2 The management approach and its components

103-3 Evaluation of the management approach

GRI 201: Economic performance

201-1 Direct economic value generated and distributed

GRI 205: Anti-corruption

205-3 Confirmed incidents of corruption and action taken

Environmental topics

GRI 103: Management approach 2016

Linked to GRI 301: Materials, GRI 305: Emissions and GRI 307: Environmental compliance

<p>103-1 Explanation of the material topic and its Boundary</p>	<table border="1"> <thead> <tr> <th data-bbox="406 380 662 425">Material topic</th> <th data-bbox="662 380 949 425">Boundary¹</th> <th data-bbox="949 380 1181 425">Involvement²</th> </tr> </thead> <tbody> <tr> <td data-bbox="406 436 662 481">GRI 301: Materials</td> <td data-bbox="662 436 949 481">Inside and outside</td> <td data-bbox="949 436 1181 481">Direct</td> </tr> <tr> <td data-bbox="406 481 662 526">GRI 305: Emissions</td> <td data-bbox="662 481 949 526">Inside and outside</td> <td data-bbox="949 481 1181 526">Direct</td> </tr> <tr> <td data-bbox="406 526 662 660">GRI 307: Environmental compliance</td> <td data-bbox="662 526 949 660">Inside and outside</td> <td data-bbox="949 526 1181 660">Direct</td> </tr> </tbody> </table> <p data-bbox="399 660 1181 728">(1) Indicates where the impact occurs: inside the organisation, outside the organisation or both inside and outside the organisation.</p> <p data-bbox="399 728 1181 828">(2) Indicates the involvement of the organisation regarding the impact: direct (the organisation has directly caused the impact) or indirect (the organisation is linked to the impact through its business relationships).</p>	Material topic	Boundary ¹	Involvement ²	GRI 301: Materials	Inside and outside	Direct	GRI 305: Emissions	Inside and outside	Direct	GRI 307: Environmental compliance	Inside and outside	Direct
Material topic	Boundary ¹	Involvement ²											
GRI 301: Materials	Inside and outside	Direct											
GRI 305: Emissions	Inside and outside	Direct											
GRI 307: Environmental compliance	Inside and outside	Direct											
<p>103-2 Management approach and its components</p>													
<p>103-3 Evaluation of the management approach</p>													
<p>GRI 301: Materials</p>													
<p>301-1 Materials used by weight or volume</p>													
<p>GRI 305: Emissions</p>													
<p>305-1 Direct (Scope 1) GHG emissions</p>													
<p>305-2 Energy indirect (Scope 2) GHG emissions</p>													
<p>GRI 307: Environmental compliance</p>													
<p>307-1 Non-compliance with environmental laws and regulations.</p>	<p>Tag Systems operates within the current legal framework, including applicable environmental legislation. To quickly and efficiently adapt to legislation and its changes, the existing systems are constantly under review. In 2022, Tag Systems has not received any fines or sanctions for non-compliance of environmental laws and regulations.</p>												

Social topics

GRI 103: Management approach 2020

Linked to GRI 401: Employment, GRI 403: Occupational Health and Safety, GRI 404: Training and education, GRI 405: Diversity and Equal Opportunity, GRI 406: Non-discrimination, GRI 416: Customer Health and Safety, GRI 418: Customer Privacy, GRI 419: Socioeconomic compliance and Customer communication, satisfaction and Quality

103-1 Explanation of the material topic and its Boundary

Material topic	Boundary ¹	Involvement ²
GRI 401: Employment	Inside	Direct
GRI 403: Occupational Health and Safety	Inside	Direct
GRI 404: Training and education	Inside	Direct
GRI 405: Diversity and Equal Opportunity	Inside	Direct
GRI 406: Non-discrimination	Inside	Direct
GRI 416: Customer Health and Safety	Inside and outside	Direct
GRI 418: Customer privacy	Inside and outside	Direct
GRI 419: Socioeconomic compliance	Inside and outside	Direct
Customer communication, satisfaction and Quality	Inside and outside	Direct

(1) Indicates where the impact occurs: inside the organisation, outside the organisation or both inside and outside the organisation.

(2) Indicates the involvement of the organisation regarding the impact: direct (the organisation has directly caused the impact) or indirect (the organisation is linked to the impact through its business relationships).

103-2 Management approach and its components

103-3 Evaluation of the management approach

GRI 401: Employment

		2019	2020	2021	2022
401-1 New employee hires and employee turnover	≤ 30 anys	33	17	11	30
	Homes	14	8	7	12
	Dones	19	9	4	18
	30-50 anys	37	28	15	57
	Homes	11	13	4	14
	Dones	26	15	11	43
	+50 anys	4	5	2	10
	Homes	1	4	2	3
	Dones	3	1	0	7
	Total homes	26	25	13	29
Total dones	48	25	15	68	
Total	74	50	28	97	

401-3 Parental leave

Parental leave	2019	2020	2021	2022
People who have taken parental leave	6	3	5	4
Men	1	1	2	1
Woman	5	2	3	3
People who have returned to their job after leave	6	3	3	3
Men	1	1	2	1
Woman	5	2	1	2
Return rate	100%	100%	60%	75%
Men	100%	100%	100%	100%
Woman	100%	100%	33%	67%
People who after returning, continue in the company for over 12 months	6	3	2	2
Men	1	1	2	0
Woman	5	2	0	2
Retention rate	100%	100%	40%	50%
Men	100%	100%	100%	0%
Woman	100%	100%	0%	67%

GRI 403: Occupational Health and Safety

403-1 Representation of workers on formal worker-company health and safety committees

403-2 Type of accidents and

accident frequency rates, work-related illnesses, lost days, absenteeism and number of deaths from work-related accident or illness	
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GRI 404: Training and education

404-1 Average hours of training per year per employee	Average hours training per employee by gender and employment category (h/employee)	2019	2020	2021	2022
	Men	29,14	13,25	27,22	33,73
	Management	0,00	0,00	0,00	0,00
	Heads of departments	78,00	40,58	67,38	175,50
	Administration & sales	20,50	4,00	118,13	3,75
	Technical & manual workers	22,87	10,78	13,14	20,73
	Woman	12,31	5,75	11,80	9,90
	Management	45,75	37,00	77,50	45,50
	Heads of departments	35,38	23,75	38,06	32,80
	Administration & sales	41,29	24,50	38,55	14,85
	Technical & manual workers	5,43	1,49	4,06	7,50

GRI 405: Diversity and Equal opportunity

405-1 Diversity of governance bodies and employees	
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GRI 406: Non-discrimination

406-1 Incidents of discrimination and corrective actions taken	
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GRI 416: Customer Health and Safety

416-2 Assessment of the health and safety impacts of product and service categories	
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GRI 418: Customer privacy

418-1 Substantiated claims concerning breaches of	
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customer privacy
and losses of
customer data

GRI 419: Socioeconomic compliance

419-1 Non-
compliance with
laws and
regulations in the
social and
economic area

In 2022, Tag Systems has not received any fines for non-compliance with laws and regulations in the social and economic area.