

The Impact Review 2021

This document will provide an overview of our company's involvement and contributions as a whole in terms of economic, social and environmental sustainability, both as concerns active measures to minimize the impact that we have as a company and as concerns proactive and voluntary measures.

We are not Sustainable

We are aware that talking about fashion and sustainability is in itself contradictory. But the truth is that **Etnia Barcelona** is a brand created by people with major preoccupations. These include a will to do things right and to have a positive impact upon the world.

We know perfectly well that this is by no means easy, that there are many steps to be taken and to be improved upon. There is a lot to look into and to work on. We would like you to know that, in all honesty, our product is not perfect. We make mistakes every day, and there is a lot of room for improvement in our processes. However, it is our obligation as a company to make the best possible decisions every day, and to minimize our social and environmental impact. Our aim is to become a more responsible version of ourselves.

The first step we are taking to honor this responsibility is to create this Impact Review. In this document, we have looked into our entire activity as a company, down to the finest details, tracing a road map toward our improvement. We have picked up both on the good that Etnia Barcelona does as well as on the negative impact that it has. Now is the time to be upfront and let the whole world know about it all.

We owe it to the world. We owe it to you.

Off to a Good Start

This document will provide an overview of **Etnia Barcelona's** involvement and contributions as a whole in terms of economic, social and environmental sustainability, both as concerns active measures to minimize the impact that we have as a company, and as concerns proactive and voluntary measures.

Through this Impact Review, you will find out everything that we are. Just as we are. This is our act of transparency.

In scrutinizing Etnia Barcelona's activity, we have needed to take a careful look at various aspects, such as proper company governance, the activities involved in developing our product and processes, the professional and emotional well-being of the people working in our company, the relationship and impact of our activities on the environment, as well as Etnia's impact and contribution toward making a difference in society. In doing so, we must remain aware and keep in mind that we work with and for our workers, employees, clients, consumers, associations, NGOs, providers, the media, and society at large.

Methodology:

1. An analysis of our activity as well as the responsibilities held by each department.
2. Identifying key impacts generated by and occurring as a result of our activity.
3. Identifying existing aspects aimed at minimizing our negative impact and maximizing our positive impact.
4. Proposal for new action.

This analysis yielded a large amount of data and information, which we compiled and divided into three main areas to identify more easily and to assess the impact had by each area in the most transparent manner possible.

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Transparency starts with a responsible product.

1

Product

Having been making glasses for three generations, we remain just as excited in the way we do things, and we provide the same level of effort and dedication as we did on day one to offer you a product that is high-quality and responsibly-made from a social and environmental perspective.

Eco-Friendly Design

80% of a product's social and environmental impact is decided upon in its design phase. For this reason, from this phase onwards, we adopt an eco-mentality that helps us to minimize environmental impact through the use of natural materials such as acetate and mineral lenses. This enables us to create responsibly made, high-quality glasses that are very durable without making compromises in terms of Etnia Barcelona's design standards.

Our designs are created in Barcelona

Our design team creates all of our collections from scratch. They are pioneers in color study, with more than 500 of our own models, inspired by the fashion and art world.

Manual Assembly

We innovate, but remain rooted in tradition. We still perform assembly and finishing touches by hand to be able to offer a unique product.

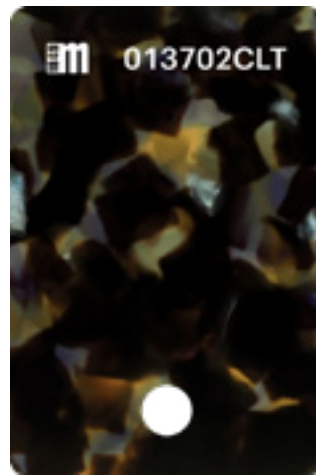




Materials

We use top-quality materials that are as environmentally friendly as possible. We source these in Italy, ensuring maximum traceability for each raw material.

Acetate Frame

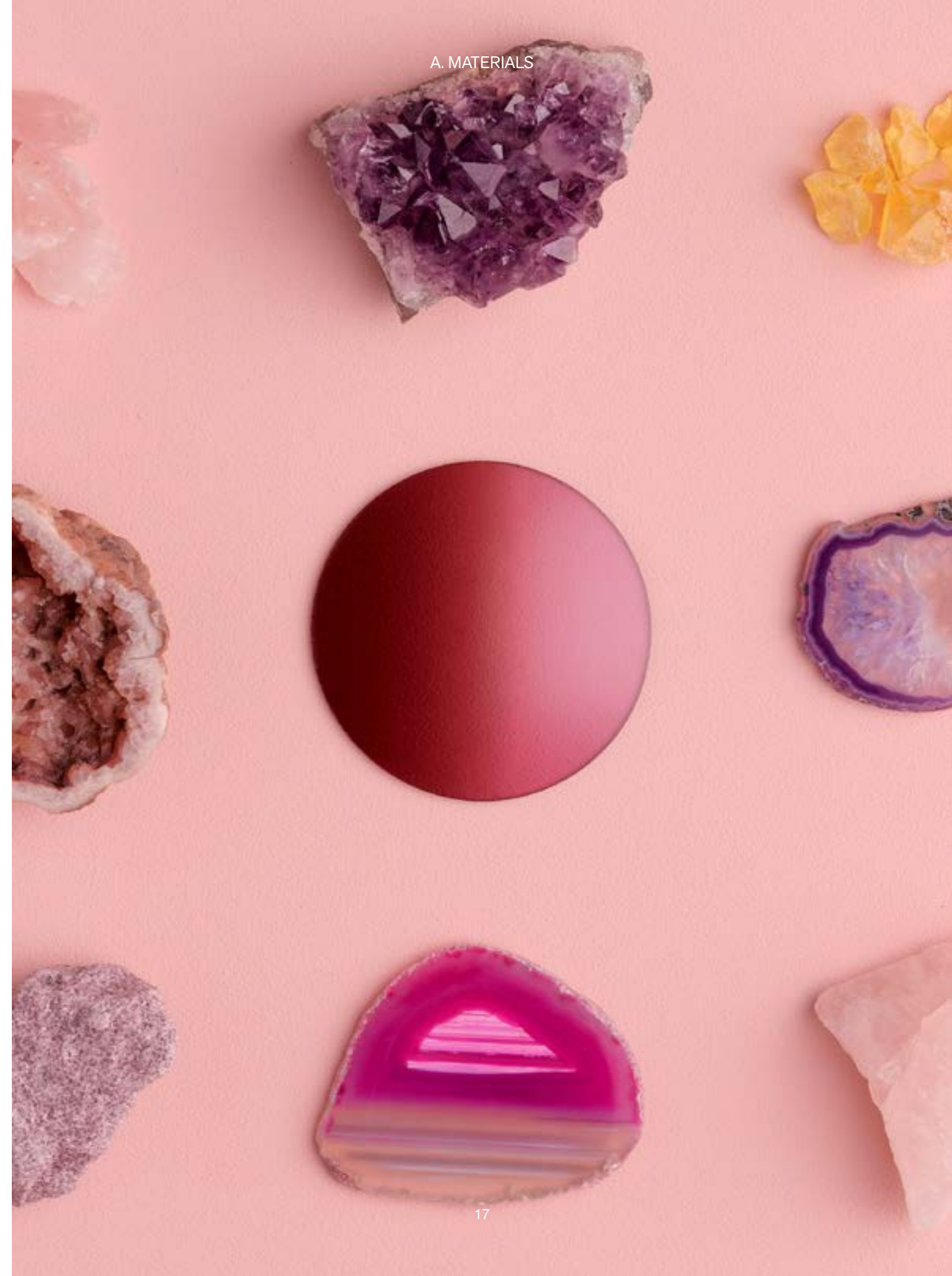


Our glasses are made with the highest-quality natural materials, such as Mazzucchelli acetate, which comes from cotton and wood, ensuring maximum comfort.



Mineral Solar Lenses

It goes without saying that our lenses are a star feature at Etnia Barcelona. They are manufactured using natural minerals, which are a totally biodegradable material, by *Barberini*, the world's leading supplier of lenses. Additionally, the handcrafted assembly process guarantees that the lenses are perfectly adjusted to each model and benefit from maximum protection.





B

Innovation

At ETNIA Barcelona, we drive innovation to create new disruptive components in the optical industry enabling us to decrease our carbon footprint as much as possible.

Less Solvents

We are constantly researching new lamination systems to eliminate 99% of solvents as well as any non-biodegradable component used in the manufacturing process.



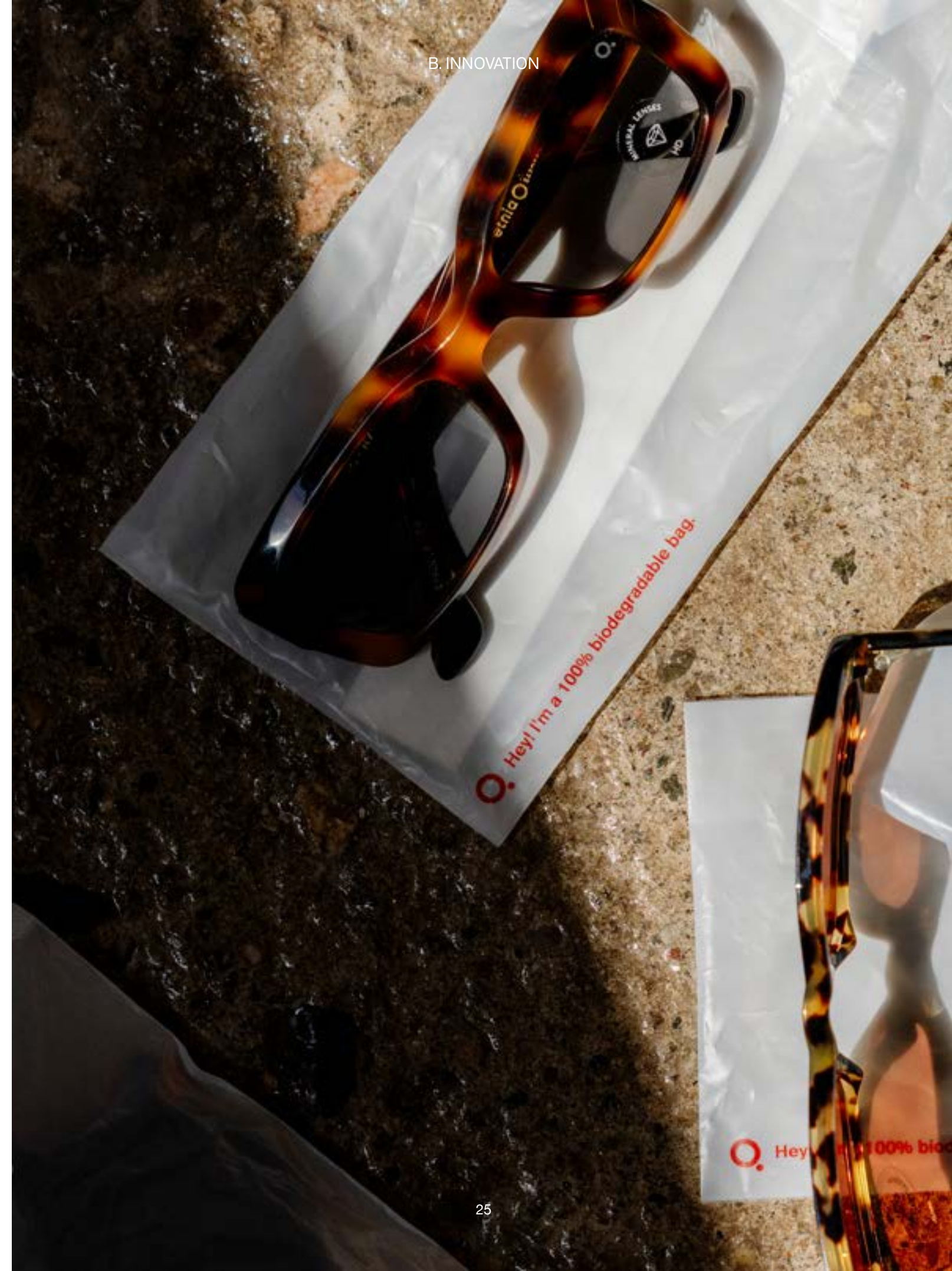
Working toward a Circular Product

We are working on materials that are lighter and are aiming for all the components in our materials to be 100% recycled and 100% recyclable in the near future.



Fuck Plastic

For years, our priority has been to eliminate all plastic, both in our production system, through the replacement of plastic-based components with organic acetates, and in our product transportation and distribution processes, where materials used are 100% biodegradable and recycled cornstarch.



Starter Prototypes

One of our most pressing objectives is to decrease our carbon footprint by producing all our prototypes locally. In the very near future, we will also be discontinuing prototype production thanks to renderings and 3D machines that use organic and recycled materials, maximizing the use of these materials.





There is no such thing as an impact-free product.
But there is such a thing as a non-deceitful product.

2

Planet

Our duty and our obligation as a company are to care for the planet, to protect it and to return everything it gives to us. This is very clear to us at Etnia Barcelona. This is why we are working toward minimizing any negative impact we may have.

Our Mark

Below, we have identified the environmental impact of all our activities. This covers the choosing of materials and the glasses manufacturing process down to the impact of our spaces, whether these are offices or stores.





A

Components

The design for each ETNIA Barcelona component is created in our headquarters in Barcelona with the aim of ensuring maximum durability and ergonomics. Health is an essential requirement, which is why we put all the components that make up our glasses through a comprehensive process that ensures they are 100% safe.

Sustainable Packaging

We are developing packaging made of natural and 100% recyclable materials, free of single-use plastics.

Respectful Leather Pouches

The leather we use for our pouches is made using water-based polyurethane resin. This is an environmentally friendly synthetic leather that does not contain any toxic organic solvents. The production process involved is non-contaminant and non-toxic, and no harmful chemical products, such as DMFa,

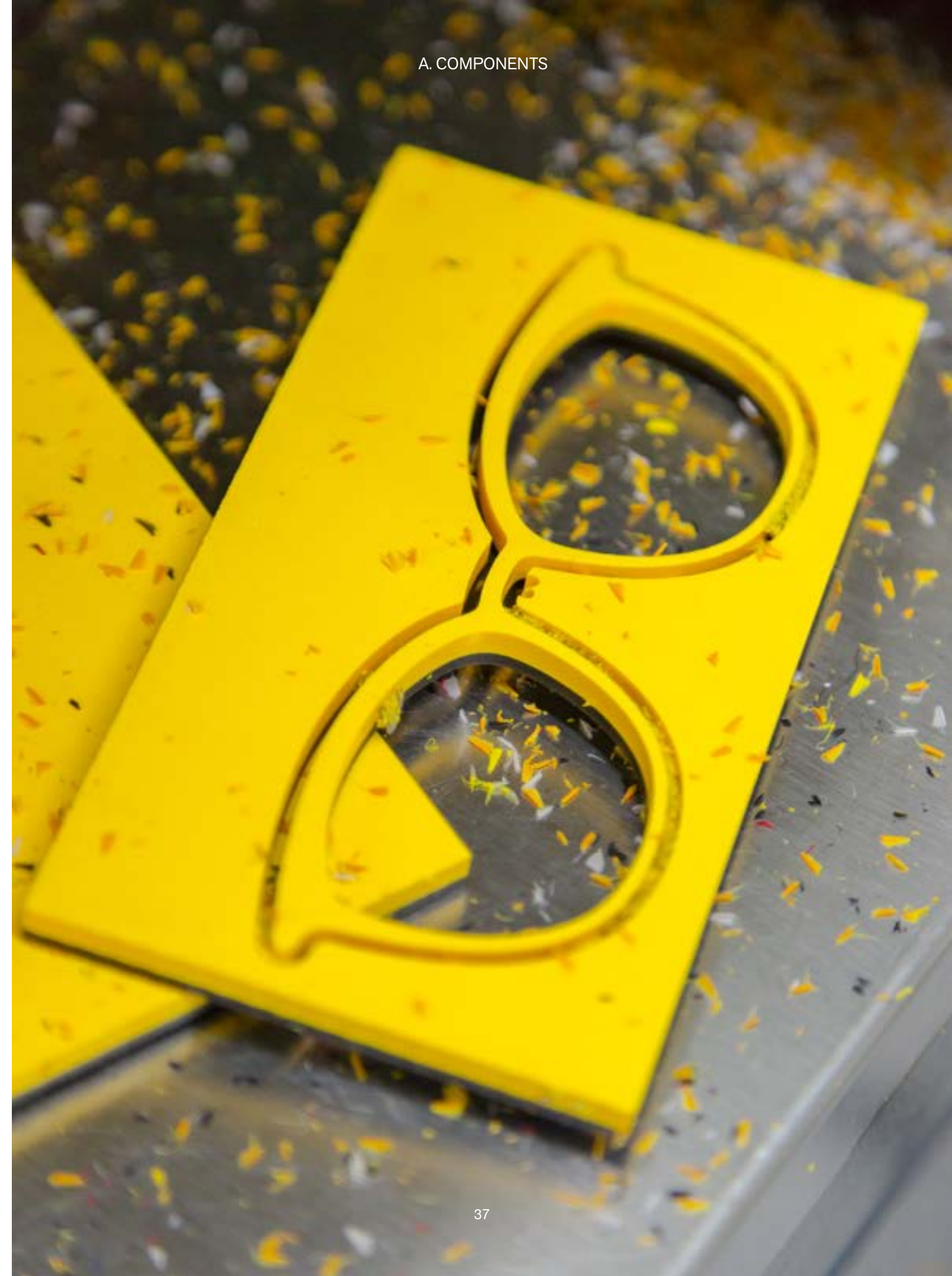
DMFu, o-benzenes, PAH, APEO, azo or PBA are used, nor is VOC.

It also meets the highest environmental protection standards: REACH, ZDHC, OEKO-TEX Standard 100 and GRS.



Factories of Our Own

Year on year, we implement new actions to maximize the use of materials, maximize recycling and minimize the use of plastic in all processes so as to optimize and minimize the environmental impact caused by the manufacturing of our products. Our code of ethics is applied in each of our premises, including our factories, where we ensure that we provide the best possible environment for our teams and that we reduce our environmental impact.



Our Environmental Impact in Numbers

9.317 kg

of plastic saved in one year in the manufacturing of new cases between 2021 and 2022*.

*Estimated figures for 2022

61%

of our Original and Vista cases are made of recycled plastic (rPET).



B Spaces

We are working toward minimizing the environmental impact of our offices and stores and on improving their energy efficiency.

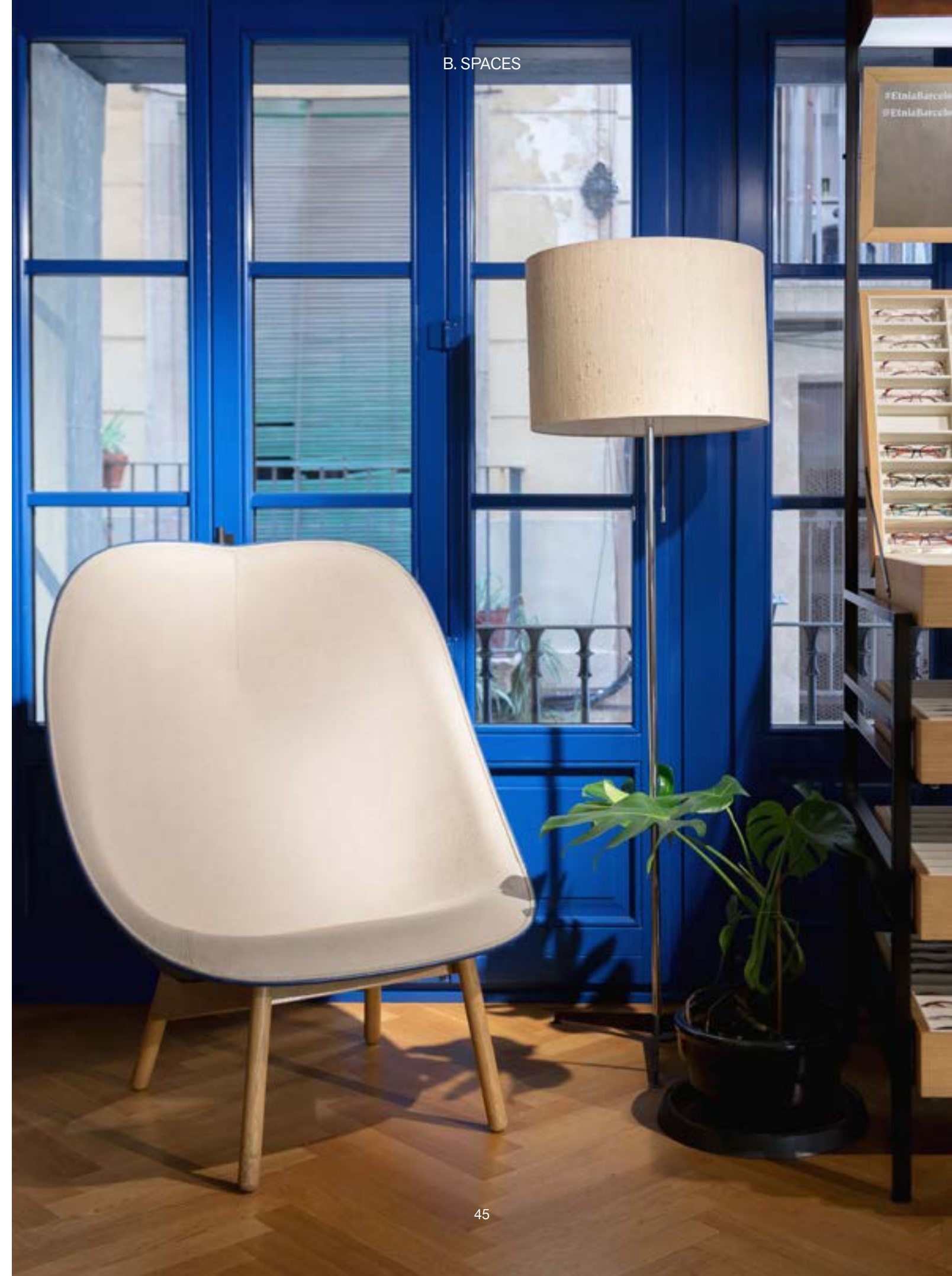
Green Office Plan

All our offices are plastic-free and we use a waste management system. We are also rolling out an architectural project to refurbish the facade of our offices and make them more energy-efficient.



Our Stores

All our stores have been built using environmentally friendly materials. They are 0% plastic. They also feature green spaces and solar panels to make them more energy-efficient.



Etnia Recycled

We are introducing a recycling system enabling us to use obsolete material from old collections and production surplus to create new collections.





3

People

There is a big team behind each pair of ETNIA Barcelona glasses. Our team consists of employees and providers who can be found in our offices, factories and stores toward whom we hold a responsibility to ensure safe, healthy and fair working conditions for all.



A

Etnia Team

Company Culture

There are 400 people in the ETNIA Barcelona team. These are people of different nationalities based all around the world.

We believe in teamwork, in diversity and in multi-disciplinarity, guaranteeing that we are our best selves. “Always Learning Mode” and “Always Growing Mode” are our two main mottos when it comes to Talent

Management, which is an essential part of our business strategy. Our particular DNA makes everything possible ... Authenticity, fun, creativity, chaos, daring, and, above all, freedom.



Diversity and Inclusion

We have made a firm commitment to managing and promoting equal opportunities within the organization. This is an aspect that flows across the organization's working style and that is visible in projects and initiatives that directly integrate the gender dimension.

Etnia Barcelona champions an external image committed to equality, producing communication campaigns on key dates such as March 8, International Women's Day; June 28, LGBTQIA+ pride. It also provides visibility for female artists through art-related communication campaigns.

We have formally enshrined our commitment toward equal treatment and equal opportunities, rejecting any type of discrimination through an Equality Plan in the context of establishing and developing policies including equal treatment and opportunities for women and for men.

We are currently in the process of drawing up a Protocol for the prevention, detection and handling of sexual harassment relating to

sex, sexual orientation and/or gender identity. This is aimed at preventing, detecting and taking action on cases of harassment with the goal of eradicating conduct of this kind. We have also formed an Equality Committee tasked with ensuring that equal treatment and opportunities and the gender dimension are integrated in the way the organization is run. We have also appointed a go-to person in matters of equality, the Equality Agent, who is available to staff and management.

We believe in the individual authenticity of each person, and we respect and celebrate differences. Diversity enriches perspectives and makes us more open and more innovative.



Well-being and Health

We promote a healthy and healthful lifestyle among our employees. We offer gym discounts, make bikes available to everyone, as well as “All-day fruit,” and run padel tennis matches, among other activities. We also care for our employees’ mental health through Stress Management tools and through wellness and yoga practices. We also pay for private health insurance for all our employees and provide assistance to guarantee healthy eating habits.



Work-Life Balance

At ETNIA Barcelona, we see life as a work of art that must be enjoyed. For this reason, we want to offer all our employees the best possible options in terms of flexible working and work-life balance to allow them to enjoy time with their families and friends and to enjoy their hobbies. When we look at life this way, we all win.





B

Society

At Etnia Barcelona, we believe that everyone deserves decent eye health, as well as personal and professional development in good conditions. This is why we are rolling out nonprofit projects focused on eye health through Etnia Barcelona Foundation.

The Foundation

Our aim is to improve eye health across the globe through the ETNIA Barcelona Foundation, which we work with both locally and in developing countries.



We look you in the eyes

This is an initiative driven by the Etnia Barcelona Foundation to improve the eye health of Catalonia's most vulnerable children with support from Essilor's Vision for Life and the UPC's (Universitat Politècnica de Catalunya [Polytechnic University of Catalonia]) Centro Universitario de la Visión [University Center for Vision].

This organization provides eye care to children experiencing poverty and aims to ensure the proper monitoring of their eye health to improve their quality of life. This is carried out in localities within the greater Barcelona area in which the Foundation works every year with between seven and nine centers treating

a maximum of about 60 children so that they receive adequate care. The Foundation works with a network of key players, such as the Centro Universitario de la Visión in Terrassa, Essilor, Instituto Joan Brossa, as well as a number of local authorities within the greater Barcelona area.



Nonprofit Opticians

This is a project that aims to improve access to eye health for optometry services in Ziguinchor and other communities in Senegal.

As part of this project, eye exams have been carried out in primary and secondary schools within the region as well as with adults in Dar Salam and with teaching staff. To ensure the project is sustainable, the Foundation has been working with the Santa Yalla organization, a

platform campaigning for women's rights in their different dimensions to put into operation a nonprofit optician managed by women that will provide the local population with access to prescription glasses at affordable prices.



Moria Refugee Camp, Lesbos

The Foundation works with Light Without Borders, an NGO with a permanent ophthalmology clinic at the Moria camp in Lesbos. Through **the Etnia Foundation**, we send pairs of glasses to the refugee camp twice a month.



Opticians with you

This latest project came into being due to the COVID-19 crisis and aims to provide access to glasses to people with limited financial means. We work alongside nonprofit opticians to whom we send packs containing all the items necessary to assemble glasses with the exception of the lenses, which are purchased by the opticians involved in the project.



Work in Progress

This Impact Review is much more than an act of transparency. It is our commitment to build an Etnia Barcelona that is more responsible toward society and our environment. We are not perfect. Neither is our journey. But this is our roadmap allowing us to improve our social and environmental impact.