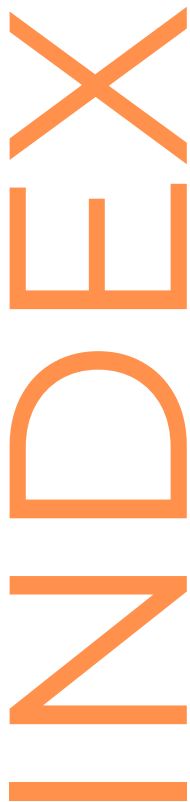


Corporate Social Responsibility Report

2022
2023

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Introduction

INTRODUCTION

We hereby introduce our **Corporate Social Responsibility Report**, which covers the years **2022 and 2023**, following the principles of the **Aragon Social Responsibility Plan (RSA)**: transparency, sustainability, respect for our employees, excellence in management and customer orientation, relationship with our suppliers and environmental respect.

This report includes the main activities developed by **OPERON, S.A.** during the aforementioned period, with the purpose of informing our stakeholders and the general public about our commitment to sustainable development through the areas mentioned, the milestones achieved and the new challenges acquired.

Trust, teamwork, respect for the convictions of those who work in the organization, responsibility and commitment to our stakeholders are fundamental pillars of the company, as we are aware of the impact of our work both internally and externally.

To strengthen and reinforce our commitment to sustainability, in February 2023 we signed up to the United Nations Global Compact to promote the Sustainable Development Goals (SDGs), incorporating the 10 universal principles related to human rights, labour, anti-corruption and the environment into our operations.

PRINCIPLES OF THE RSA PLAN

TRANSPARENCY:

OPERON promotes from its foundation a robust structure of Corporate Governance that assures the professionalism and integrity in the decision making and actions. Likewise it accomplishes an inexcusable fulfillment of the legality complying without exceptions with the legislation and internal regulations.

SUSTAINABILITY:

OPERON works to actively incorporate environmental, social and Good Governance criteria in all its operations, products and services, bearing in mind the impact of its activity on society and establishing stable channels of dialogue with its stakeholders.

RESPECT FOR PEOPLE:

OPERON promotes professional relationships based on respect, dignity, collaboration, fairness and communication and carries out multiple actions to favour an optimal environment for employees.

EXCELLENCE IN MANAGEMENT AND CUSTOMER FOCUSING:

OPERON is committed to excellence in management and continuous improvement in order to offer the best products and services to our customers, based on a relationship of trust and reliability.

SUPPLIER RELATIONSHIP:

OPERON promotes the selection of suppliers based on ethics and responsibility, encouraging collaboration with suppliers who comply with current legislation and good business practices in their immediate environment or value chain.

RESPECT FOR THE ENVIRONMENT:

OPERON promotes and develops actions aimed at minimising environmental impact, such as the responsible consumption of natural resources, waste management, collaborations with organisations for reforestation and maintains a firm commitment to clean technologies in the future.

Presentation

Company name: OPERON, S.A.

Website: www.operondx.com

Address: Camino del Plano 19 - 50.410 Cuarte de Huerva - Zaragoza - Spain

Sector: Biotechnology

Name of Managing Director: Tomás Toribio Renner

Activity: manufacture and commercialisation of in vitro diagnostic products

Trademarks: OPERON, OPEGEN

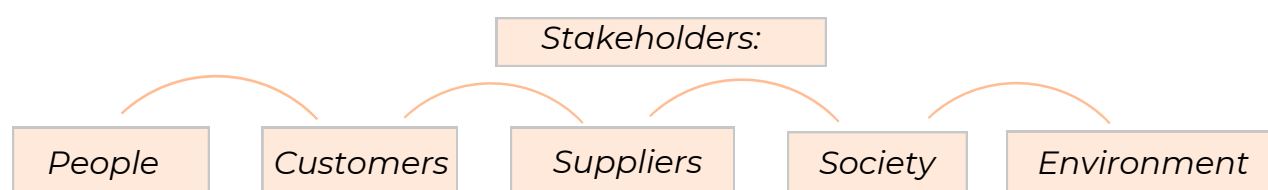
Business lines:

- *Rapid tests for human diagnosis and food analysis.*
 - *Raw materials: monoclonal antibodies and recombinant antigens.*
 - *Molecular diagnostics: OpeGen and Real Time products.*
 - *Contract Manufacturing.*
-

Presence in countries: OPERON is operating in more than 60 countries.

Date of RSA membership : Year 2016

RSA /CSR contact: María A. García



Criteria for stakeholder identification: identified according to needs and objectives throughout the course of business activity.

Scope of the report: stakeholders and the general public.

Report distribution: corporate website

Period covered: 2022-2023

Awards during the period covered: ADEA Innovation Award 2023.

OPERON, S.A.

OPERON was founded in 1973 as a private company focused on research and development in the field of immunochemistry.

It was a pioneer in Spain in the launching of a rapid test for pregnancy detection. By then, the company already had extensive experience in the manufacture of polyclonal antibodies, later monoclonal antibodies, as well as direct agglutination latex tests.

The company started its export activities in 1976 and continues to export to more than 60 countries.

The company's hard work, perseverance and vision of the future have made it a benchmark in the biotechnology sector in Aragon, Spain and worldwide, and it is widely known for the quality of the products and services it offers.

MISSION

OPERON is a reference company that provides innovative and quality solutions in 'in vitro' diagnostics, aimed at improving the quality of life of society. It makes its workplace a pleasant, safe and creative space, promoting the presence of values among all the members of the team.

VISION

OPERON aims to be a leading in vitro diagnostic technology and products company with a solid reputation and a diversified offer in all continents, based on its high quality products and services.

VALUES



EXCELLENCE: as pioneers in innovation, this is the objective. Practising continuous improvement of processes, products and services.



RESPONSIBILITY AND COMMITMENT: we are fully aware of the impact of our work and of the individual and collective effort required to achieve the objectives.



TEAMWORK: the organisation assumes the meaning of common effort and collaboration as its philosophy and operates in harmony in the achievement of the shared goal.



RESPECT: to the convictions, opinions and beliefs of those who work in the organisation, projecting this feeling towards those who are related to it: customers, shareholders, suppliers and communities. OPERON understands differences as opportunities for growth, and deals with them with maximum education and empathy.



TRUST: as the basis of all relationships. The organisation is absolutely convinced of the ability of the people who form part of it to achieve its goals.



EQUAL OPPORTUNITIES: at OPERON, equal treatment and equal opportunities between women and men is a priority and a commitment, and is considered a fundamental principle of labour relations and human resources management in the company.

BUSINESS LINES

Rapid Test

Human diagnostic tests and food analysis: respiratory diseases, gastrointestinal diseases, tumour markers, food intolerances, detection of fraud in milk, etc.



Molecular Biology Test

OPEGEN and Real Time PCR products for the genetic diagnosis of hereditary diseases, food intolerances, sexually transmitted diseases, respiratory diseases, etc.



Raw Materials

Large-scale production of monoclonal antibodies and recombinant antigens for the immunoassay industry and clinical research.



Contract Manufacturing

We provide our IVD manufacturing expertise as a service, designing both customised tests for the customer, as well as large-scale manufacturing of external designs.



Results

INDICATOR	YEARS		Indicator G-4
	2022	2023	
Net sales (private sector)	10,053,699.00	8,864,0786.69	G4-9
Total number of employees	89	89	
Number of temporary employees by type of contract/gender	2 female, contract: interim	1 male, contract: interim	
Number of permanent employees by type of contract/gender	87 permanent: • 78 female • 12 male	88 permanent: • 74 female • 15 male	
Government financial support	3 R&D project managers: investigo programme	3 R&D project managers: investigo programme	

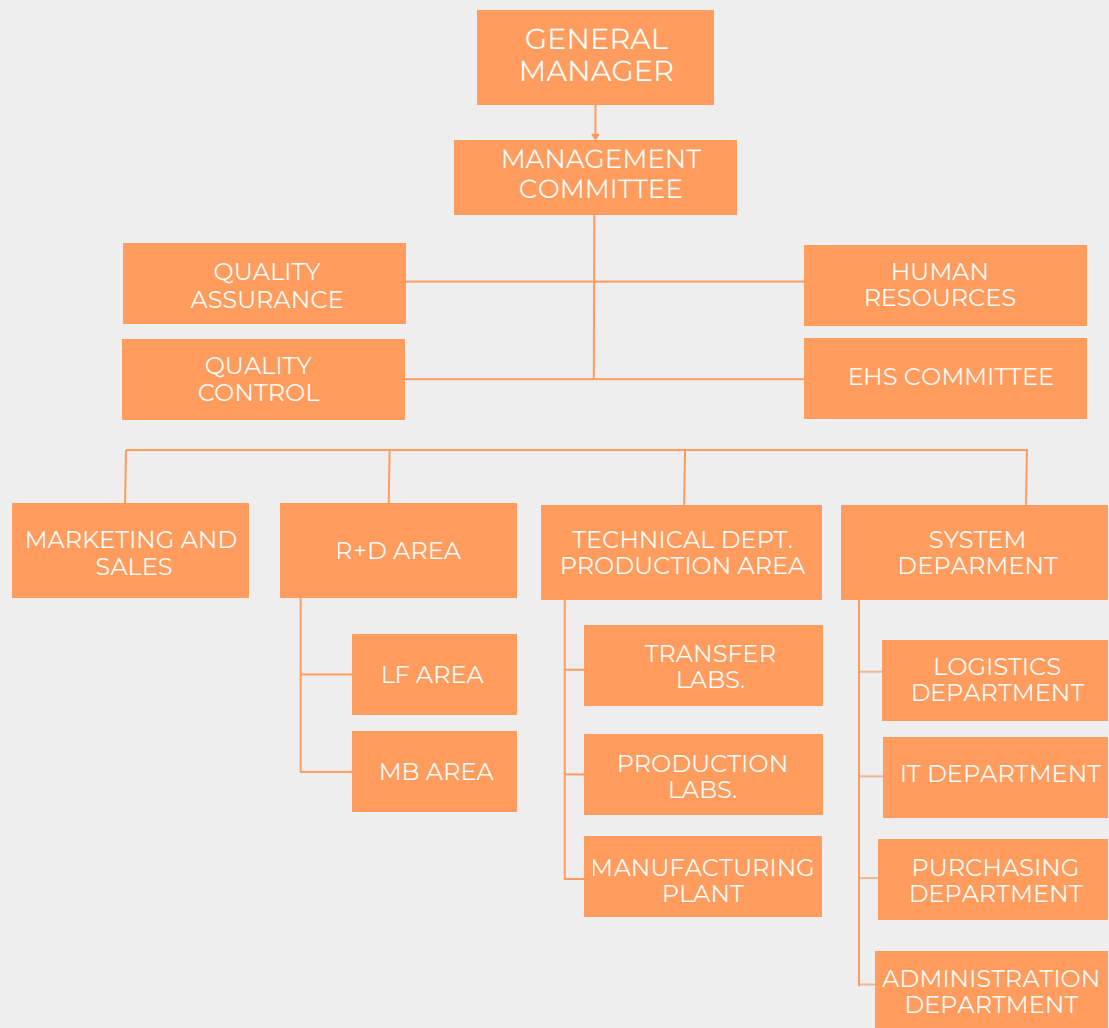
Actions

At OPERON we support non-discrimination and equality in all our selection processes. We also have information disaggregated by gender of all candidates who have participated in the different processes.

There is a high level of satisfaction among the people who work for the organisation with regard to flexible working hours and holidays, as well as the benefits offered, such as pension plans, private insurance, transport bonuses and variable pay. More detailed information can be found in the report.

Organisational governance

ORGANISATION CHART



Results

INDICATOR	YEARS		Indicator G-4
	2022	2023	
Composition of the Management Committee	4	4	
Seniority in the organisation	10-20 years	10-20 years	
Gender	2 male 2 female	2 male 2 female	

INTEGRATION OF ECONOMIC, SOCIAL AND ENVIRONMENTAL CHALLENGES INTO THE STRATEGY

The Corporate Social Responsibility Committee conducts a progress review of the CSR strategic plan (biannual review) at the end of 2023, in which the lines of the plan for the years 2024 and 2025 are renewed.

CSR PLAN LINES

1. Ethical management, good governance and sustainability.

The commitment is renewed to ensure proper compliance with the values and rules of conduct, promote good governance, deepen the needs and interests of our stakeholders through consultation mechanisms and the strengthening of our communication channels with all groups.

2. Commitment to the team.

Strengthen measures regarding work-life balance, flexibility, health and well-being of people in the company.

3. Transparency, communication and commitment to our stakeholders.

To continue promoting CSR internally and externally. Conduct sustainability reports and distribute them.

4. Social commitment and solidarity.

To continue with the development of solidarity campaigns and collaboration with NGOs to improve the social environment.

5. Environmental care.

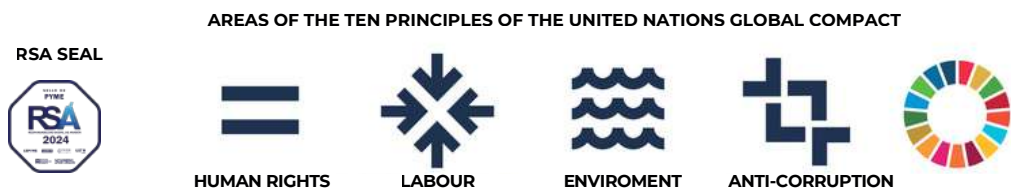
To work on measures to reduce energy consumption and to reduce the use of water and plastics. To promote alliances and collaborations for the improvement of the environment.

Results

01

Renewal of the organisation's commitment to the **Aragon Social Responsibility Plan**, obtaining its eighth RSA seal.

Adhesion in February 2023 to the **United Nations Global Compact** in order to align our operations with the #TenPrinciples universally accepted in the areas of human rights, labour standards, environment and anti-corruption. Committing to contribute to the achievement of the #SDGs (Sustainable Development Goals) by identifying those that derive from our daily activities.



02

Renewal of the organisation's commitment to associations working to improve the environment. Projects to reduce the consumption of water, paper, plastics and electricity. New commitments to reduce CO2 emissions and increase the use of renewable energies.

03

New programmes to encourage healthy habits and the emotional and physical wellbeing of the people who make up the company through a Health Pilot Plan that was implemented in 2023.

04

Renewal of the organisation's commitment to social institutions. Information and communication of the objectives of the CSR Plan to stakeholders.

MATERIALITY ANALYSIS

	Relevant Aspects	Dialogue Channels
People	• Work-life balance • Job stability • Work climate • Job security • Training and promotion • Recognition	• Work climate survey • Workers' committee • Meetings with managers • Suggestion box
Customers	• Quality • Price • Advice • Product specification • Responsiveness • Adaptation to needs • Mutual trust • Compliance with requirements	• Satisfaction survey • Commercial meetings • Technical meetings • Direct contact
Suppliers	• Continuity • Financial solvency • Volume of work • Order planning	• Regular meetings • Survey • Technical meetings
Society	• Improvement of life • Participation and solidarity • Employment promotion • Legal compliance	• Corporate website • Social Networks • Sustainability Report
Environment	• Ecosystems protection • Ecosystem respect • Waste management • Greenhouse gas reduction	• Corporate website • Social Networks • Sustainability Report

STAKEHOLDERS

Our stakeholders representing our business relationship remain the same as in previous reports: people, customers, suppliers, society and the environment. The actions and good practices carried out in the years covered by the report are described below.

Actions

These actions and good practices are listed briefly and will be developed in each stakeholder section.



People

- English language training plan.
- Retirement plan.
- Private health insurance.
- Children's drawing competition.
- Healthy fruit and juice corner.
- In-house training on products, techniques, equipment and machines and departmental work.
- Well-being workshops with a theoretical-practical focus.
- Health plan focused on the emotional, physical, social and environmental wellbeing.



Customers

- Product training workshops.
- Specific workshops on different pathologies.



Suppliers

- Conducting joint workshops with relevant suppliers.
- Attendance at supplier workshops as sponsors and speakers.



Society

- Renewal of commitment with the Blood and Tissue Bank of Aragon.
- Training in different degrees at the University of Zaragoza, San Jorge University and Master's Degrees.
- Training visits to OPERON for High School and Master students.
- Participation in solidarity sports days.
- Participation in the coeliac disease conference organised by the Aragonese Coeliac Association.



Environment

- Renewal of commitment to the ECODES project for the reforestation of areas; "El Bosque de los Zaragozanos".
- Training on plastic and cardboard recycling and concrete measures implemented.

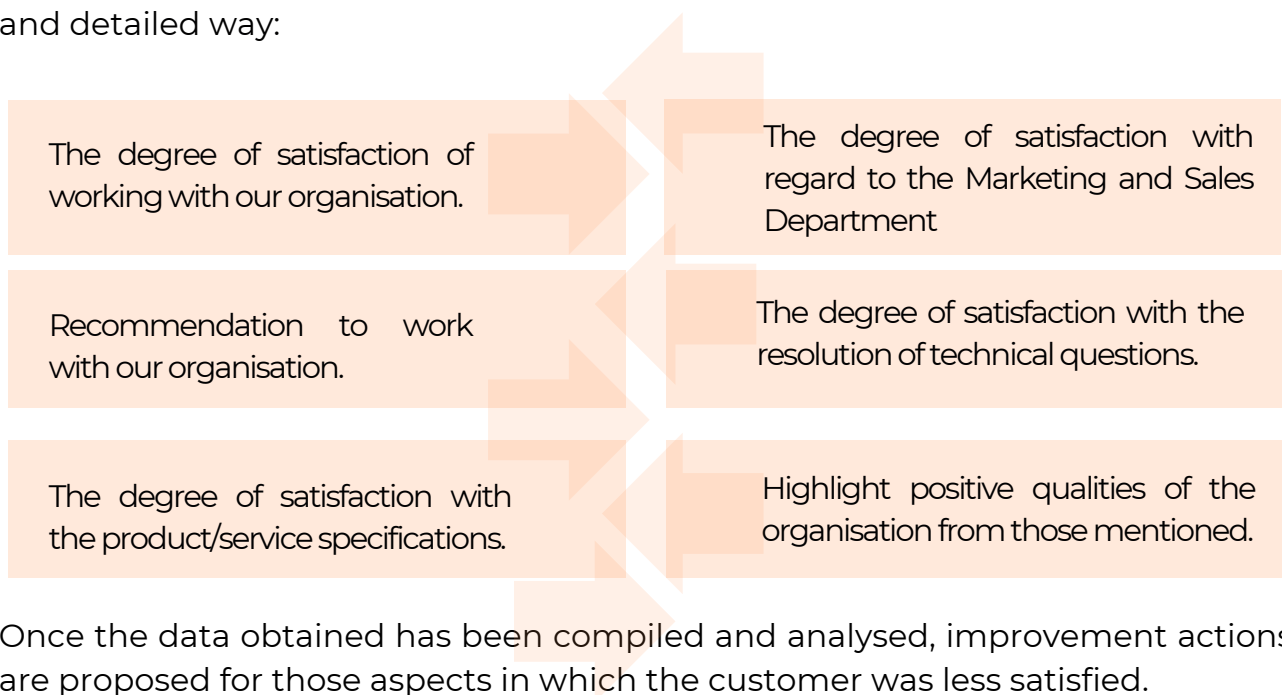
02. Customers

Transparent information to the customer

In OPERON there is full vocation to the customer, combining a complete attention to all its needs and expectations with a close treatment, guaranteed by the quality of its products and services, widely recognized in the world. We establish with our customers a form of team work that allows us to direct our efforts towards the same result, which generates a climate of respect and mutual trust.

Customers' satisfaction

Customer satisfaction is of vital importance to OPERON. It is a measure of how the global product of the organisation performs in relation to the expectations of our customers. That is why, in addition to the continuous management system, we have a detailed annual survey that includes the following aspects in a specific and detailed way:



Product quality and customer service

The quality of both product and customer service is another fundamental premise in the organisation. We work according to the guidelines of the European Economic Community for the marking of products.

All the processes that are developed in the company follow the quality management standard EN ISO 13485 and are examined and evaluated by the Notified Body through audits. In addition, OPERON's Quality and Regulatory Affairs department has mechanisms to conduct internal audits throughout the year.

	YEARS		
INDICATOR	2022	2023	Indicator G-4
No. of new products/services placed on the market	4	0	
% of products/services reviewed/ evaluated	1.0%	1.0%	

The organisation's sales team carries out the marketing and subsequent post-sales service. This service includes advising and monitoring customers, resolving technical queries and dealing with incidents.

	YEARS			
INDICATOR	Line-Product	2022	2023	Indicator G-4
Number of complaints handled:		127	100	G4-PR8
Complaints:	N/A	69	41	
Claims:	N/A	58	59	
% of complaints resolved:		100.00%	100.00%	
By type of complaint:				
Product:	Raw Materials	0	0	G4-PR8
	Rapid test	109	87	
	Molecular test	18	13	
Process:	N/A	121	94	
Logistic (shipment):	N/A	6	6	
Amount of the penalties:	N/A	0.00%	0.00%	G4-PR9

Transparency of product/service information

The technical and commercial team is available at all times to provide any information required in a clear and concise manner. The Marketing department deals with the management of information on products and services using the appropriate channels at all times:

Distribution channels



Website: www.operondx.com



Trade fairs and sector events.



Linked In + YouTube

Supports or tools

Introduction to the product
Technical execution of the product
Sample with which it is made
Promotional sheet
Instructions for use
EC Declaration of Conformity
Product reference number
Available format
Equipment contents

Promotional brochures
Promotional leaflets
Product news
Product execution demos
Product technology demos
Promotional brochures
Promotional leaflets
Product packaging

The organisation is committed to transparency of information on products and services as well as to training both internally and externally, highlighting its training for clients and the general public on different pathologies:

Training for customers and the general public on respiratory pathologies in 7 publications (Linkedin).

Training trip to customers in Bolivia and Chile on the different techniques and products.

Testimonial video on the importance of diagnosing SARS-CoV-2 and persistent covid.

Seminar by Dr. Juan Carlos Sanz: "Microbiology of S.pneumoniae: emerging serotypes in the era of new conjugate vaccines".

INDICATOR	YEARS	
	2022	2023
Sessions registered on corporate website	No actual data available due to migration to Google Analytics 4 (GA4).	
Forms received through the website	220	281
Number of YouTube channel visitors	924,613	978,254
Number of followers on LinkedIn	4,407	5,090
Number of subscribers to YouTube channel	1,823	2,155

03. People

THE APPROACH

OPERON's people management model is focused on training, retaining and attracting talent. The organisation's commitment is based on always offering a great environment of opportunities, which is based on a series of measures which go

beyond what is legally required. The company wishes to maintain these measures and detect possible improvements in the management of people in its organisation through the mechanisms listed below:



A careful selection of applicants based on the prior definition of profiles and always guaranteeing equality, regardless of race, gender and personal conditions.



Welcome and follow-up manual for new recruits. Working environment based on cooperation, teamwork, communication and equality.



Annual training plan available to all staff that supports the development of the skills necessary for a correct performance and the achievement of the established objectives.



Social benefits: private health insurance for all staff - Retirement plan for all staff - Fixed + variable salary above market.



Internal promotion system, which offers the possibility of development within the company. Follow-up meetings to encourage dialogue and confirm the evaluation of each person within the organisation.



Existence of measures to balance personal, family and working life, through flexible working hours, the possibility of generating overtime to balance work and family life, holidays that can be divided into hours, etc.



Plan for the Prevention of Occupational Risks that promotes good working practices and guarantees the health and safety of the staff in their daily work (health and safety committee).



Workers' committee composed by representatives of different departments with regular meetings with the organisation's management.

Satisfaction of people at OPERON

In order to identify the job satisfaction index of the employees, a biannual voluntary work climate survey is carried out, in which the following items are taken into account:

INDICATOR	YEARS		Indicator G-4
	2022	2023	
% of people participating in the survey	37 people (45.68%)	N/A	
Work environment survey	61.50%	N/A	



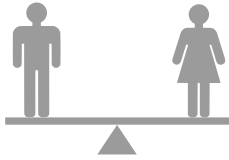
Facilities where the company's activity is developed.	Work environment
Training and Development	Flexibility and work-life balance
Communication, recognition and motivation	Remuneration

Since its beginnings, the organisation has had a clear and constant commitment to its people, implementing at all times policies of conciliation, remuneration, flexibility and training, renewing and improving its internal management systems for the wellbeing of this group. The policies that are highly valued in the surveys are mainly the following:

- ✓ Continuous working day throughout the year without variation
- ✓ Above-market wages
- ✓ Social benefits: private health insurance
- ✓ Social benefits: individual retirement plan with annual contributions
- ✓ Continuous training throughout the year (English language)
- ✓ Reconciliation and flexibility: it is easier to adapt the working hours into periods that are more beneficial for each need. Likewise, the holiday period can be taken in instalments.

Equal opportunities and non-discrimination

OPERON rejects any discrimination based on gender, race, nationality, age, ideology or disability and advocates policies that integrate equal treatment and equal opportunities.



The company presented an equality plan in 2022, which will be reviewed annually and is valid from 2022 to 2026. The general objectives of this plan are as follows:

-  To ensure equal treatment and opportunities for women and men in the company.
-  To promote a gender-sensitive organisational culture that spreads the values of equality.
-  To integrate and promote the gender perspective in the company's strategy.
-  To promote and diffuse an internal and external image of the entity committed to equal opportunities.
-  To promote equal selection and promotion processes that avoid vertical and horizontal segregation and the use of sexist language.
-  To review possible incidences of under-representation in the forms of recruitment.
-  To ensure equal remuneration on the basis of gender and for positions of equal value.
-  To ensure equal access for men and women to in-company training, both internal and external.
-  To establish measures to detect and correct possible risks to the health of the people who are part of the company.
-  To facilitate the reconciliation of the personal, family and working life of the people who are part of the company's staff by developing co-responsibility policies, etc.
-  To implement measures against sexual and/or gender-based harassment and gender-based violence.

OPERON is culturally diverse with 11 people from 7 different nationalities working as a team to achieve common goals.



Romania



Venezuela



Poland



Morocco



Italy



Ecuador



Switzerland



Spain

Results

Units

		YEARS		
INDICATOR		2022	2023	Indicator G-7
Composition of the organisation's Management Committee				
% Male	50.00%	50.00%	G4-LA 12a	
% Female	50.00%	50.00%		
% under 30 years old	0.00%	0.00%		
% between 30 and 50 years old	25.00%	25.00%		
% over 50 years old	75.00%	75.00%		
% other minority groups	---	---		

Composition of the staff			
% Male	13.84%	16.85%	G4-LA 12b
% Female	87.64%	83.15%	
% under 30 years old	6.74%	8.99%	
% between 30 and 50 years old	66.29%	62.92%	
% over 50 years old	26.97%	28.09%	
% other minority groups	---	---	

	2022	2023	Indicator G-7
Ratio of men's average salary to basic wage			
All staff - Basic Salary:	2,187.62	2,199.49	G4-LA 13
Media:	3,207.42	3,215.64	
Senior management- Basic Salary:	3,019.18	3,079.87	
Media:	5,840.95	5,991.47	
Intermediate Management - Basic Salary:	2,381.40	2,429.03	
Media:	2,905.01	2,913.75	
Technicians - Basic Salary:	2,005.37	2,045.48	
Media:	2,480.41	2,434.21	
Administration - Basic Salary:	.00	.00	
Media:	.00	.00	
Base Staff - Basic Salary:	1,344.52	1,243.57	
Media:	1,603.31	1,523.12	

Results

Results

YEARS			
INDICATOR	2022	2023	Indicator G-7
Ratio of women's average salary to basic salary			
All staff - Basic Salary:	2,075.14	2,115.22	G4-LA 13
Media:	2,967.82	3,058.24	
Senior management- Basic Salary:	3,029.48	3,079.87	
Media:	5,713.76	5,889.83	
Intermediate Management - Basic Salary:	2,381.40	2,429.03	
Media:	2,949.14	3,098.78	
Technicians - Basic Salary:	2,005.37	2,045.48	
Media:	2,508.98	2,471.61	
Administration - Basic Salary:	1,674.91	1,708.40	
Media:	2,186.06	2,281.83	
Base Staff - Basic Salary:	1,287.55	1,313.30	
Media:	1,481.16	1,549.17	

Balancing work, family and personal life

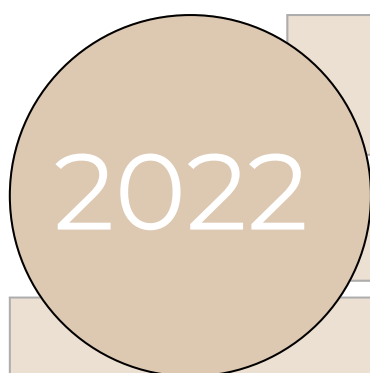
	YEARS		
INDICATOR	2022	2023	Indicator G-7
Number of employees who were entitled to maternity or paternity leave			
Female:	2	1	G4-LA 3a
Male:	0	1	
Number of employees who exercised their right to maternity or paternity leave			
Female:	2	1	G4-LA 3b
Male:	0	1	
Number of employees who have returned to work after exercising their leave of absence			
Female:	2	1	G4-LA 3c
Male:	0	1	
% of the staff that makes use of the work-life balance measures available at the company			
Female:	100%	100%	G4-LA 3c
Male:	100%	100%	
% of the staff who have made use of a reduction in working hours			
Female:	11.24%	14.61%	G4-LA 3c
Male:	0.00%	0.00%	
% of employees who have flexible working hours in their workplace			
Female:	100%	100%	G4-LA 3c
Male:	100%	100%	
% of the staff using teleworking measures			
Female:	0.00%	35.58%	G4-LA 3c
Male:	0.00%	4.49%	

Training in the organisation

Training is one of the most important points within the organisation. A **training plan** is elaborated annually according to the requirements of each department, existing a specific isotized form, according to the existing quality system in OPERON, of request of formative action for the people who wish to propose a training in concrete. The request must be approved by the person in charge of the department and once it is finished, the training carried out must be evaluated.

		YEARS		Indicator G-4
INDICATOR		2022	2023	
Average number of hours of training received by people during each yearly cycle				
All staff	Male:	41.62	55.28	G4-LA9
	Female:	42.42	47.64	
Senior management	Male:	55.00	72.5	
	Female:	2.00	10.0	
Intermediate Management	Male:	92.00	37.12	
	Female:	47.20	45.62	
Technicians	Male:	1.00	60.5	
	Female:	90.40	146.57	
Administration	Male:	0	0	
	Female:	4.00	1.50	
Base staff	Male:	18.50	51.00	
	Female:	68.50	34.50	

Actions



English language classes throughout the year in groups of different levels for all staff. Pre-intermediate, B1, First Certificate, Advanced.

Internal training seminars on new products by product specialists.

Continuous evaluation of the occupational risks of new jobs and constant review of the Occupational Risk Prevention Protocol.

English language classes throughout the year in groups of different levels for all staff. Pre-intermediate, B1, First Certificate, Advanced in classroom or online mode.

2023

In 2023, **inter-departmental training** was launched as a general company objective, identifying groups for the different training phases: production plant, plant technicians, administration, IT, purchasing, logistics, marketing and human resources. The following training courses are taught internally:

- Molecular Biology line.
- Immunochromatography.
- Research and Development.
- Monoclonal Antibodies Laboratory.
- Immunochromatography production laboratory.
- Immunochromatography production plant.
- IC production plant. Equipment and machinery.
- Molecular Biology production laboratory and BM plant.
- Quality Control Laboratory.
- Marketing and Sales

Workshops by SANITAS and Mutua de Accidentes de Zaragoza (MAZ):

- 17/03/23 - **SANITAS**: Cardiovascular Risk Prevention Workshop.
- 12/05/23 - **SANITAS**: First Aid and CPR workshop.
- 12/07/23 - 05/10/23 - 09/10/23 - **MAZ**: Stretching session + musculoskeletal disorders + load handling.
- 08/11/23 - 15/11/23 - 22/11/23 - 29/11/23 - **MAZ**: Workshop on Prevention of psychological harassment at work.

Health and Safety

In OPERON there is a strong and constant commitment with the health and safety of its employees, which is transferred to the following matters:

Prevention of Workplace Risks
Plan based on:

Training in workplace risks.

Health surveillance through annual medical check-ups.

Emergency plan:

Training on the emergency plan.

Simulation of an emergency situation..

Committee for the Prevention
of Occupational Risks:

Composed of 3 prevention delegates belonging to the company committee.

Simulation of an emergency situation.

Results

INDICATOR	YEARS		Indicator G-4
	2022	2023	
% of staff with representation on formal Health and Safety committees	3.37%	3.37%	G4-LA5b
	100.00%	100.00%	
Total number of accidents with injuries	1	1	G4-LA6a
Total number of sick leaves due to professional illness and common illnesses	51	35	
Number of days not worked due to work-related accidents or diseases	24	14	
% days lost with respect to the total number of working days foreseen.	9.21%	9.07%	
Number of deaths	0	0	

Best Practices: Health

According to the World Health Organization (WHO), companies, depending on the degree of implementation of measures to guarantee the health and well-being of their workers, can be considered as one model or another of **healthy companies**, with the **third level** being those that have reached **excellence**.

OPERON has measures in place to ensure the health and well-being of its staff and considers that it works continuously and systematically to achieve **excellence**. That is why, gathering all the current measures and implementing new ones, the company committee and CSR department implemented in 2023 a Health Pilot Plan called: **OPERON takes care of you. (OPERON te cuida)**.



CSR Department and Company Committee

**Health Pilot Plan:
OPERON takes care of you**

OPERON,S.A. 2023



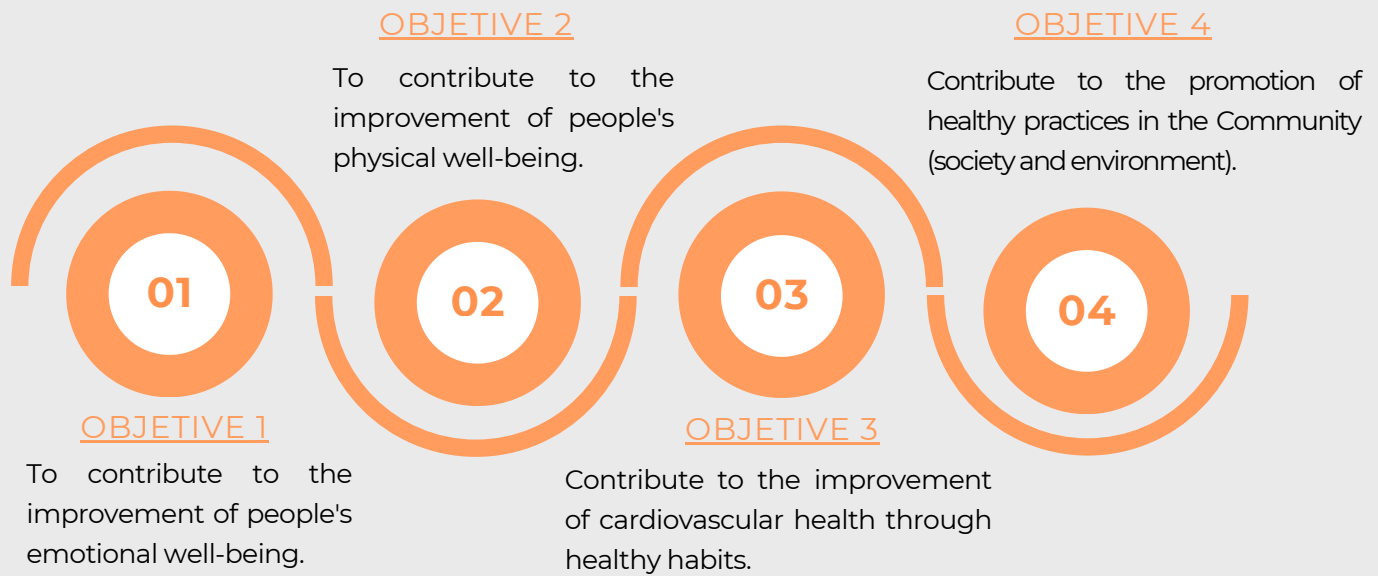
Logotype:



Contribution to the SDG:



GENERAL OBJECTIVES OF THE HEALTH PILOT PLAN



- The pilot plan started in May and, with the support of the company's management, activities were developed around the four general objectives. As a starting point for this plan, it was decided to dedicate each month to a different theme, offering information pills, workshops and challenges for each theme.
- Each objective is split into specific objectives, with indicators to measure the effectiveness of each action.
- The indicators for each action are evaluated at the end of the year and quantified.
- By December 2023, collaboration was requested for the evaluation of the plan by the staff, with the aim of gathering information on the actions conducted, comments, suggestions or any other initiative through a survey to evaluate the plan.
- In the final report after the evaluation survey, it is decided to modify the health plan and to give it a new focus for the year 2024.

MONTHLY THEMES FOR 2023

	MAY <i>Emotional well-being</i>		JUNE <i>Physical activity</i>		JULY <i>Society environment</i>	
SEPTEMBER <i>Nutrition</i>		OCTOBER <i>Physical activity</i>		NOVEMBER <i>Physical activity</i>		DECEMBER <i>Emotional well-being</i>

SPECIFIC OBJECTIVES WITH HIGHER ACCEPTANCE:



Monthly supply of fruit and juices from local supplier

Get stretched!

Challenge: get stretched. Stretching training at different workplaces and incentive to take active breaks.



THANKS



Challenge: the value of gratitude. Distribution of thank you cards to colleagues.

INFORMATION PILLS 2023

Emotional well-being

MAY



Physical activity

JUNE



Society environment

JULY



Nutrition

SEPTEMBER



Physical activity

OCTOBER
NOVEMBER



Emotional well-being

DECEMBER



O4. Suppliers

Suppliers management model

Suppliers are another very important pillar of the company's activity. They are subject to continuous evaluation, control and monitoring. All suppliers are classified according to the material or service they supply, in accordance with the criteria established in the company's Quality Management System EN ISO 13485.

The commitments made by the company for the improvement of the management of this stakeholder group are summarised below:

Supply contracts: to guarantee the service by the supplier (according to the organisation's quality standards) and the consumption by OPERON.

1

Unification of purchases at the smallest number of suppliers to strengthen links and reduce transport and CO2 emissions.

2

Request for the completion of questionnaires on the application of the standards: UNE EN ISO 17100, UNE EN ISO 9001 and UNE EN ISO 13485.

3

Request for completion of questionnaires to raise awareness of sustainability and labour practices and human rights in organisations.

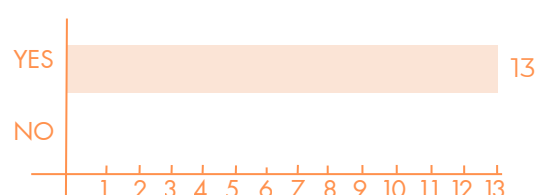
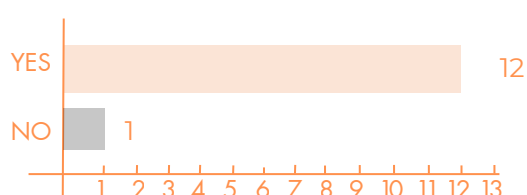
4

Results of the sustainability questionnaire

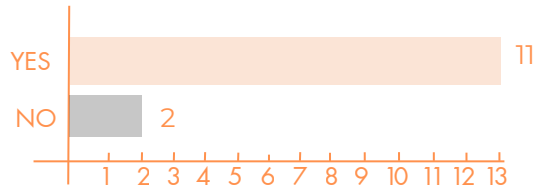
At the end of 2022, together with the purchasing department, questionnaires are sent out via the Survey Monkey app to 50 suppliers chosen by the purchasing department. Of the 50 suppliers, both national and international, 13 responded to the questionnaires. This is not a representative number, so in 2024, this type of questionnaire will be sent out again.

QUESTIONNAIRE Q&A AND ANSWERS:

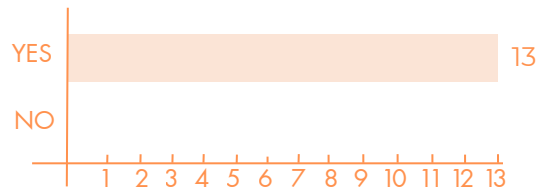
- 1. Does the company have a social responsibility policy and/or code of conduct? ➤ 2. The company carries out risk evaluations and complies with current legislation in this area.



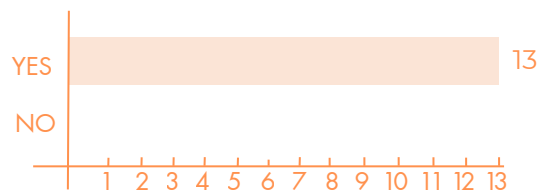
➤ 3. The company has an equality plan.



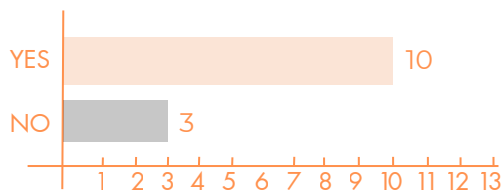
➤ 4. The company rejects corruption in all its forms, including extortion and bribery.



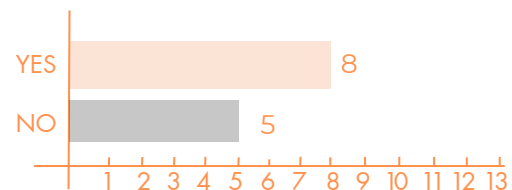
➤ 4. The company guarantees that the labour rights of all workers and compliance with current legislation/collective agreements are respected, in relation to wages, working hours, overtime and integration of people with disabilities in the workplace.



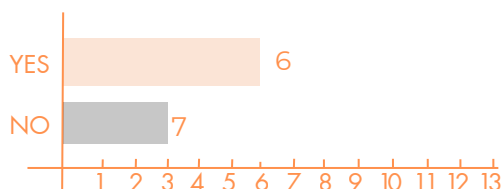
➤ 5. The company is a member of an international CSR initiative such as the Global Compact, etc.



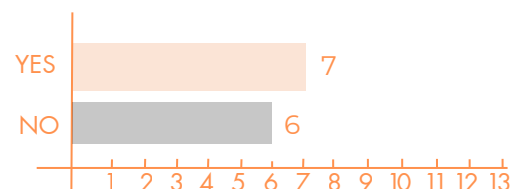
➤ 6. The company has a purchasing policy and/or supplier approval practices that include aspects of social responsibility.



➤ 7. The company prepares an annual or biannual CSR report.



➤ 8. The company has environmental certifications.



Ethical purchasing

The processes established by the company's internal Quality Management System allow each supplier to be categorised according to the criticality of their products or services and thus obtain optimum results in the purchasing experience.

INDICATOR	YEARS		Indicator G-4
	2022	2023	
% of purchasing budget in locations with significant operations that is allocated to local suppliers.	10.00%	20.00%	
Rest of Spain	56.00%	79.00%	G4-EC9
European Union	10.00%	12.00%	
Rest of the world	12.00%	14.00%	

Interaction with suppliers

- There is a database of incidents in order to work with suppliers to find solutions to any incidents that may occur and to prevent or eliminate the possibility of recurrence.
- Joint strategies are implemented with suppliers for the unification of purchases and the strengthening of relations.
- Seminars and conferences are held with relevant suppliers for the company, in which the aim is to consolidate and strengthen relations with companies in the sector.

INDICATOR	YEARS		Indicator G-4
	2022	2023	
% of suppliers where joint projects are open.	0.50%	0.50%	
Number of open projects with mixed teams with suppliers.	0.00%	0.00%	
Number of events held jointly with suppliers	2.00%	2.00%	

05. Social

One of the principles of the organisation has always been to offer innovative and quality diagnostic solutions aimed at improving the quality of life of society.

OPERON promotes the exercise of solidarity actions for all its stakeholders, identifying initiatives aligned with the company's strategy, which allow to generate shared value.

COMMITMENT TO COELIAC DISEASE

-  For more than 20 years OPERON has been working for the coeliac community, providing diagnostic solutions for both coeliac disease and gluten in food.
-  Since 2003 OPERON has been manufacturing tests in the form of lateral flow strips or immunochromatographic strips for the diagnosis of coeliac disease, as well as aids for the monitoring of the gluten-free diet. 
-  Since 2009, a genetic test has been developed to assess the genetic predisposition to develop coeliac disease.
-  OPERON renews year after year its commitment with this collective, improving the already existing products and taking part in awareness days organised by the [Asociación Celíaca Aragonesa](#), in which training talks are given and in situ tests are performed in those days.

COMMITMENT TO SOCIETY

OPERON has been committed for more than 15 years to the Banco de Sangre y Tejidos de Aragón (Blood and Tissue Bank) through voluntary blood donations from a large part of the staff. 

The organisation is aware of the impact it makes on society and the environment around it and during December 2022 and January 2023 donated SARS-CoV-2 diagnostic tests to a significant number of retirement homes and associations with different themes throughout Aragon. These were as follows: 

Retirement home "LAS FUENTES": **2.000 test** - ZARAGOZA -

Retirement home "ELÍAS MARTÍNEZ": **2.000 test** - ZARAGOZA -

Retirement home "MOVERA": **2.000 test** - ZARAGOZA -

Retirement home "HERMANOS BUISAN": **2.000 test** - ZARAGOZA -

Retirement home "ROMAREDA": **1.000 test** - ZARAGOZA -

Retirement home "DELICIAS": **2.000 test** - ZARAGOZA -

Retirement home "SAN JOSÉ": **2.000 test** - TERUEL -

Retirement home "JAVALAMBRE": **4.000 test** - TERUEL -

Retirement home "ALBARRACÍN": **2.000 test** - TERUEL -

Retirement home "CIUDAD DE HUESCA": **2.000 test** - HUESCA -

Retirement home "SAGRADA FAMILIA": **1.000 test** - HUESCA -

Retirement home "SANTA ANA": **2.000 test** - ZARAGOZA -

Retirement home "SAN ROQUE": **100 test** - ZARAGOZA -

Retirement home "LUIS CARLOS PIQUER": **640 test** - ZARAGOZA -

Retirement home "MARÍA AUXILIADORA": **640 test** - ZARAGOZA -

Hermandad de El Refugio: **4.000 test** - ZARAGOZA -

Centro social "SAN ANTONIO": **1.000 test** - ZARAGOZA -

Fundación DFA: **1.000 test** - ZARAGOZA -

On the other hand, a large number of the people who work in the company participate annually in the **ATADES** race, whose funds are used to improve the quality of life of the people that this association represents.

Being aware of the impact that the company has on society and on the people who are part of the organisation, actions are taken which in many cases go beyond the legal obligation, the figures for which are given below:

INDICATOR	YEARS		Indicator G-4
	2022	2023	
Employment trends (average number of workers per working day).	84.41	91.42	G4-LA 1
Number of employees with permanent contracts.	87	88	G4-HR 1
Number of implemented employment initiatives exceeding the legal requirement.	2.00%	2.00%	G4-HR 1
Results of perception of improvements in the workplace.	0.00%	0.00%	N/A
% of people involved in Committees to incorporate work improvements.	14.61%	14.61%	G4-LA 12

In addition to the donation actions to different entities, OPERON has a strong commitment to both internal (explained above) and external training.

*Training lecture at Cátedra Samca de Nanotecnología - **Unizar (Zaragoza)** - by two R&D project managers.*

*Lecture in Biotechnology Degree, Subject: Clinical Biotechnology - **Universidad San Jorge (Zaragoza)** - 'Introduction to immunochemical techniques', by IC product specialist.*

*Lecture in Biotechnology Degree, Subject: Clinical Biotechnology - **Universidad San Jorge (Zaragoza)** - 'Introduction to Immunochromatography tests', by IC product specialist.*

*Lecture in Biotechnology Degree, Subject: Cell Culture - **Unizar (Zaragoza)** -, by product specialist.*

*Lecture in Veterinary Degree, subject: Immunochemical Techniques applied to food quality control - **Unizar (Zaragoza)** -, by product specialist.*

*Lecture in the Master's Degree: Food Quality, Safety and Technology - **Unizar (Zaragoza)** -, given by a product specialist.*

*Training visit to OPERON of high school science students from the **Colegio Alemán** of Zaragoza. Training talks on immunochemical techniques and practical workshop, by product specialists.*

*Training visit to OPERON by students of the **Veterinary Faculty** of Zaragoza from the Master in Immunochemical Techniques. Training talks and practical workshop, by product specialists.*

TRAININGS

Communication channels

Managed by the Marketing and HR departments, the organisation has an internal and external communication procedure.

Internal communication

- *Communication of indicators and achievement of objectives.*
- *Staff meetings.*
- *Department meetings.*
- *Interdepartmental meetings.*
- *Notice board.*
- *Electronic mail*
- *Suggestions box.*

External communication

- *Publication of CSR report.*
- *Corporate website.*
- *Meetings with distributors.*
- *Meetings with suppliers.*
- *Mailings.*
- *Social nets: LinkedIn and YouTube*

INDICATOR	YEARS		Indicator G-4
	2022	2023	
Number of events for communication and promotion of good practices related to social performance	3	2	G4-SO 1
Hours per year spent on communication and promotion of good practices related to social performance	35	40	G4-SO 1

Good practice in the organisation

- ➔ Scheduled weekly social media posts.
- ➔ Broadcast videos on the company's YouTube channel.
- ➔ Suggestions and ideas mailbox.
- ➔ Attendance at congresses related to the company's sector.
- ➔ Attendance at national and international trade fairs in the sector.
- ➔ Communication of the organisation's commitment to the Aragon Social Responsibility Plan and the United Nations Global Compact.

06. Environment

THE APPROACH

OPERON promotes respect for the environment and is concerned about it, promoting actions that protect it, improve it and prevent it from deterioration. For that reason it starts actions in relation to the control and responsible consumption and the correct management of residues among others.

Management model and commitments

- 💡 Raising the awareness of the people who work in the company to promote environmentally sustainable behaviour.
- 💡 The search for methods of waste reduction and recycling where appropriate.
- 💡 The reduction of plastic and non-recyclable materials.
- 💡 Paper and cardboard reduction.
- 💡 The reduction of electricity consumption.
- 💡 La reforestación de nuestro entorno más inmediato para crear espacios verdes beneficiosos para la sociedad.

Environmental impact

The activity that takes place at OPERON does not produce harmful emissions. Even so, measures are taken to minimise waste and information is gathered on climate change strategies in relation to our activity.



Throughout 2022 and 2023, OPERON will continue to collaborate with the 'El Bosque de los Zaragozanos' initiative, a project run by Zaragoza City Council in partnership with ECODES.

YEAR 2022: Plantation in Vedado de Peñaflor.

YEAR 2023: Plantation in Vedado de Peñaflor.

Environmental impact - Results

INDICATOR	YEARS		Indicator G-4
	2022	2023	
Electricity consumption: (KW)	397,529	396,634	G4-EN3
Gas consumption: (kWh)	110,645	94,363	G4-EN3
Fossil fuel consumption by type: (kWh)	0	0	G4-EN3
Fossil fuel consumption in transport: (kg CO2 eq)	1,866	1,557	G4-EN30
Water consumption: m3 in office	2,108	2,650	G4-EN9
Water consumption: m3/kg of product	2,108	2,650	G4-EN9
Paper consumption: kg	7,500	6,150	G4-EN1
Recycled paper consumption/total: kg	0	0	G4-EN2
Hazardous waste (kg or T) managed/produced per production unit	720	815	G4-EN23
Non-hazardous waste (kg or T) managed/produced per production unit	4,125	3,115	G4-EN23

Environmental management and communication

The company is collaborating on a common strategy to tackle climate change, which is being implemented through small actions carried out on a daily basis in the company's activities. Commitments in this area will be implemented in the new facilities to be inaugurated in 2025 through the use of natural, renewable and clean energies, which will be detailed in future OPERON CSR reports.

INDICATOR	YEARS		Indicator G-4
	2022	2023	
CO ₂ emissions	NOT APPLICABLE	NOT APPLICABLE	G4-EN15
Emissions from fluorinated refrigerant gas leaks for air conditioning/refrigeration (kg CO2 eq).	NOT APPLICABLE	NOT APPLICABLE	G4-EN15
Global emissions (kg CO2 eq).	NOT APPLICABLE	NOT APPLICABLE	G4-EN15
The amount of emissions per unit of product manufactured/per hours worked.	NOT APPLICABLE	NOT APPLICABLE	G4-EN18
Power generated from renewable energies (kWh)	2,150	2,000	G4-EN3

07. Commitment to Global Compact and SDG

On the occasion of our 50th anniversary in 2023, we decided to take a step further, and in February we signed our adhesion to the United Nations Global Compact Spain as partners, which means that OPERON is committed to aligning its operations with Ten Universally Accepted Principles on human rights, labour standards, the environment and the fight against corruption, as well as to take measures in support of the **Sustainable Development Goals (SDGs)**.



The organisation has identified the following SDGs as priorities:



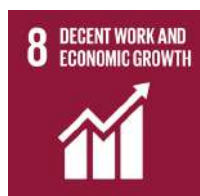
SDG 3. Good Health and Well-Being

Continuous promotion of people's overall health and wellbeing (physical and emotional health). Implementation of a Pilot Health Plan that combines training, physical activities, volunteering, environmental activities, etc.



SDG 5. Gender Equality

Work-life balance is one of the organisation's priorities. The promotion of equality and integration is a consistent focus.



SDG 8. Decent Work and Economic Growth

Through recruitment without discrimination on the basis of sex, age or personal characteristics, guaranteeing decent working conditions.



SDG 9. Industry, Innovation and Infrastructure

Through investment in R&D&I to drive technological development and innovation in the company's activities. Promotion of present and future energy efficiency in all areas of the company's operations.

