

## CORPORATE SOCIAL RESPONSIBILITY POLICY

The Grupo Sesé owners responsibly undertake to design, evaluate and revise all corporate policies aimed at setting the necessary guidelines for action to foster a **culture of social responsibility** within the group, contribute to the **creation of value in a sustainable way for our stakeholders** and work so economic profitability and efficiency are not incompatible with socially responsible behavior.

Grupo Sesé endorses all of the most significant national and international CSR standards. Since September 2016, Grupo Sesé has been a signatory to the **United Nations Global Compact** and, therefore, promises to support the inclusion of the 10 core principles referring to human rights, labor laws, the environment and the fight against corruption by adopting them and disseminating them.



**MISSION:** To promote and facilitate the social and labor integration of people with disabilities and/or at risk of social exclusion by developing sustainable employment projects.

**VISION:** To be a leader in the development of Corporate Social Responsibility actions by collaborating on social and business projects.

**VALUES:** Strength, Commitment, Innovation and Excellence

Thus, the company's **code of ethics** lists the following commitments:

1. To protect children by prohibiting child labor.
2. To protect people's health.
3. To facilitate the right of association and collective bargaining.
4. To comply with the minimum wages of the countries where it operates and offer dignified work.
5. To prevent and persecute discriminatory practices or those that violate people's dignity.
6. To actively support the integration of the underprivileged.
7. To adopt a preventive approach that fosters the use of environmentally-friendly technologies.
8. To seek economic prosperity without forgetting about social justice.

Grupo Sesé firmly believes **all people are equal** and that different abilities not only reflect differences but can also be complementary. Therefore, through **Fundación Sesé**, a non-profit organization, and the **Special Employment Centers**, Grupo Sesé fights to improve everyone's quality of life by promoting **the inclusion and integration of personnel offering functional diversity and/or who are at risk of exclusion**.

The foundation and the Special Employment Centers engage in activities aimed at, on the one hand, making them **sustainable**, and on the other, creating benefits that can **help society** through:

- Internal social projects.
- Support for entities that work with different groups as provided for in the Fundación Sesé articles of association.