

Corporate Social Responsibility Report  
Non-Financial Information Statement

# GRUPO SESÉ

## 2018





The Corporate Social Responsibility Report of GRUPO SESE for financial year 2018 has been prepared according to the Core Option of GRI Standards (Global Reporting Initiative), as per the GRI Standards document published in 2016 and pursuant to the Spanish Act 11/2018 of 28 December on non-financial information and diversity. Thus, this report corresponds to the Non-Financial Information Statement of Grupo Sesé and, as such, it is part of the Management Report of the company.

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# 1.

## LETTER FROM THE CHAIRMAN

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The beginning of a new year is always the perfect time to think if the steps taken are bringing you closer to your goal, to assess if the benefits expected have been obtained and, in essence, to think about the footprint you are leaving.

2018 has been a year full of **exciting challenges**, with new projects that have allowed us to grow as a company and as professionals; a year in which effort and team work have helped us becoming a benchmark to our clients.

The achievements presented herein are the result of our **effort, commitment and determination** to do things well. Thus, I am proud to present this Corporate Social Responsibility Report.

In these pages we aim at presenting the true essence of Grupo Sesé: a family, proud and strong business from Aragon with solid values and principles with strong roots in its home area and committed to its environment. This commitment is reinforced with the firm and continued support of the company of which I am Chairman to the United Nations Global Compact and to its principles and initiatives.

This Report, drafted pursuant to the guidelines of the Global Reporting Initiative, intends to enhance the activities performed by our company from a perspective of full transparency, offering a complete vision of the community, environmental and economic development of the company.

This year, for the first time, this Report is also the vehicle to present the Non-Financial Information Statement of Grupo Sesé corresponding to financial year 2018 and, as such, it is part of the management report of our company, pursuant to Act 11/18 on non-financial information and diversity.

This Report focuses on the issues identified as relevant to our company, taking the framework of the Global Reporting Initiative as a reference, the 10 Principles of the United Nations Global Compact and the 17 Sustainable Development Goals, showcasing how Grupo Sesé contributes to the achievement of the SDG linked to our sustainability strategy and that place us in the way led for us by the 2030 Agenda.

As a summary of this financial year, it can be said that the principles that have brought Sesé this far are six and they must be our guide in the future in order to not forget our essence, our objectives and our strategic priorities. The rest will come with strong and joint work.

- Satisfied **clients** thanks to our **proximity** and **trust**. Our business model is always client-centric, understanding their requirements and expectations and always guaranteeing the maximum **transversality** in the supply chains.
- An **optimal management** of **operations** and **costs**. Lean Manufacturing principles must be implemented in a comprehensive manner as a competitive upgrading tool.
- Service **quality** based on the best planning and **technology**. Let's invent model 5.0, let's be pioneers and disruptive! Let's launch ourselves into the age of digitalization!
- **Occupational safety**, being aware of risks and how to avoid them, as people are the core value of Sesé. We are responsible for our teams at all times; their physical and emotional wellbeing must be a priority at all levels of the organisation.

- Every day we must respect and measure our impact and contribution to the environment, work from a work ethics perspective and ensure compliance with the regulations and corporate social responsibility. There is no **future** for companies that are not **sustainable, committed** and **respectful**.
- Among all, I would like to emphasize the management of relationships with **people**. We must always take care of people inside and outside Sesé. Having the best professionals and manage this exceptional **talent** as it deserves must be a priority. **We are all Sesé.**

Once again this year, we would like to acknowledge and express our appreciation to our **clients**: Our commitment to satisfy their needs and exceed their expectations forces us to try to become better day by day. We would like to thank our **allies** and **partners**, as they are a key pillar of our value chain.

And, of course, we are grateful for our exceptional **human team**, as they are undoubtedly the main pillar in the successes achieved. It is a pleasure to see how we mature as individuals, as professionals and, above all, as a team.

We grow and we excel ourselves to go even further. We move forward so you can move forward. This is what moves us. We like to take risks, as they are the only way opportunities come. We will continue to do so; we will keep always moving. The work initiated decades ago by a few members is still developing with renewed optimism and with the collaboration of an increasing number of people. We hope that you continue by our side in this exciting project.

We welcome you through our Report to a project where we place the client in the centre of our efforts and where we address our efforts to our clients.

Welcome to Grupo Sesé!

ZARAGOZA, 30 April 2019



**ALFONSO SESÉ**  
Chairman Grupo Sesé




**ANA SESÉ**  
Deputy Chairwoman Grupo Sesé




**JOSÉ ANTONIO SANZ**  
Deputy Chairman Grupo Sesé





## 2.

### THE ORGANIZATION

1. On-going expertise
2. Structure and organization chart
3. Key figures
4. Grupo Sesé in 2018
5. Infrastructure
6. Awards and distinctions
7. External principles

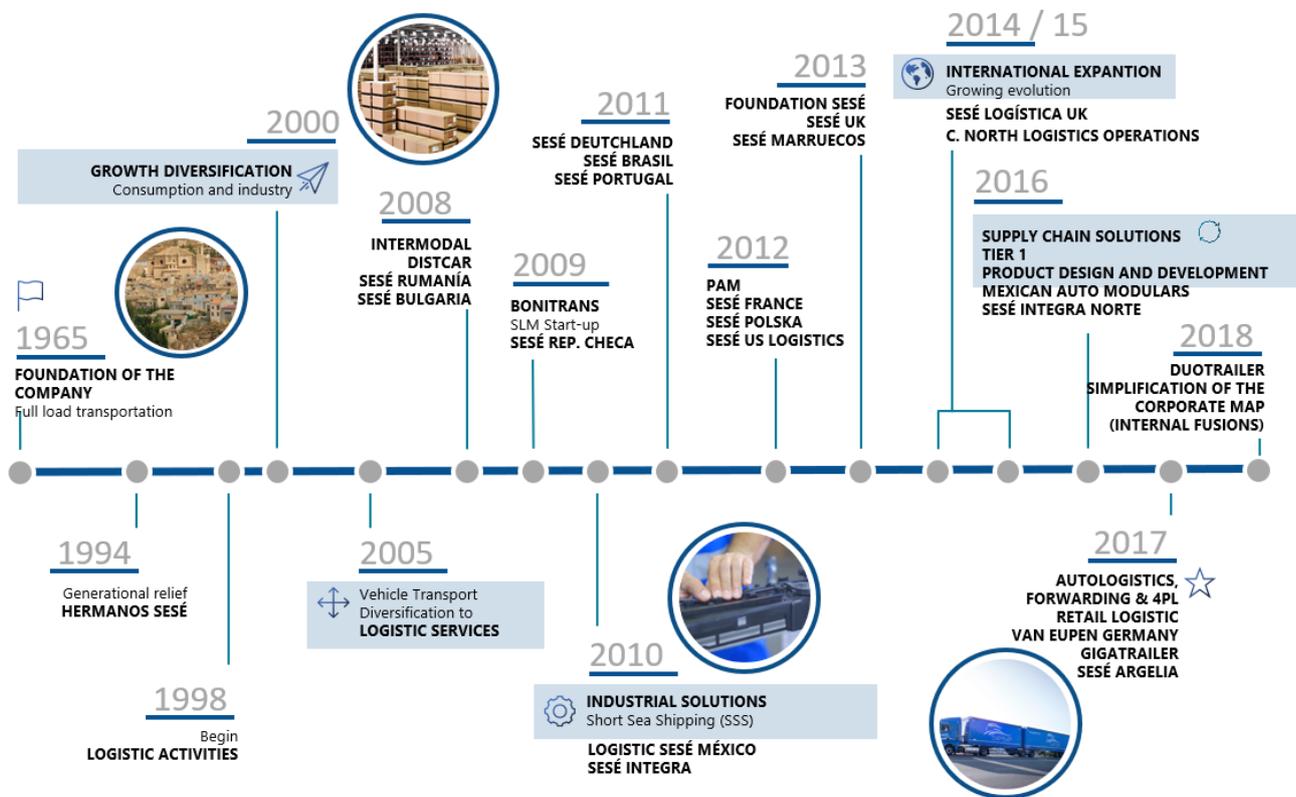


# 1 | on-going expertise

Grupo Sesé is a second generation company whose origins date back to 1965 and the work carried out by Mr. Alfonso Sesé Tena, whilst in the 90's under the leadership of Mr. Alfonso Sesé Asensio, the activity consolidated and a period of expansion began; this expansion has not stopped yet.

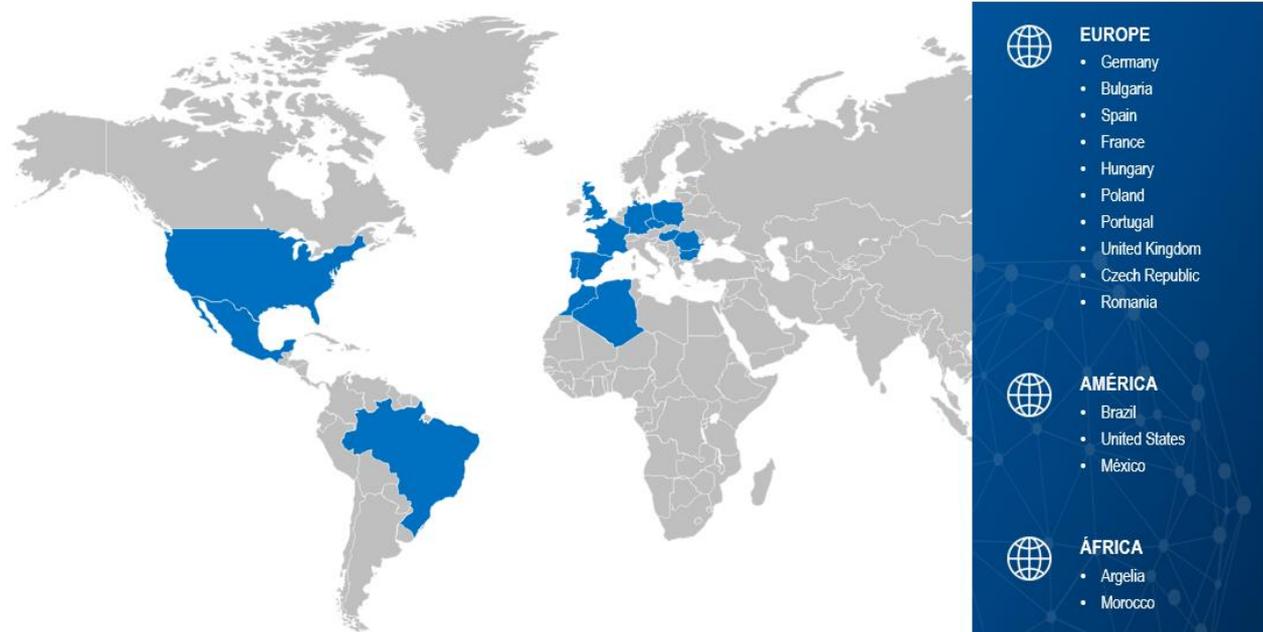
The seed of what Grupo Sesé is today is a small business related to the marketing of farm commodities located in the internal rural area of Teruel. In the 60's the father of the current Grupo Sesé Chairman developed small transport works in the area relating to the family activity.

Nowadays, Grupo Sesé is a leading corporate organisation in the comprehensive logistics industry that is beginning to consolidate as Tier 1 supplier and Supply Chain Solutions of the main automotive manufacturers.



MAIN MILESTONES IN GRUPO SESÉ'S HISTORY

Grupo Sesé is currently present in 15 countries and is comprised of a human team of over 8,000 people. It offers services that go beyond simple transport or storage, as it is actively engaged in the supply chains of their clients, providing innovative solutions and of great added value to their Outsourcing needs. These elements differentiate us from our competitors.



GRUPO SESÉ IN THE WORLD. MAIN MARKETS IN WHICH IT OPERATES

## 2 | structure and organization chart

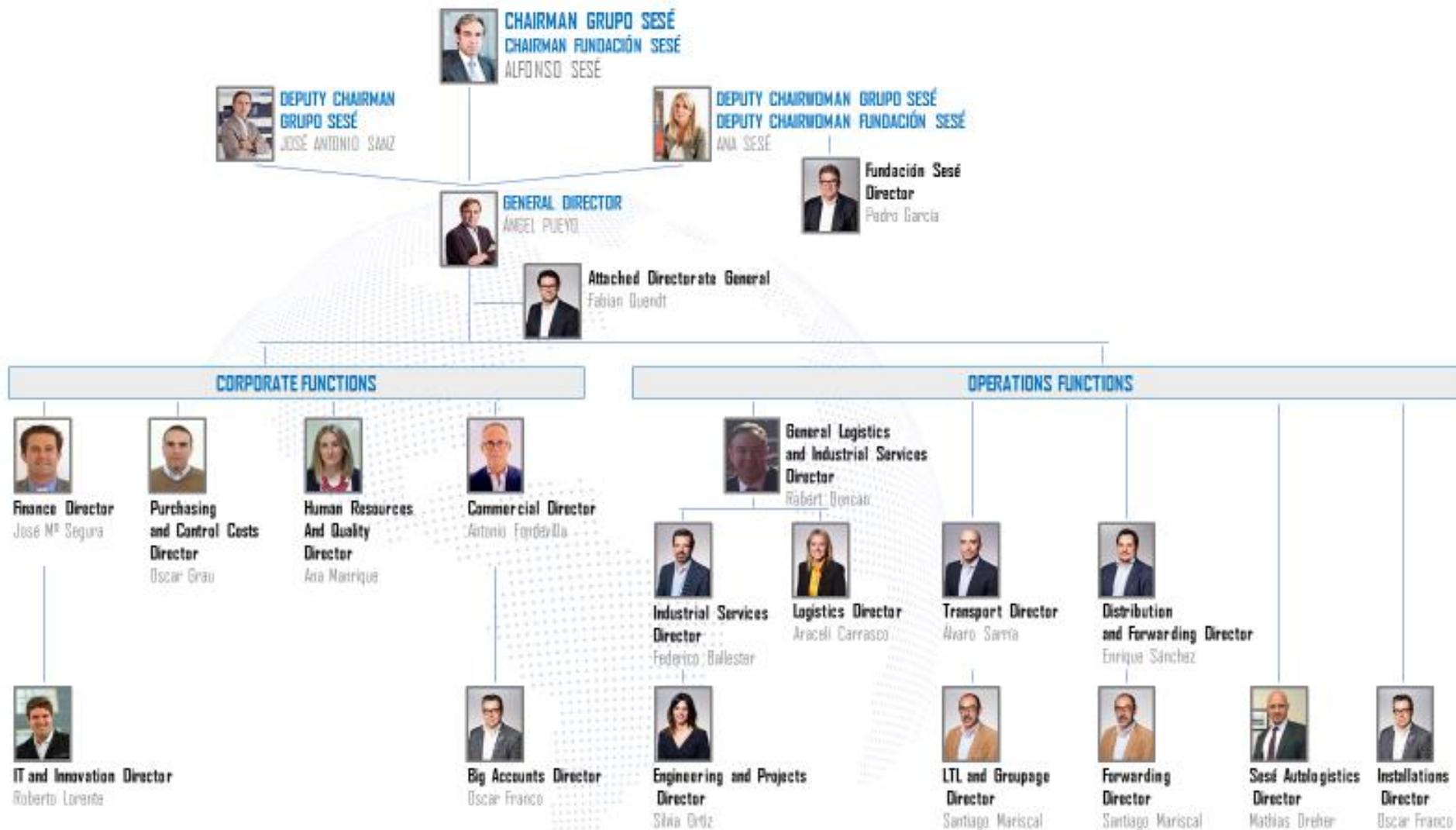
Grupo Sesé is comprised of independent companies managed in a coordinated manner by and organisation structured in 6 main blocks:



GRUPO SESÉ'S DIVISIONS CHART

The organisation chart of Grupo Sesé has been simplified in 2018 by means of a mergers process where the companies SIP, OLS, NAM, Velox and COLIN disappeared and got integrated within other companies of the Group.

Grupo Sesé has a multi-site structure, where each of the operational centres of the companies reports functionally to the Central Office, located in Zaragoza. The Operations Department has offices spread out according to the needs of the businesses developed. Work processes are defined, marked and exported to the Offices by the central office.

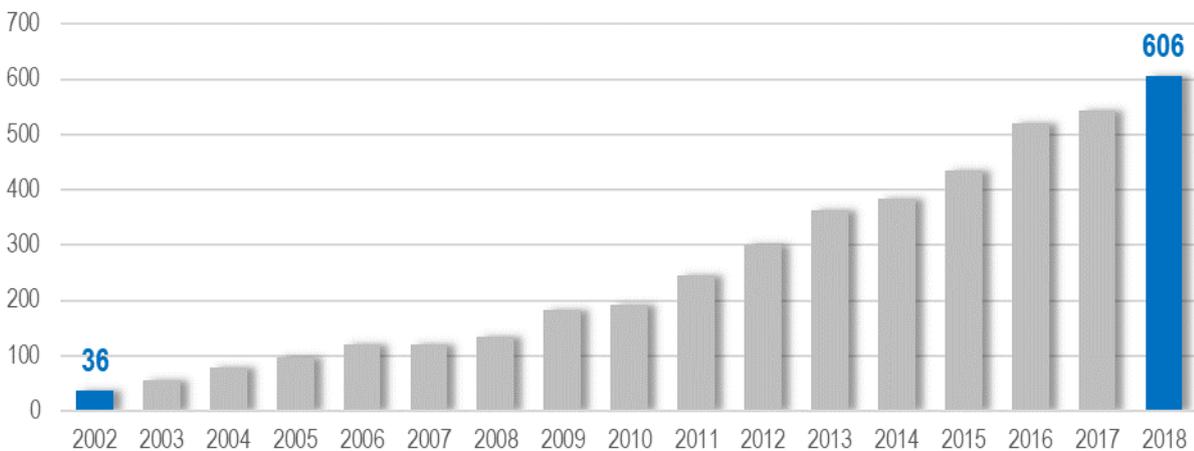
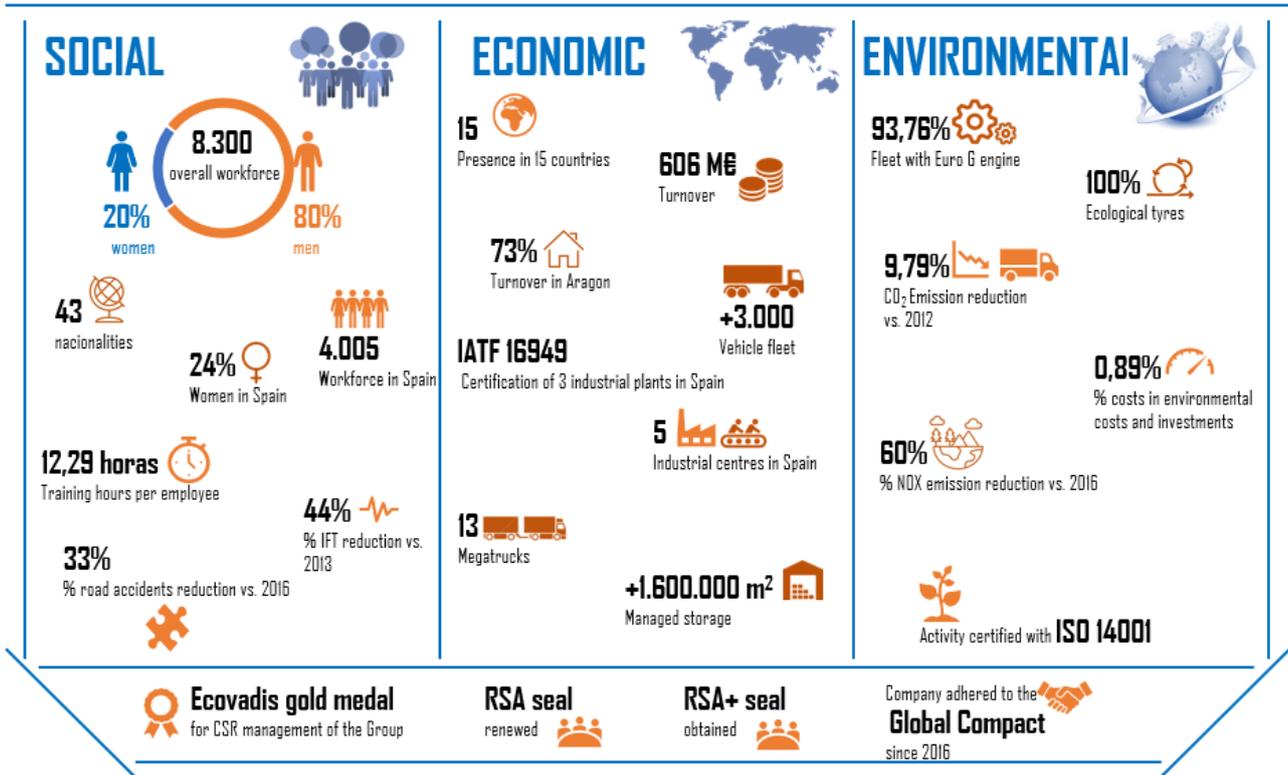


GRUPO SESÉ ORGANISATION CHART - MARCH 2019

### 3 | key figures

Thanks to an ambitious and carefully planned strategy, Grupo Sesé is a leading company in the industry. It is comprised of a human team of over 8,000 people and offers services that go beyond simple transport or storage, as it is actively engaged in the supply chains of their clients, providing innovative solutions and of great added value. A simple look at the most representative figures allows assessing the scope and characteristics of the company today.

## MANAGEMENT REPORT FOR TAX YEAR 2018



GRUPO SESÉ'S TURNOVER DEVELOPMENT - expressed in millions of Euros

## 4 | grupo sesé in 2018

The following milestones can be highlighted as the most representative ones of this year:



The Aragonese Safety and Labor Council awards Grupo Sesé with the "Aragón, compromitted con la prevention" ["Aragón, committed to prevention"] Award for its achievements in the prevention of occupational risks.



Grupo Sesé, once again a pioneer, puts into service for the first time in Spain the Duo Trailer, a truck of 31.75 meters and a maximum authorized mass of 70 tons. The University of Zaragoza is actively working to provide the Directorate General of Traffic with all the relevant data analysis for this new type of vehicle.



The Aragon Social Responsibility Committee recognizes Grupo Sesé with the Sello RSA+ [Social Responsibility Seal of the Autonomous Region of Aragon] for its initiatives with regards to work-life balance, the promotion of equality, volunteering and participation in the promotion of culture in the region of Aragon.



The American subsidiary of Grupo Sesé was awarded an important service contract for all YETI brands in the USA.



Fundación Sesé collects € 22,000 in the first Sesé Bike Tour cycle tour, organized in the geographical area of Urrea de Gaén, with the aim of financially supporting ALS research.



Trans Sesé obtains accreditation as an IATA Freight Forwarder.



Grupo Sesé joins the Board of Trustees of the Fundación para el Desarrollo de las Nuevas Technologies del Hydrogen in Aragón [Foundation for the Development of New Hydrogen Technologies in Aragon] with the aim of constituting a key factor in the mutual strategic development.



Grupo Sesé consolidates its strategy as Global Contract Logistic with an extension of its current logistic project in Algeria to the awarded result of the SKD logistic operation of Volkswagen Polo, from Navarra to Algeria.



Trans Sesé obtains the Authorized Economic Operator (AEO) certificate.



Fundación Sesé celebrates its second Charity Gala-Concert, "¡En Marcha! Música x el Cáncer Infantil" ["On the move! Music for Child Cancer"], collecting more than € 37,406 to decorate and adapt the current auditorium of the Children's Hospital of Zaragoza and turn it into a free cinema for children.



Grupo Sesé achieves more business flexibility by taking all its data to the cloud and reinforces its security after entering into an agreement with Telefónica.



Grupo Sesé launches its Mindfulness project aimed at improving emotional and psychological well-being at work.



Grupo Sesé signs its adhesion to the Luxembourg Declaration of the European Network for Workplace Health Promotion, establishing the basic principles of action and the reference framework for the proper management of workers' health in the company.



Grupo Sesé was awarded the logistical operation for the 2018 Mediterranean Games..



Grupo Sesé receives the Ecovadis Gold Medal (an Independent Platform for the qualification of companies' sustainability performance).



Grupo Sesé inaugurates two new centres in Martorell and Martos for its high added value logistics activities for its main clients in the automotive industry.

## 5 | infrastructure

Grupo Sesé is organized around a Central Office located at Virgen del Buen Acuerdo nº5 Zaragoza, where the new corporate offices opened in 2016.

Here follow the details of the current infrastructure:

- More than 1,600,000 m2 of area under management.
- 3,000 vehicles in service in Europe (own trailers, own platforms, specialised agency trailers).
- 13 of them are Megatrucks in service in Europe.
- 5 production centres in Spain with injection and/or assembly activities.
- 2 assembly lines for automotive modules.
- 9 injection machines.
- 1 in-house analysis and testing laboratory.
- 3 metrology installations with three-dimensional machines.
- 2 installations for 0 Kilometre (Spain, Romania) for the fleet of drivers.



## 6 | awards and distinctions

Throughout its long history, Grupo Sesé has received many awards and distinctions from clients, suppliers, regional and national administration institutions and other actors. The following ones can be highlighted:

2007	<b>TRADIME-ARAGON AWARD</b> granted by Association Empresarial
2008	<b>FERNANDO ORÚS AWARD</b> , granted by ASZA as recognition for the support of the labor integration of deaf people.
2009	Finalists of the PREMIO <b>EMPREDEDOR</b> [ENTREPRENEUR AWARD] organized by Ernst & Young.
2010	ICIL AWARD for <b>LOGISTIC EXCELLENCE</b> for the PROYECTO IBÉRICO [IBERIAN PROJECT] (Institute that supports research, training, dissemination and business applications in logistics).
2012	AWARD TO THE <b>BEST NATIONAL LOGISTICS COMPANY</b> at the Salón de la Logística y de la Manutención [Logistics and Maintenance Exhibition] (SIL).  PILOT AWARD FOR <b>LOGISTIC EXCELLENCE</b> in Aragon, in the Large Companies category.
2013	<b>DIRIGENTES AWARD</b> to the business trajectory.  <b>ASTER AWARD</b> to the business trajectory.
2014	<b>GENERAL MOTORS SUPPLIER OF THE YEAR AWARD FOR WAREHOUSING AND MATERIAL LOGISTICS:</b> Grupo Sesé is awarded by GM as provider of the year in logistics for the management of the Mokka Project.
2015	<b>SOLIDAR</b> certificate for Trans Sesé and Logistic JIT Aragón, for their efforts in the integration of disabled personnel, for going further than the requirements of the current legislation.  <b>ADEA AWARD</b> (Association de Directivos y Empresarios de Aragón) [Association of Executives and Businessmen of Aragón] 2015 within the DIRECTIVE OF ARAGON category to Don Alfonso Sesé.  EXCEPTIONAL 3 STAR <b>SOLIDAR</b> Certificate to Fundación Sesé for the actions carried out to favour the labor insertion of disabled people in the labour market.
2016	Recognition by the Government of Aragon and the different promoters of the Aragon Social Responsibility Plan, with the delivery of the <b>SELLO DE EMPRESA RSA</b> [Social Responsibility Company Seal].  Grupo Sesé receives the <b>Ecovadis Silver Medal</b> (an Independent Platform for the qualification of companies' <b>sustainability</b> performance).  Urrea de Gaén, municipality where Grupo Sesé has its origin, appoints Alfonso and Ana Sesé as <b>HIJOS PREDILECTOS</b> [distinguished citizens of Urrea de Gaén].

**SEAT** grants Grupo Sesé the **Award for the Best Logistics Innovation** for the SIDI project (use of unmanned autonomous drones for inventory purposes).

**SOLIDAR** certificate for COLIN for their efforts in the integration of disabled personnel, with greater compliance than the requirements of the current legislation.

## 2017

Renewal of the **SELLO DE EMPRESA RSA** [Social Responsibility Company Seal] within the Aragon Social Responsibility Plan.

The actions and collaboration of Sesé Group and Fundación Sesé in response to the 19 September earthquake were recognized in Mexico by different institutions, such as the Red Cross and Volkswagen-Mexico. This work has also been recognized by FROC-CROC, who presented the Fundación Sesé with the **MEDALLA AL MÉRITO SOCIAL "CONSTANTINO SÁNCHEZ ROMANO"** ["Constantino Sánchez Romano" Social Merit Medal].

Renewal of the **SELLO DE EMPRESA RSA** [Social Responsibility Company Seal] within the Aragon Social Responsibility Plan.

Likewise, the Aragon Social Responsibility Committee recognizes Grupo Sesé with the Sello **RSA+** [Social Responsibility Seal of the Autonomous Region of Aragon] for its initiatives with regards to **work-life balance**, the promotion of **equality**, **volunteering** and participation in the **promotion of culture** in the region of Aragon.

## 2018

Grupo Sesé receives the **ECOVADIS GOLD MEDAL** (an Independent Platform for the qualification of companies' **sustainability** performance).

The Aragonese Safety and Labour Council awards Grupo Sesé with the "**Aragón, comprometido con la prevención**" ["Aragon, committed to prevention"] Award for its achievements in the prevention of occupational risks.

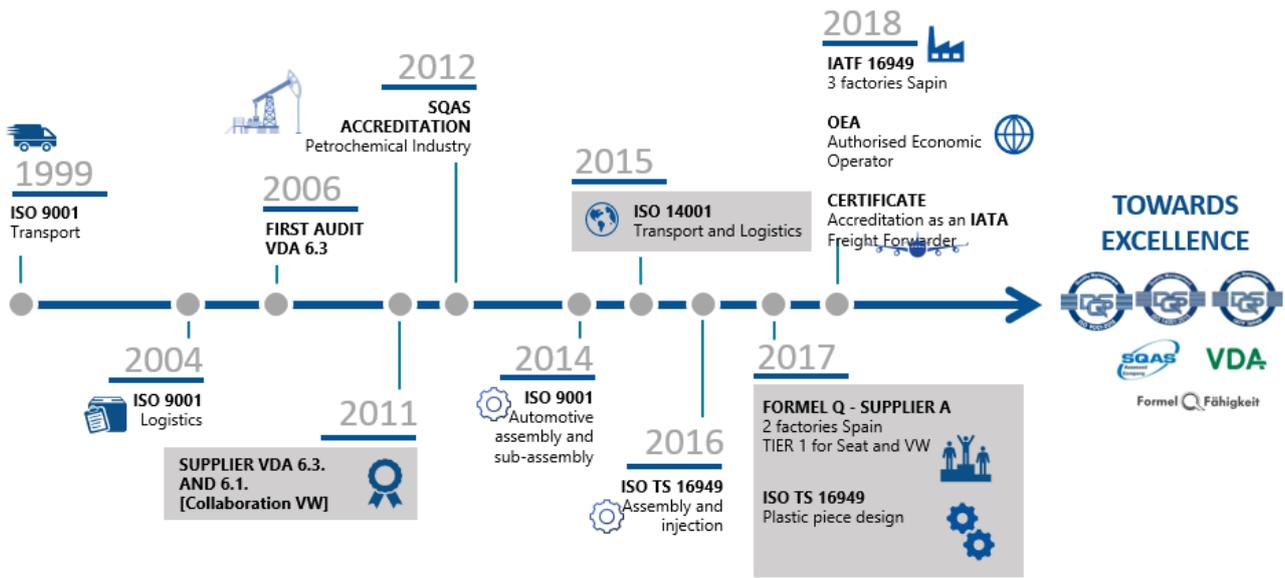
Award for the **Best Internationalization Strategy** awarded by **EL VIGIA** at the 20th edition of the awards for the best logistics initiatives in Spain.

# 7 | external principles

## STANDARDS AND CERTIFICATIONS

Grupo Sesé is committed to the principles and initiatives that include different areas of social reality in the search for improvement, quality and sustainability:

- certification according to renowned standards, regulations or models with regards to quality, prevention or the environment.
- adherence, participation and/or sponsorship of initiatives in the social, technological or environmental field.
- adherence and/or participation in business and/or technological associations.



### ISO STANDARDS

**ISO 9001** Certification for the following activities:

- Road load transportation
- Combined load transportation
- Comprehensive logistics
- Spare parts management
- Assembly and sub-assembly of automotive parts assemblies

**ISO 14001** Certification for the following activities:

- Road load transportation
- Combined load transportation
- Spare parts management

**IATF 16949** Certification for the following activities:

- Front-end and plastic pieces design and manufacture
- Manufacture of injection moulded components
- Retainer, front-end and centre console assembly
- Sub-assembly

### VDA

VDA 6.3 is a strict quality benchmark for the German automotive industry. In Grupo Sesé, VW Logistics, audits:

- The transport and logistics activities of Trans Sesé, SLM, PAM, Sesé Deutschland, Sesé Mexico and Sesé Brazil.
- The vehicle transport activity of Sesé Autologistics

The first auditor VDA 6.3 is from 2006

### FORMEL Q

In 2017, two production centres in Spain were audited under **Formel Q**, obtaining approval as a supplier. Thus, in less than 12 months, the organization has achieved the homologation of two production centres in Spain as Tier 1 supplier of the VW Group.

*Formel Q is a referential to verify the ability of a supplier to supply according to the quality requirements demanded by the industry and the VW Group.*

### SQAS

Since 2012 Trans Sesé has been accredited with **SQAS** (Safety and Quality Assessment System) for the chemical industry at the Plaza and Cogullada (Zaragoza) facilities for road load transportation.

Since then this accreditation has been renewed twice, always surpassing the European average rating results.

EVOLUTION OF THE CERTIFICATIONS AND ACCREDITATIONS OF GRUPO SESÉ'S MANAGEMENT SYSTEM  
OVERVIEW OF THE CURRENT CERTIFICATIONS

## ► COMMITMENTS, COLLABORATIONS AND SPONSORSHIPS

Grupo Sesé has developed and continues to develop different projects within the framework of Corporate Responsibility:



Agreement for participation in the employment programme and training scholarships for students, "Kühnel" Business School



Adherence to the United Nations International Convention on the Rights of Persons with Disabilities



Adhesion to the Campaign for the dissemination and recognition of Eco-Innovation and Business Ecodesign in CIRCE, Research Centre for Energy Resources and Consumption of the University of Zaragoza.



Adhesion to the "Objetivo Cero Accidentes de Trabajo" ["Objective Zero Accidents at Work"] Programme of the Government of Aragon.



The ICIL (Institute that supports research, training, dissemination and business applications in logistics) has a training classroom sponsored by Grupo Sesé, with the aim of promoting the dissemination and training of logistics as a science.



Adhesion of Grupo Sesé to the "Club Cámara Empresa Líder" ["Leader company chamber club"] of the Chamber of Commerce.



Adhesion to the Luxembourg Declaration of the European Network For Workplace Health Promotion



Collaboration with Mutua MAZ in the "Comprometidos con la seguridad vial" ["Committed to road safety"] project.



Systematised collaboration agreement between Grupo Sesé and VfL Wolfsburg football club, through a sponsorship contract. In this way, VfL Wolfsburg organises an annual football training camp for the children of Grupo Sesé employees in the cities where the company is present.



Participation in *Talento Aragón Joven* [Young Talent Aragon] programme, a training programme created by Heraldo de Aragón and the ESIC business school to facilitate young people's access to companies.



As a result of a collaboration within the Automotive Cluster of Catalonia, Grupo Sesé and Seat were the two main partners that facilitated the completion of the first journey of a Megatrailer in Spain in 2016.



In 2018, a new collaboration between Grupo Sesé and the University of Zaragoza, always in collaboration with the Directorate General of Traffic, has allowed the first Duo Trailer, a 31.75 metre truck with a maximum authorised mass of 70 ton to be put into service in Spain.





Grupo Sesé and Fundación Sesé are regular partners and sponsors of sports, social and cultural events. Some examples of the initiatives carried out in 2018 are:

- Sponsorship of the driving simulator in PARQUE POLO, installed in Pamplona, which develops Road Safety Education programmes aimed at schoolchildren between 5 and 15. Grupo Sesé also provides vehicles for the training of children.
- Collaboration in the 2nd Paddle Charity Tournament of the SOLIDAR Association.
- Sponsorship of the Por la sonrisa de Adriana and Pitt Hopkins syndrome Paddle Charity Tournament Pitt to raise funds for Hopkins syndrome.
- The Altatorre Centre Club, sponsored by the Fundación Sesé, has participated for the first time in the Spanish Futsal Championship for Deaf People.
- Sponsorship and collaboration in the organization of the 1st Conference on HIV and companies. "Las empresas: Un agente fundamental para la respuesta al VIH en Aragón" ["Companies: a fundamental agent for the response to HIV in Aragón"].
- Sponsorship of the Real Zaragoza Intellectual Disability School.
- Sponsorship of the 8th International Meeting of delegates from Aragón Exterior (Arex) and participation in a round table on logistics technology.
- Participation in a meeting between members of CEAPI and businesspeople from Aragon, together with the general director of Industry, SMEs, Commerce and Crafts of the Government of Aragon, Jesús Sánchez Farraces, within the framework of the 'Iberoamérica Empresarial [Ibero-American Business]' initiative.
- Participation in the round table organized by the Chamber of Commerce on the "turnkey" methodology within large infrastructure projects.
- Participation in the round table organised by APD on "Cómo aplican Lean Manufacturing las empresas del sector logístico más punteras" ["How Lean Manufacturing is applied by the leading companies in the logistics industry"].





Grupo Sesé participates in the following associations:



AEFA - Asociación Empresa Familiar Aragonesa [Aragonese Family Business Association]. Currently, Grupo Sesé Chairman, Mr Alfonso Sesé Asensio, is also the Chairman of AEFA (2019-2021).



AE-PLA - Asociación Empresarial Plaza [Plaza Business Association]. Grupo Sesé is a member of the Board of Directors.



CEOE-ZGZ. Confederación Española de Organizaciones Empresariales [Spanish Confederation of Business Organisations]. Grupo Sesé is a member of the Logistics and Transport Commission and the Human Resources Commission.



ADEA - Asociación de Directivos de Empresa de Aragón [Association of Business Managers of Aragón].



Automotive Cluster of Catalonia.



Automotive Cluster of Navarra.



Logistop (Technological Platform in Integral Logistics, Inter-Modality and Mobility).



Board of Trustees of the Fundación para el Desarrollo de las Nuevas Tecnologías del Hidrógeno en Aragón [Foundation for the Development of New Hydrogen Technologies in Aragón].



Cluster IDiA. Asociación IDiA - Investigación, Desarrollo e Innovación en Aragón [Research, Development and Innovation in Aragón].



In 2018, the Aragonese Cluster IDiA designed and presented a **Digital Leadership Plan** to solve the lack of ICT professionals in Aragón. To this end, IDiA organised several working groups and commissions aimed at structuring this project.

Grupo Sesé, partner of the Cluster, leads through **Rosa Esteban**, Head of Development and Performance of Grupo Sesé, the **vocational promotion commission**.

IDiA, in collaboration with the Aragonese Youth Institute, has launched a series of informative workshops for young people from all over Aragón, called "Despierta tu profesión TIC" ["Awaken your ICT profession"]. With the direct participation of companies such as Adidas, Alliance Healthcare, BSH, Deloitte, Grupo Sesé, Quelinka or Schindler.



Fundación Sesé has entered into the following Agreements/ Collaborations:



Agreement with Ibercaja for the execution of social projects.



Agreement to join the Incorpora programme of Fundación Bancaria La Caixa.



Agreement with Inserta, a HR company of the ONCE [National Organization of Spanish blind people] Foundation for the training and labour insertion of disabled personnel.



Adhesion of Fundación Sesé to La Fuerza del Corazón network, a network that brings together the diverse social causes that are supported by the singer Alejandro Sanz.



Adhesion of Fundación Sesé to the Integral Qualification and Employment Plan of the Zaragoza Chamber of Commerce.



In 2018, Fundación Sesé and the Aragon Energy Cluster signed a collaboration agreement.

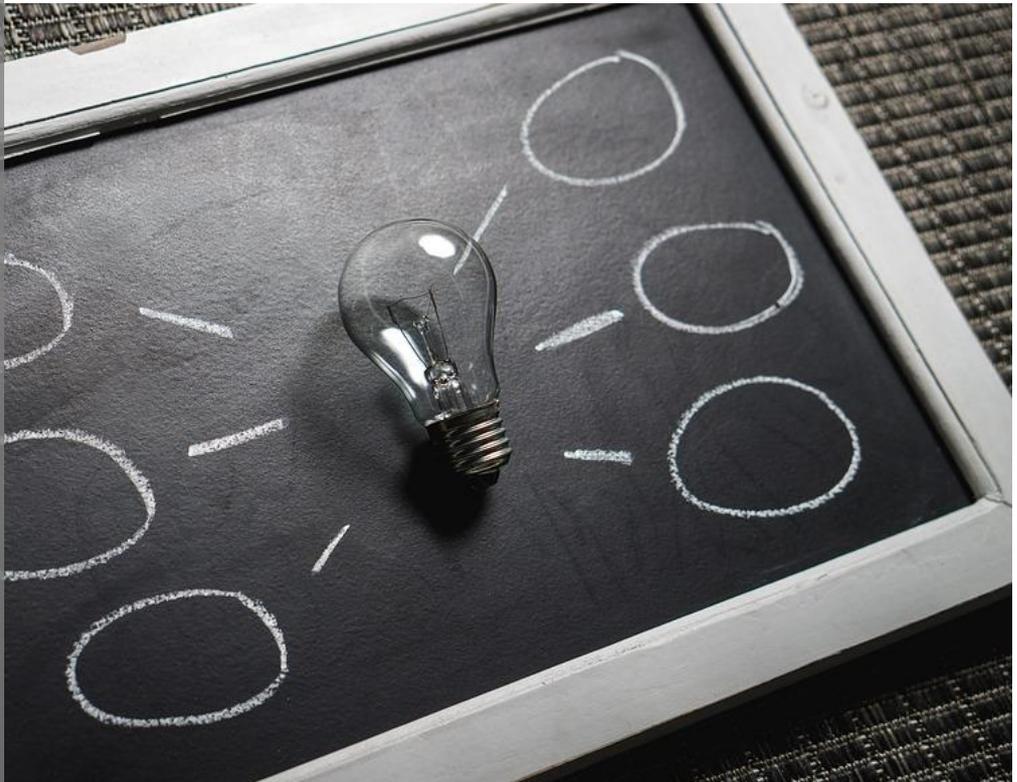


# 3.

## VALUE CHAIN

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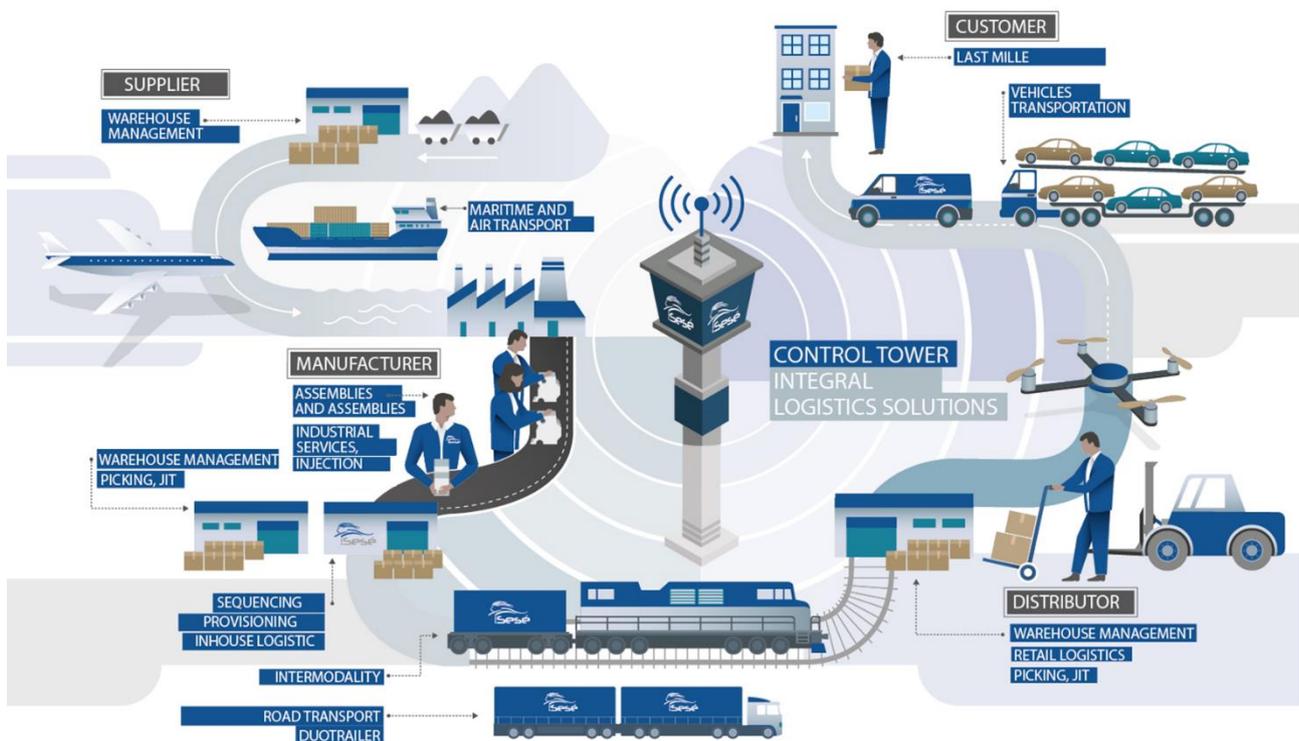
- 1. Process map
- 2. Products and services



# 1 | process map

**Synchronisation** is one of the main aspects in the value chain. A mistake in any link of the chain may cause a domino effect with fatal outcomes in the overall process. Thus, regulating and monitoring the flows between each stage and preventing the creation of islands is vital; hence, each link of the chain is disaggregated and treated as a single unit, not taking into consideration its part in the chain as a whole.

Unlike classic input / output traditional concepts, in supply chains flows are intertwined, There are input flows / Output flows in each link and each link is both the input and output for other links.



LAYOUT OF THE OPERATIONS OF GRUPO SESÉ AND THEIR INTEGRATION IN THE SUPPLY CHAIN OF THEIR CLIENTS

Companies frequently **outsource or subcontract** stages of their supply chain to **companies in the logistics industry** with an in-depth knowledge and expertise in the activities they carry out, so it becomes an advantage and a handicap at the same time, as the majority of these companies are not aware of the works done by other links in the chain.

Grupo Sesé, as a major operator in the logistics sector, acknowledges that the key to success is **integration** and the ability to create **synergies** within the operations of the clients.

Success can only be achieved by rendering services in an efficient manner in each of the stages of the supply chain.

Being aware of the activities performed in each step allows for a more efficient design of working methods and this impacts on both clients and other actors that participate in the supply chain.

## 2 | products and services

In line with its entrepreneurship and innovative nature, Grupo Sesé analyses in a consensual manner the industry and its market context in the search for new opportunities and business lines.



TRANSPORT	LOGISTIC	TRANSPORT HOLDER-VEHICLES	DISTRIBUTION	SUPPLY CHAIN SOLUTIONS	INDUSTRIAL SERVICES
<ul style="list-style-type: none"> <li>• Transportation planning</li> <li>• Internacional and National Transportation LTL&amp;FTL</li> <li>• Grouping</li> <li>• Just in Time Traffic</li> <li>• Multimodal Transportation</li> <li>• Customs clearance services</li> <li>• Quality control services</li> </ul>	<ul style="list-style-type: none"> <li>• Order Handling and Preparation</li> <li>• Prey post. Manufacturing</li> <li>• Reverse logistics</li> <li>• JIT / JIS Logistics</li> <li>• Cross docking</li> <li>• Visibility and traceability of orders</li> <li>• Customer Reporting</li> <li>• Quality control of stored material</li> <li>• Picking and kitting</li> </ul>	<ul style="list-style-type: none"> <li>• Transportation planning</li> <li>• Transportation of finished vehicle</li> <li>• Logistic distribution of finished vehicle</li> </ul>	<ul style="list-style-type: none"> <li>• Logistics of spare parts</li> <li>• Order Handling and Preparation</li> <li>• Picking and kitting</li> <li>• Visibility and traceability of orders</li> <li>• Customer Reporting</li> <li>• Last Mile Transportation</li> <li>• Forwarding Services</li> </ul>	<p><b>DESIGN &amp; IMPROVE</b></p> <ul style="list-style-type: none"> <li>• Define and optimize solutions</li> <li>• Consulting and analysis</li> </ul> <p><b>MANAGE &amp; EXECUTIVE</b></p> <ul style="list-style-type: none"> <li>• Supplier Management (LLP 4PL)</li> <li>• Transportation planning and management</li> <li>• Monitoring and traceability of logistics milestones</li> <li>• Information and performance monitoring</li> </ul> <p><b>CONTROL &amp; MONITORING</b></p> <ul style="list-style-type: none"> <li>• Contract management and control</li> <li>• Management of purchases and payments to suppliers</li> <li>• Compliance Management</li> </ul>	<ul style="list-style-type: none"> <li>• Engineering and design</li> <li>• Assembly of automotive modules</li> <li>• Sequenced assembly</li> <li>• Preassembly</li> <li>• Plastic injection</li> <li>• Facilities and works</li> <li>• Welding</li> <li>• Quality control services</li> <li>• Reviews and rework</li> </ul>

GRUPO SESÉ'S CATALOGUE OF SERVICES



# 4.

## POLICIES AND STRATEGY

- 1. Mission – Vision – Values
- 2. Strategy and objectives
- 3. Quality policy
- 4. Commitments



1	2	3	4	5	6	7	8
LETTER FROM THE CHAIRMAN	THE ORGANIZATION	VALUE CHAIN	POLICIES AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSIBILITY	ABOUT THIS REPORT

# 1 | mission – vision – values

Grupo Sesé is the result of the combination of an excellent team - which provides the best levels of commitment and dedication to clients every day - the best service with an appropriate support of the highest quality. Management philosophy is based on **three basic principles** that have accompanied the company in its more than 20 years of existence and which are defined in the following sentence:

## “Committed Service to our Clients” (Esfuerzo al Servicio del Cliente)

- committed** Commitment of each of our workers to each project and country.
- service** In each of our proposals and solutions on a daily basis.
- client** Always in the centre, in permanent contact, our on-going concern.



Being able of efficiently transmitting this **company culture** to all the stakeholders of the company is the result of being in contact with these principles, from the very first management. Grupo Sesé has been born and developed under values of **work, commitment** and **passion**, but without ceasing **research** and **innovation**. Which started as a slogan has become a reality.

However, the market, clients, the context and even the company itself are quite different from when the company took its first steps in the path that has led to the current Grupo Sesé. Thus, throughout 2017, the Management of Grupo Sesé within the path towards excellence, made a profound strategic reflection, analyzing and reviewing both its Business Model and its Management Model in order to update these models to the new times.

As a result of said process of self-analysis and improvement, the new Mission - Vision - Values of the company arose. They are the reflection of the highest aspiration of the company: working with enthusiasm in a business that provides real and target value to their clients, employees, suppliers and, ultimately, to society.

1	2	3	4	5	6	7	8
LETTER FROM THE CHAIRMAN	THE ORGANIZATION	VALUE CHAIN	POLICIES AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSIBILITY	ABOUT THIS REPORT

## MISSION

To accompany its clients, creating sustainable value in each of the links of the supply chain, with a **global, transversal and personalized service**, designing competitive and innovative **solutions** through:

- › A cost-efficient and robust business model.
- › Team work, joining passion and commitment.
- › Creative and technology applied to innovation.
- › Excellence in process and management to obtain the best quality levels in service.
- › Solid, integral and transparent relationships with stakeholders.



## VISION

To position our company as one of the main **European referents** in the design and development of **integral solutions for the supply chain**, thanks to a solid and cost-efficient business model that generates value in a sustained manner.

- › Supplier of innovative integral logistics solutions.

## OUR VALUES

 RESULTS-ORIENTED

 CLIENT ORIENTED

 EXCELLENCE

 SENSE OF BELONGING

 TEAMWORK

 ETHICS AND INTEGRITY

 INNOVATION

 PASSION

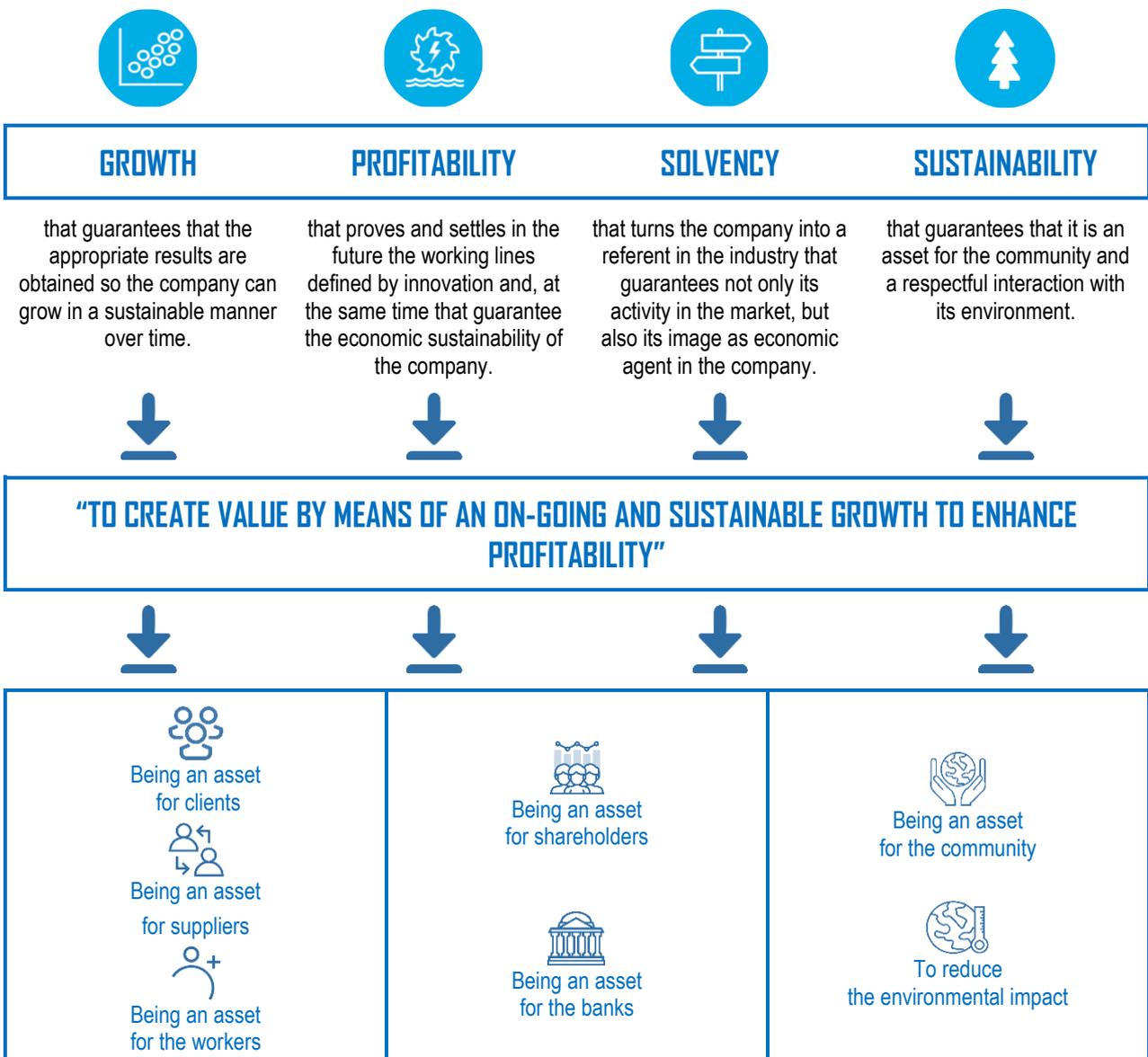
In the sessions held on 10 and 11 January 2018 within the presentation of results of financial year 2017 and the strategy for 2018, Mission - Vision - Values the first line of command and key offices of Grupo Sesé in the world were presented, along with the Proprietor and the Steering Committee.

They were lately distributed and deployed at all levels of the organisation.

## 2 | strategy and objectives

Grupo Sesé has consolidated throughout the years joining enthusiasm, discipline, effort and innovations, which has enabled Grupo Sesé to become a company fully focused on their clients and the growth of its team. Reaching a target does not mean that we have reached our final aim, so both the Proprietor and the Management Committee of the Company aimed at getting to the highest level: **leading the industry**, a clear and concise goal based on experience, knowledge, instinct and enthusiasm for overcoming challenges and achieving excellent results.

The strategy of Grupo Sesé in Spain sets forth the general directions, which are in line with those of the Group in the world. The strategic planning process is led by the Steering Committee, along with the Chairmanship, who determine the short, medium and long-term objectives for the business development of Grupo Sesé. This plan defines the **strategic lines** aimed at obtaining a sustainable growth for the company, by means of 4 key action lines that allow for **value to be created with regard to all the stakeholders**.



COMPANY STRATEGIC LINES DEPLOYMENT SCHEME

1	2	3	4	5	6	7	8
LETTER FROM THE CHAIRMAN	THE ORGANIZATION	VALUE CHAIN	<b>POLICIES AND STRATEGY</b>	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSIBILITY	ABOUT THIS REPORT

Each of these strategic lines is deployed by means of strategic objectives and compliance indicators that allow to quantitatively monitoring the extent of achievement of the lines set. For their achievement they supported by specific initiatives and plans that are included in an annual programme. Monitoring is made within the Scorecard of the company. The set of elements that comprise the policy and strategy of the company are transmitted by Senior Management to all the workers by means of the different communication channels set forth, including regular dissemination and awareness campaigns.

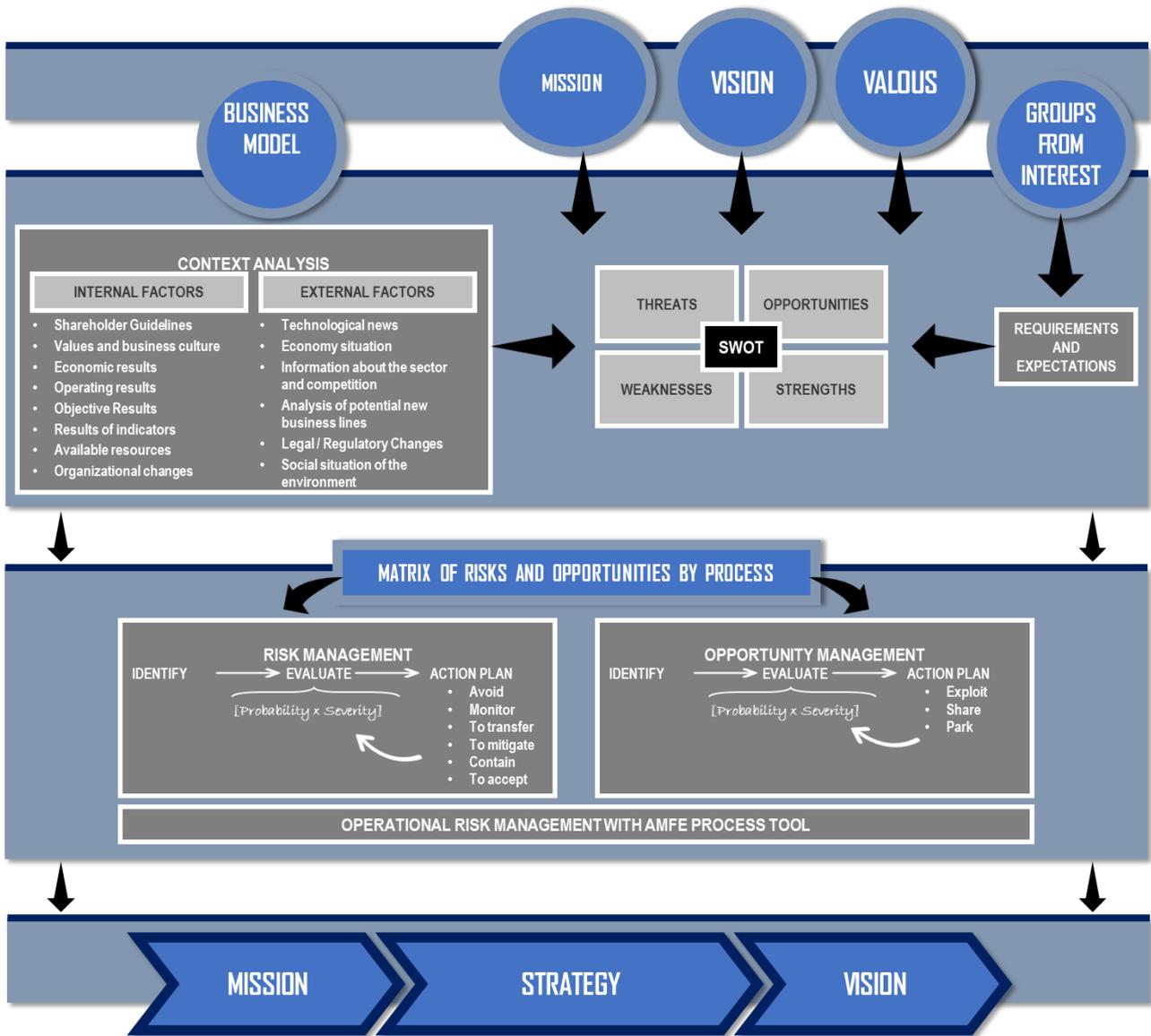


DEPLOYMENT OF INDICATORS AND FEEDBACK OF RESULTS

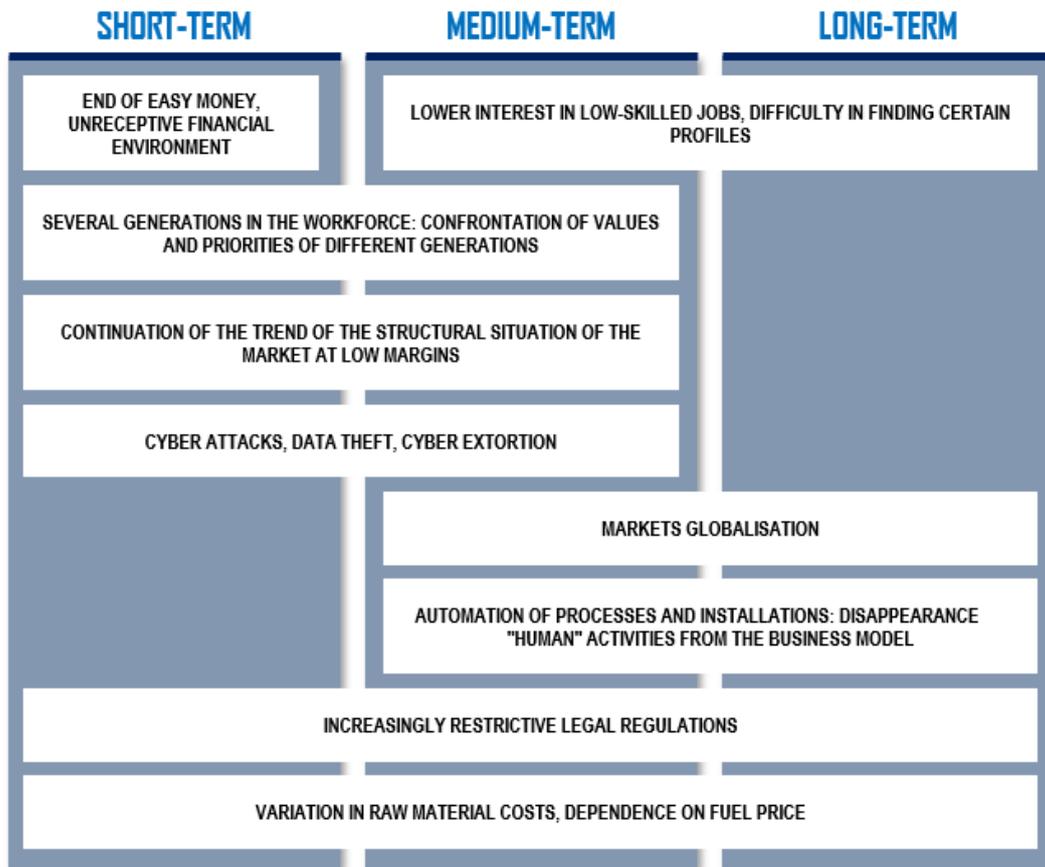


MONITORING METHOD OF THE EVOLUTION OF THE STRATEGIC PLAN

Keeping a risk-oriented approach in each of the aspects of the business is as important as the definition of the strategy and the deployment of the corresponding strategic lines. This risk management allows having an excellent tool to support the company in proactive decision-making processes, effectively managing the current market uncertainty, analysing the possibility of future event and potential effects or impacts on the objectives of the company.



RISK-ORIENTED APPROACH DEPLOYED IN THE PROCESSES OF THE COMPANY



SCHEME OF THE MAIN RISKS AND THREATENS FACED BY GRUPO SESÉ

One of the pillars of the strategy of Grupo Sesé is based on the active commitment of its stakeholders. This commitment to sustainability is also evidenced in the approach and execution of said business strategy. In 2016 Grupo Sesé subscribed to the **United Nations Global Compact** and the **Spanish Global Compact Network** and since then it has actively worked to include inside its strategic lines transversal actions and projects to fully address the management of risks and opportunities from achieving the 17 Sustainable Development Goals (SDG) and the 10 principles promoted by the UN Global Compact

In 2015, the UN approved the 2030 Agenda for Sustainable Development, which constitutes an opportunity for countries and companies to find new ways to improve the living conditions for all people. Today Grupo Sesé is 1 of the 50 companies of Aragon that already complies with the UN 2030 Agenda.

The 10 Principles of the United Nations Global Compact are essential values from the introduction of the initiative in 2000, they are universally agreed and are the result of:

- The Universal Declaration of Human Rights.
- The International Labour Organization Declaration on Fundamental Principles and Rights at Work.
- The Rio Declaration on Environment and Development.
- The United Nations Convention against Corruption.

1	2	3	4	5	6	7	8
LETTER FROM THE CHAIRMAN	THE ORGANIZATION	VALUE CHAIN	POLICIES AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSIBILITY	ABOUT THIS REPORT

- 1 They support and respect the protection of Human Rights.
- 2 They are not complicit in Human Rights abuses
- 3 They uphold the freedom of association and the effective recognition of the right to collective bargaining
- 4 They are committed to the elimination of all forms of forced and compulsory labour
- 5 They are committed to supporting the abolition of child labour
- 6 They support the elimination of discrimination in respect of employment and occupation
- 7 They maintain a precautionary approach to environmental challenges
- 8 They undertake initiatives to promote greater environmental responsibility
- 9 They encourage the development and diffusion of environmentally friendly technologies
- 10 They work against corruption in all its forms

#### THE 10 PRINCIPLES OF THE UN GLOBAL COMPACT AND THE SPANISH GLOBAL COMPACT NETWORK

In all its strategies, Grupo Sesé is committed to overcoming the barrier of respect, i.e., it is not enough not to cause negative impacts on stakeholders and on society as a whole, but it advocates acting as a development agent, launching initiatives aimed at causing positive impacts that change the way of doing business and represent a real return for society as a whole.

Grupo Sesé assumes the principles of honesty, justice and integrity as essential and commits itself to respect human rights and to establish, where necessary, mechanisms to evaluate, verify and guarantee their compliance in all its activities. Thus, the following is included in its **Code of Ethics**:

- To pursue a strict compliance with the Law and internal regulations.
- To guarantee the maximum level of respect, fairness and dignity to all the workers, collaborators, partners, suppliers, competitors and other related third parties.
- To guarantee a responsible commitment to health and safety. Accident prevention and safety assurance in the execution of their activities shall be in line with the activities of the Group.
- To develop strict selection and promotion programmes based on objective capacity and expertise criteria. All the employees shall have equal opportunities in their professional career, always according to merit principles.
- To ensure transparency, objectivity and professionalism in the execution of all the activities and relationships with stakeholders.
- To respect the right to privacy of its workers and collaborators, implementing the measures needed to preserve the confidentiality of personal data and protect intellectual and industrial property of third parties.
- To develop activities with respect for natural resources and natural heritage, adopting a preventive approach that favours the environment, thus seeking to achieve sustainable business development through the use of environmentally friendly technologies and pursue economic prosperity without losing sight of social justice and environmental protection.

The next summary details the interrelationship of the SDG identified by Grupo Sesé with both the Principles of the UN Global Compact and the strategic lines set forth in the company.

This report details how each SDG has been developed, specified in detail in section 7.



Objective ODS	Global Compact Principles	Description
	1 2 3 4 5 6 10	By means of Fundación Sesé, the Occupational Risk Prevention Team and the Human Resources Team launch on-going and planned initiatives to improve industrial safety, occupational health, stress management and work-life balance through initiatives such as the annual Road Safety Week (involving workers, clients, suppliers and managers), the Football Training Camp for children and nephews of workers, the Sesé Bike Tour or Mindfulness activities in the company.
	1 2 3 4 5 6 10	Diversity and accessibility principle are applied throughout the company. The Management of Grupo Sesé works to guarantee that there are no discriminatory attitudes or behaviours within the framework of the company. The different Equal Treatment Committees work jointly to guarantee said fundamental right to equal treatment. The HR team works actively in the professional development of the employees on the basis of equal treatment, taking the objective measurement of competencies as a reference.
	1 2 3 4 5 6	Grupo Sesé complies strictly with the labour legal framework in all the countries where it conducts businesses. It invests actively in the development of local communities and in the development of responsible labour policies that lead to a sustainable economic growth. There are dialogue and participation mechanisms in force for the employees that allow them to be key actors in said development.
	3 4 5 6 7 8 9	Innovation is clearly present in the DNA of Grupo Sesé. The latest technologies are applied with regard to innovation in processes, IT systems, digitalisation, working methods, talent management, working resources and equipment, machinery and facilities. The ICT innovation team is at the cutting edge of the company.
	1 2 3 4 5 6 10	Fundación Sesé is the greatest exponent by means of which Grupo Sesé channels its corporate social responsibility initiatives and social support for the communities where it conducts its activities, encouraging actions aimed at the labour insertion of people with functional diversity and/or people at risk of social exclusion. Accessibility is part of our philosophy
	1 2 7 8 9	The responsible management of waste and resources is part of the operational strategy of the company, as it is concerned about the impact its activities may have on the environment and on the communities where it operates. New working lines - both technological and training - are launched every year, aimed at protecting the environment by means of reducing the main impacts of Grupo Sesé in the environment: the generation of emissions, whether direct or indirect.
	7 8 9	
	7 8 9	
	1 2 3 4 5 6 7 8 9 10	Grupo Sesé has partnership and mutual benefit relations not only with its main stakeholders, but also with entities and bodies that allow for the development of their strategic lines: clients, suppliers, universities, training centres, research centres, public entities and NGOs are some of the main alliances managed by Fundación Sesé, the Systems and Innovation Department, the Human Resources Department and the Occupational Risks Prevention Department..

DEPLOYMENT AND INTEGRATION OF SDG IN THE ACTIVITIES OF GRUPO SESÉ

### 3 | quality policy

Since 1999, when Grupo Sesé was certified under ISO 9001 for the first time, its management processes have undergone continuous innovation, being adapted to the changes and requirements of the industry and clients, taking **quality** as the **ethos of the company**.

Work systems have been adapted and improved in line with the growth and changes of the company. In 2004 a major shift took place: the Management decided to leave the traditional structure based on functional departments behind, as it hampered the implementation of a client-oriented approach; instead, a **process-based management** system was adopted.

Reflecting a company philosophy based on the quality of the services, self-demandingness and on-going improvement with a clear focus on excellence, Grupo Sesé manages its processes with a permanent approach towards the **needs and expectations of its stakeholders**: clients, workers, suppliers, shareholders, banks and the society.



**" WE ARE WHAT WE DO REPEATEDLY. THUS, EXCELLENCE IS NOT AN ACT, BUT A HABIT "**



**100%** of the labour force working as per ISO 9001



**+400** workers working as per IATF 16949 standard



**+6.000** workers working as per VDA 6.3 standard



**Supplier A** for the main OEM



The comprehensive management policy is available on the Corporate Website and on the Intranet of the company.

## 4 | commitments with respect to social responsibilities

### TO CREATE VALUE IN THE STAKEHOLDERS OF THE COMPANY

↓				
CLIENTS	SUPPLIERS	SHAREHOLDERS and BANKS	WORKERS	SOCIETY
To meet the requirements and expectations of the client		To meet the EBIT, ROCE and growth financial objectives	<b>To be a great place to work in</b>	To reduce the environmental impact of our activity
<b>To create strong collaboration alliances and relationships with clients and suppliers</b>			<b>To contribute to improving accessibility to employment for groups with difficulties: functional diversity and personnel at risk of exclusion</b>	
To optimise management processes, both operational and administrative, using innovation and on-going improvement tools as a basis.				
To reduce claims and costs of inadequate quality	<b>To optimise costs to improve our competitiveness and build a solid forward-looking project.</b>			To comply with the current legislation
		To encourage technological development and leadership	To manage and develop talent	
To develop innovation projects supported by our partners in the technology centres, creating solid collaboration alliances		To guarantee equal treatment policies at all levels to foster the values of the company		
To work in line with the basis and principles of Lean Manufacturing culture, supporting on-going improvement				
To provide clients with comprehensive solutions throughout the supply chain, generating the appropriate business lines			To reduce the number of accidents with the aim of reducing accidents to 0	
<b>To live our Compliance Model: being a referent with regard to transparency, ethic and good governance</b>				
	To develop our suppliers, formulating sustainable purchase policies		To guarantee the best working conditions	
			To promote healthy behaviours of the workers of the company	

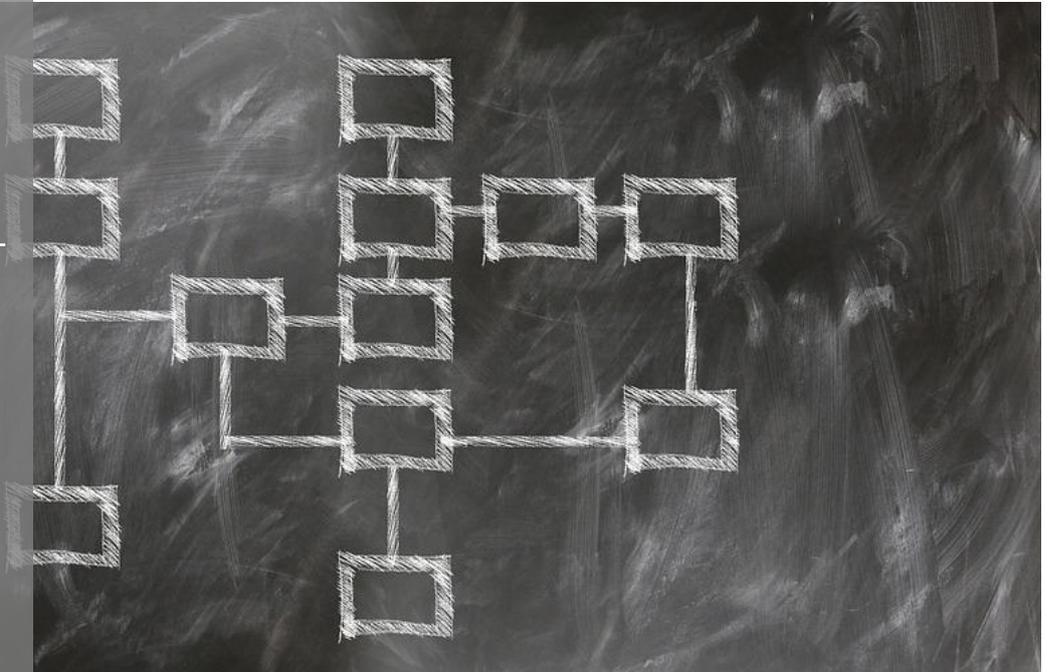


# 5.

## CORPORATE GOVERNANCE

1. Management and leadership

2. Ethic and transparency



# 1 | management and leadership



**“WHENEVER YOU SEE A SUCCESSFUL BUSINESS, SOMEONE ONCE MADE A COURAGEOUS DECISION”**

This quote by Peter Drucker perfectly defines the alma mater of Grupo Sesé, its Chairman: Mr Alfonso Sesé Asensio. Grupo Sesé trusts in a solid and participative leadership model chaired by its management team, comprised of young, qualified and experienced professionals and strongly promotes middle management.

Leadership in Grupo Sesé is characterised by two relevant factors: communication, as sharing information is essential for decision-making, and commitment to the development of talent and team work, joining efforts towards a common goal.

The highest managing authority in Grupo Sesé is the Chairman, Mr Alfonso Sesé Asensio, along with two Deputy Chairpersons, Ms Ana Sesé Asensio and Mr José Antonio Sanz.



**ALFONSO SESÉ ASENSIO - CHAIRMAN**



**ANA SESÉ ASENSIO - DEPUTY CHAIRWOMAN**



**JOSÉ ANTONIO SANZ - DEPUTY CHAIRMAN**

*It is a family firmly linked to Aragón, a generous, noble and demanding land that has forged men and women capable of striving, advancing and winning; and to its origins, which date back more than 50 years in a small town of Teruel, Urrea de Gaén, in the region of Bajo Martín.*

*Thanks to their hard work, passion and illusion they have managed to build up a great Business Group with a notable impact in the Spanish industrial activity and capable of competing with pride with the greatest competitors by remaining faithful to the values that helped them grow and evolve.*

Grupo Sesé establishes its corporate governance with the purpose of providing the necessary resources to protect the interests of the company, working in the creation of value and the efficient use of resources, and assuming the potential impacts of its activities with the Stakeholders.

The members of Grupo Sesé's Corporate Governance come mainly from Aragón, the Autonomous Community where the company's Head Office is located. The same applies to the appointment of those in charge of the plant or work centre, people from the local community in which the company is located.

## » COMMITTEES, COMMISSIONS AND WORKING GROUPS



### Governing Board

To present the results of the company to the shareholders and review the progress with respect to strategic objectives and strategic lines of the company.



### Steering Committee

To lead the units of the company (Central Services and Operational Units), introducing the corporate culture, values, strategy and objectives in the company.



### Trade Committee

Review and update the Sales Plan. Set short and medium-term guidelines. To review current offers and feedback on clients satisfaction.



### Operational Committees

To analyse the monthly economic and service results of each of the Divisions, processing the data with the controllers of each centre. To implement the strategies determined by the Executive Committee.



### Ethics Committee

To follow the measures in place on prevention of criminal risks and monitor the functioning of the Criminal Prevention Programme and review potential legislative amendments and other additions to guarantee the Code of Ethics.



### Health and Safety Committees

It is the consultative body of the company that enables the exchange of opinions and creates a secure dialogue forum with social and corporate representation, counselled by the prevention technicians.



### Equal Treatment Commissions

To encourage a culture based on the promotion of equal treatment and opportunities between women and men as a strategic value for progress.



### Company Committees

In accordance with section 63 of the Workers' Statute, it is a body that represents all workers in order to defend their interests.



**20%** Percentage of **women** in senior management offices



### Detail of senior managers by age

< 30 years old

**0%**

30 – 50 years old

**60%**

≥ 50 years old

**40%**

[GRI 405-1] DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES, GRUPO SESÉ' SCOPE

Note: Senior Management includes the Board of Directors and the Steering Committee.

According to the Women in Business 2018 report by Grant Thornton, women held 24% of management positions in Spanish companies in that same year.

## 2| ethic and transparency

In 2015 Grupo Sesé implemented a **Compliance Programme** (Criminal Prevention Programme and Ethical Management of the Company). The purpose of said Compliance Model is to serve as a means of prevention of offences by Group personnel, and to exercise due control over their activity, thus complying with the requirement of the Criminal Code (article 31.1 bis of the CRIMINAL CODE determines the employer's obligation to exercise due control over the actions of its employees and representative bodies).

Prior to the definition of the Model, a Crime Prevention and Anti-Corruption **external and independent assessment** was made, as well as a complete risk map for 100% of the Group's activities, both in Spain and abroad, as well as for all the existing business lines.

- ▶ In this risk analysis, an assessment was carried out for each of the potential crimes set forth by the criminal code to assess the probability of their occurrence based on the idiosyncrasy of the business lines and the countries where these lines operate, as well as their potential impact.
- ▶ In this way, a prioritized scheme of action principles and preventive policies aimed at developing and implementing the Group's current Crime Prevention Model was made available (Note: Act 11/2018 on non-financial information and diversity sets the requirement to explain the organisation's management approach with regard to the prevention of money laundering offences. For this potential crime, risk analysis was not materially significant, and thus no specific action principles have been developed yet).

This Crime Prevention Model is mainly supported by an Ethics Committee as an internal control and management body, and by a Compliance Guideline comprised by a set of documents that determine the guidelines for action.



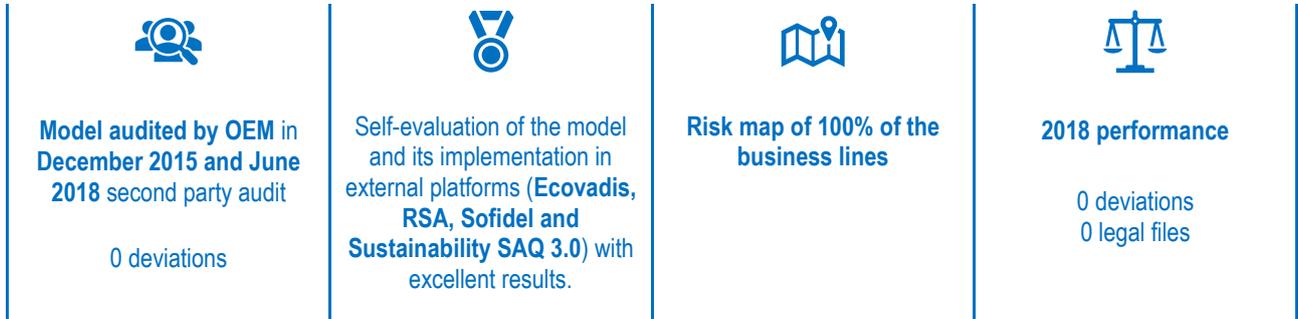
**"TO OFFER A COMPLETE SERVICE, SOMETHING THAT MONEY CANNOT BUY MUST BE ADDED: HONESTY AND INTEGRITY "**

Both the **Code of Ethics** and the implementation of the Compliance Programme itself have been reviewed and approved by the Steering Committee. The following channels are used for their internal and external dissemination:

- ▶ Internal dissemination: The complete Model is available on the Quality SITE the employees have access to by means of their corporate e-mail address and it is part of the "Pasaporte a Sesé" [Welcome to Sesé] internal training in the personnel welcoming process.
- ▶ External dissemination: The Code of Ethics is available for consultation in the corporate Website of Grupo Sesé.



As a result of the application of this model and the commitment to strict compliance with current legislation, to date Grupo Sesé has not received any claims for unfair competition, monopolistic competition or against free competition. Moreover, within this context, no monetary sanctions are applied for non-compliance with the legislation and regulations associated with this Model.



[GRI 205-1] CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN, GRUPO SESÉ' SCOPE  
[GRI 206-1] LEGAL ACTIONS FOR ANTI-COMPETITIVE BEHAVIOUR, ANTI-TRUST, AND MONOPOLY PRACTICES, GRUPO SESÉ' SCOPE



In 2018 the Compliance Model of Grupo Sesé was audited applying the SQAS referential version of 2015 with excellent results. Compared with the European average audited under the same referential. This diagram shows the score of Grupo Sesé in relation to the average for the industry:



Grupo Sesé has a totally confidential reporting channel for doubts, suggestions for improving the model or complaints about alleged behaviours that go against the principles and rules of the corporate Model. This is the working scheme of reporting through the ethical channel:



[canal-etico@gruposeses.com](mailto:canal-etico@gruposeses.com)

In 2018, no claim/ complaint /consultation was received through this communication channel directly relating to compliance / non-compliance with the performance principles of the Compliance Model [GRI 102-17 Mechanisms for advice and concerns about ethics]



# 6.

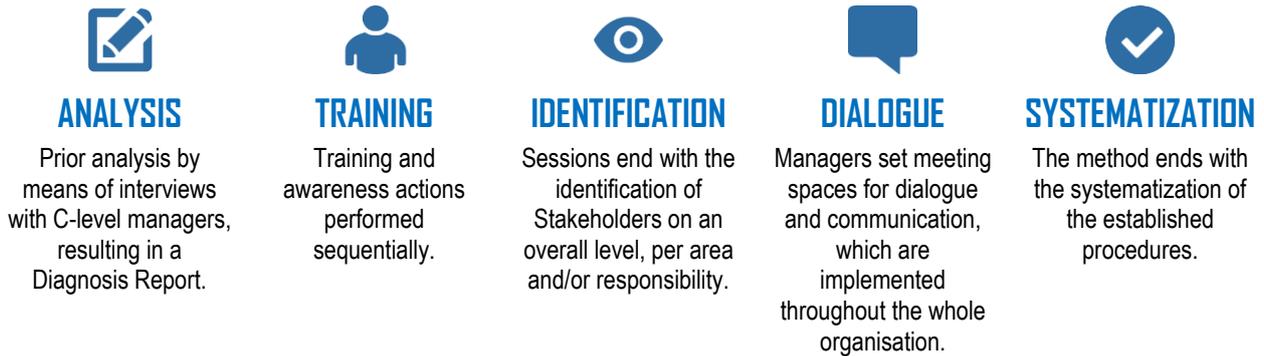
## STAKEHOLDERS AND MATERIALITY

1. Identification of stakeholders
2. Materiality assessment
3. Material issues assessment

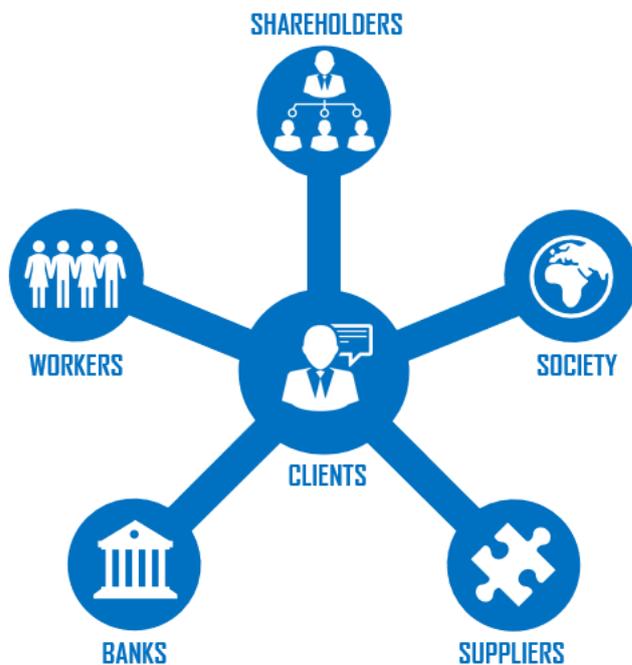


# 1 | identification of stakeholders

Grupo Sesé defines its Sustainability strategy on the basis of the interests, requirements and expectations of its Stakeholders. It has a solid commitment with the stakeholders, as suggested from the implementation of its Strategic Plan and the compliance of the objectives therein. The identification of stakeholders was completed in 2013 by means of a team work process led by the Steering Committee and in accordance with the following methodology:



As a result, Grupo Sesé' **Stakeholders** were identified; their needs and expectations are reviewed and analysed on an annual basis within the strategic planning process of the organisation. In 2017, both the structure of Stakeholders and their needs and expectations, mechanisms for communication and monitoring were reviewed within the strategic reflection process on the Management Model of the Group. Consequently, new relevant stakeholders were identified: banks. They were included in the corresponding tracking matrix.



GRUPO SESÉ STAKEHOLDERS

**Communication and dialogue** constitute the basis of the relationships between Grupo Sesé and its stakeholders.

The Company must be aware of the expectations built up with regard to its performance on sustainability and to this end, it maintains an on-going dialogue that enriches their knowledge.

## 2| materiality assessment

The information in this Corporate Social Responsibility Report arises from the materiality assessment performed by Grupo Sesé by means of the identification of a significant number of material issues, among which those of the most relevance have been selected, taking into account each of the business lines which in turn are a reflection of the relevance of those matters in the context of the organisation.

Grupo Sesé uses the Identification and Prioritisation methodology of material issues and coverage to continually improve the sustainability of the business and the relationship with the Stakeholders, defined pursuant to the Principles that determine the contents of the GRI Report in the 2016 Guidelines.

The result of the above is a Materiality or relevant issues Matrix that allows defining the contents of the CSR Report of the year and, at the same time, to review and guarantee that the strategies are in line with relevant matters.

### IDENTIFICATION



In order to determine which matters can be considered as relevant, it is necessary to have an in-depth knowledge and understand the business model and the value chain. In this way and pursuant to the Strategic Plan and the business lines of the Company, the aim is to identify the material aspects of the organisation and their impact on the value chain on the basis of two fundamental criteria:

- Knowledge and analysis of the issues proposed in the GRI Guidelines.
- Identification of other potentially relevant issued for the Organisation and/or Stakeholders.

34 potential material matters have been identified applying this methodology.

### PRIORISATION



The prioritisation of issues has been determined based on a double analysis:

- **RELEVANCE FOR STAKEHOLDERS:**
  - According to the engagement and information available of the Stakeholders and level of specification: Importance given by the stakeholders by means of expectations in social, environmental and economic criteria received via the dialogue media recognised by Grupo Sesé, media, reports and other information mechanism.
  - During the review of the relevance analysis for stakeholders, in this report the requirements and principles set forth in Spanish Act 11/2018 of 28 December on non-financial information and diversity have been taken into account for the first time.
- **REVELANCE FOR SESÉ:** Internal relevance, by means of the information of the compliance analysis of the Strategy, operation of the Management System, direct or indirect impacts of our activities, products or services and internal information.

Economic, environmental and social impacts have been considered in both perspectives.

### VALIDATION



For the assessment and validation of the material issues identified and prioritised, the Steering Committee has collected the information of the different Committees in Grupo Sesé, which provide the internal and external vision of the Company.

Likewise, the coherence of the Materiality Matrix has been reviewed according to the analysis criteria: list of material matters and results coherence.

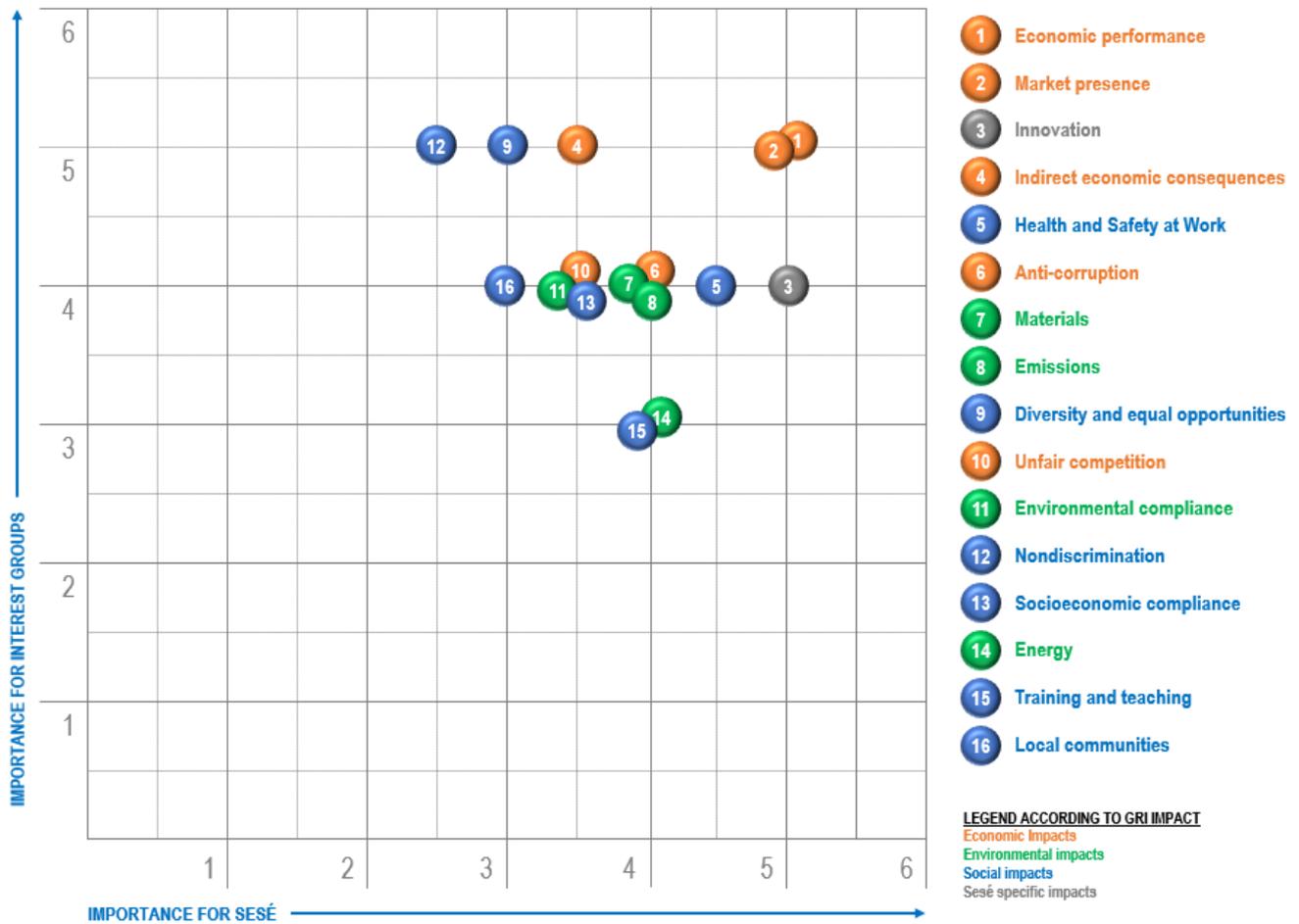
### 3| material issues assessment

The results of the materiality analysis are presented pursuant to the “Material Issues Assessment” which includes the grounds of the issues for which a high level of relevance has been granted in the analysis, along with a description of the response of the organisation at this respect.

The management approach is evidenced in the Mission, Vision and Values document that contains the company’s policies for action at a general level and specifically at the different departments or areas, and in the methodology of documents and processes that allow describing and defining how material issues are addressed.

Here follow the most relevant issues subject of assessment in the Materiality Matrix that sets a scale from 1 (minimum) to 5 (maximum) in each of the criteria used.

This prioritisation exercise has evidenced the existence of 16 relevant material issues that must be addressed with regards to company’ sustainability. Thus, two new issues are included with respect to the previous financial year: numbers 301- Materials and 406- Non-Discrimination.



Nº	RELEVANT GRI ISSUES	IMPACT	GRI INDICATOR SELECTED	RELATIONSHIP WITH THE SDG
1	201 Economic performance	Economic	201-1 Direct economic value generated and distributed	8,17
2	202 Market Presence	Economic	202-1 Ratios of standard entry level wage by gender compared to local minimum wage Proportion of senior management hired from the local community	5,8,10
4	203 Indirect economic impacts	Economic	203-1 Infrastructure investments and services supported 203-2 Significant indirect economic impacts	9,11,17
6	205 Anti-corrupción	Economic	205-1 Significant indirect economic impacts	8
10	206 Anti-competitive Behaviour	Economic	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	8,10
7	301 Materials	Environmental	301-1 Materials used by weight or volume	11,12
14	302 Energy	Environmental	302-1 Energy consumption within the organization	11,12,13
8	305 Emissions	Environmental	305-1 Direct (Scope 1) GHG emissions 305-5 Reduction of GHG emissions 305-7 Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	9,11,12,13,17
11	307 Environmental Compliance	Environmental	307-1 Non-compliance with environmental laws and regulations	11,12,13
5	403 Occupational Health and Safety	Social	403-1 Workers representation in formal joint management-worker health and safety committees 403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	3,8,9,10,17
15	404 Training and Education	Social	404-1 Average hours of training per year per employee	3,8,10
9	405 Diversity and Equal Opportunity	Social	405-1 Diversity of governance bodies and employees	5,10
12	406 Non-Discrimination	Social	406-1 Incidents of discrimination and corrective actions taken	5,8,10
16	413 Local Communities	Social	413-1 Operations with local community engagement, impact assessments, and development programs	3,8,10,17
13	419 Socioeconomic Compliance	Social	419-1 Non-compliance with laws and regulations in the social and economic area	3,5,8,10
3	501 Innovation	Grupo Sesé	501-1 Innovation figures	8,9,11,12,13,17



# 7.

## MANAGEMENT RESPONSABILITY

1. People
2. Presence in society
3. Customers
4. Suppliers
5. Environment
6. Innovation
7. Economy



# 1 | team

Labour Force is one of the biggest assets of Grupo Sesé and hence one of its objectives is to guarantee that the organisation has trained motivated and committed professionals.



**" YOU CANNOT HOPE FOR AN IMPROVED COMPANY WITHOUT IMPROVING YOUR PEOPLE FIRST "**



## RECRUITMENT

Recruitment processes are key and are based on transparent methodologies and principles of **equity**. Company policies expressly prohibit asking questions about religious or political beliefs or sexual orientation during recruitment processes. We recruit **professionals** willing to learn, work in teams and to develop themselves and that are capable of being in line with the values of the organisation and the skills required by our industry. We encourage **access of young people** to a first job by means of scholarship programmes and other collaboration agreements.



## WELCOME

**We take care of the incorporation** of new employees so they are quickly and successfully integrated within the organisation. In welcoming processes we use **technologies** and **digitalisation** to standardise this process in all the centres of the organisation.



## TRAINING

In Grupo Sesé we firmly believe that people must have the necessary training to respond satisfactorily to **current and future challenges**. Therefore we promote **continuous training** of all the employees through specific plans so they can acquire, update or improve their technical and personal **skills** for a better performance, adapting the human resources of the organization to the technological and organizational changes demanded by our clients.



## DEVELOPMENT

We identify **talent** and **potential** applying the appropriate tools in line with the activity and the market that allow for the growth and development of competences that better the professionalism and employability of our collaborators.



## EQUALITY

We strongly believe in equal treatment and equal opportunities for men and women, without direct or indirect discrimination on the grounds of sex. For this reason, we encourage and promote measures to achieve real equality in our organisation. We have a strong commitment so this principles translate into guidelines that apply both to the members of the organisation and to the processes that define the operations of the company: from recruitment to promotion, as well as wage policy, training, working and employment conditions, occupational health, the organisation of working time and work-life balance.



## COMMUNICATION

We adopt the appropriate and required channels to notify our workers the **relevant information** of the organisation and their offices and we encourage upstream communication via the feedback channels and active participation. We foster **appropriate work environments** so our workers feel that they can give their opinions and that they are listened and valued.



## WORK-LIFE BALANCE

We enable work-life balance of our workers by implementing measures that allow them to combine the incredible experiences of maternity and paternity and a successful professional career, supporting the right to **digital disconnection**.

## » WORKFORCE PROFILE

The idea that employees are the assets of the company has lost part of its meaning, but it is a reality in the services sector. People are the ones who allow the company to operate, the ones who transmit its values, and the ones who represent the company to clients and other stakeholders.

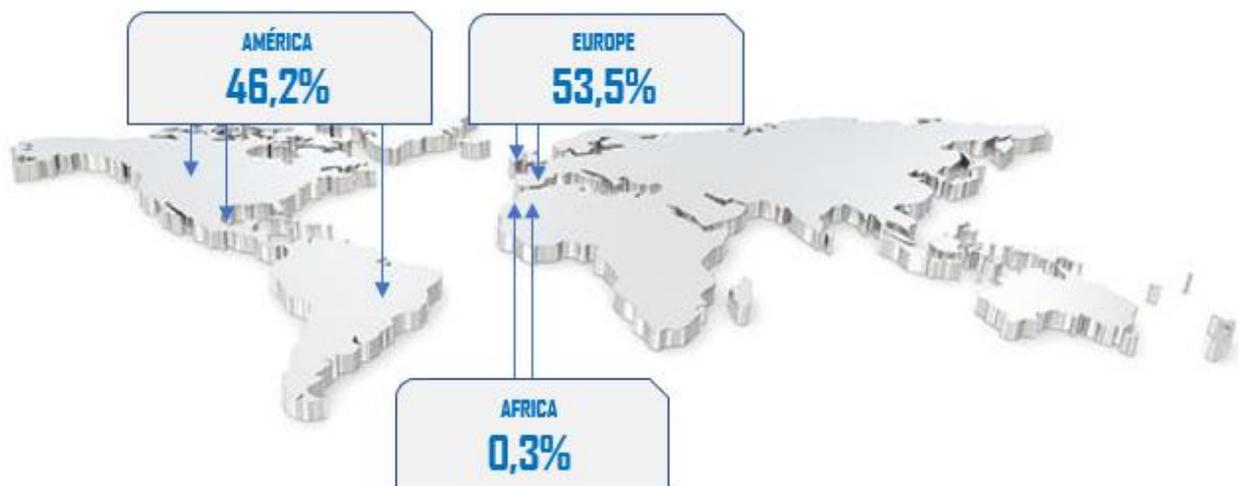
The importance of Human Resources management is evidenced in the improvement plans linked to the Strategic Plan of the Group. Understanding the characteristics of the people that constitute Grupo Sesé is understanding Grupo Sesé itself. Over the past years, the growth of Grupo Sesé has transcended the Spanish borders and today the direct personnel of the company operates in 15 countries.

This chapter includes graphic representations of the segmentation ratios that objectively define the current structure of the workforce. The next sections detail the values, competencies and the true essence of the fundamental pillar of the company: its workers. One new feature in this analysis is the inclusion of the requirements set forth in Act 11/2018 on non-financial information and diversity. It must be noted that for 2018 the information required for the correct itemisation of the indicators required by the legislation is not available and for this reason the data correspond to 31 January 2019.

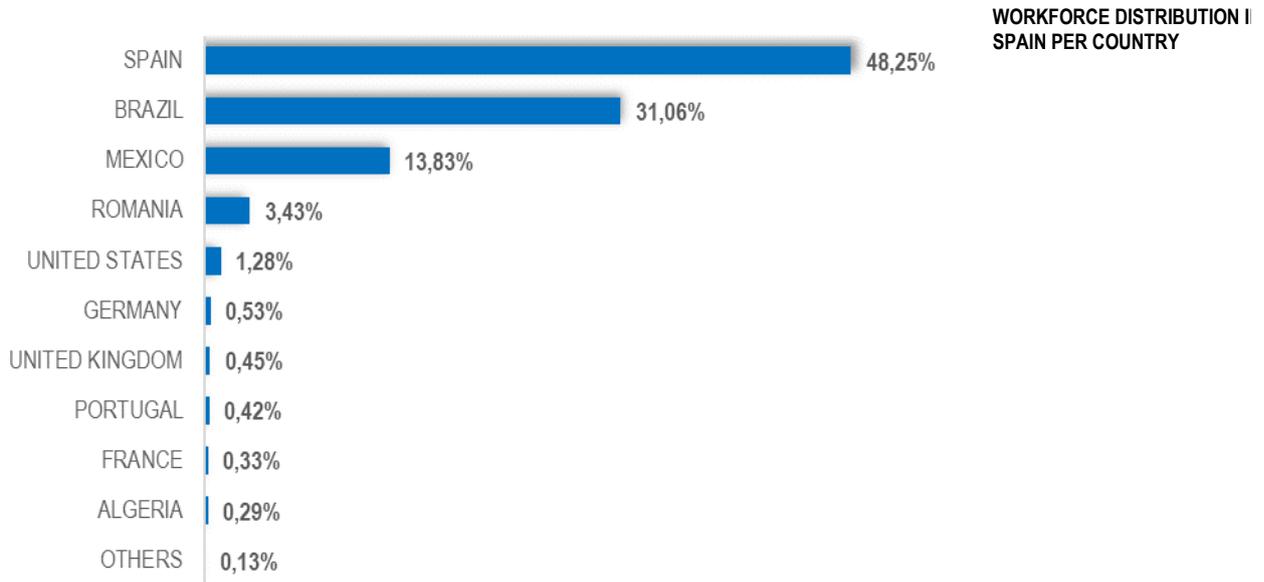
	2015	2016	2017	2018
<b>Grupo Sesé</b>	5.065	5.293	8.248	<b>8.300</b>
<b>Sesé Spain</b>	2.345	3.128	3.769	<b>4.005</b>

WORKFORCE EVOLUTION

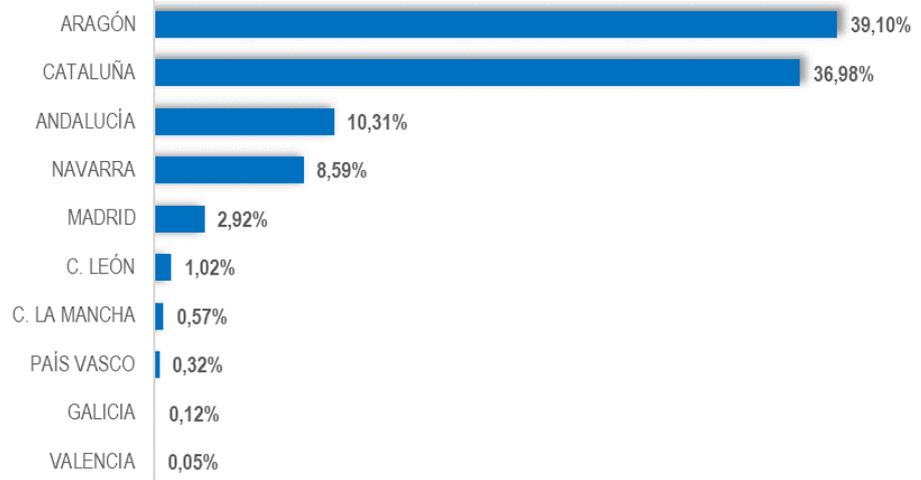
The graphs show the distribution per continent, country and the distribution within the national territory in further detail.



WORKFORCE DISTRIBUTION PER CONTINENT, GRUPO SESÉ SCOPE



**GRUPO SESÉ OVERALL WORKFORCE DISTRIBUTION PER AUTONOMOUS COMMUNITY**



**PER BUSINESS LINE**

**PER CONTINENT**

	Logistics and Distribution	Transport	Industrial Services	Europe	America	Africa
<b>Year 2018:</b>	<b>76%</b>	<b>17%</b>	<b>7%</b>	<b>53.5%</b>	<b>46.2%</b>	<b>0.3%</b>
<b>Year 2017:</b>	<b>67%</b>	<b>26%</b>	<b>7%</b>	<b>61%</b>	<b>37%</b>	<b>2%</b>
<b>Year 2016:</b>	<b>62%</b>	<b>30%</b>	<b>8%</b>	<b>59%</b>	<b>41%</b>	<b>--</b>
<b>Year 2015:</b>	<b>75%</b>	<b>21%</b>	<b>4%</b>	<b>53%</b>	<b>47%</b>	<b>--</b>

YEAR-ON-YEAR DETAIL OF THE WORKFORCE DISTRIBUTION PER CONTINENT AND BUSINESS LINE, GRUPO SESÉ SCOPE



Year 2018:  
Year 2017:  
Year 2016:  
Year 2015:

GRUPO SESÉ		GRUPO SESÉ SPAIN	
Men	Women	Men	Women
80%	20%	76%	24%
--	--	75%	25%
--	--	77%	23%
--	--	78%	22%

**WORKFORCE DISTRIBUTION PER SEX**  
[GRI 405-1] DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES  
Workers from temporary employment agencies are not included



Year 2018:  
Year 2017:  
Year 2016:  
Year 2015:

GRUPO SESÉ			GRUPO SESÉ SPAIN		
< 30 years old	30 – 50 years old	> 50 years old	< 30 years old	30 – 50 years old	> 50 years old
22%	58%	20%	11%	56%	33%
--	--	--	9%	68%	22%
--	--	--	8%	64%	28%
--	--	--	6%	70%	24%

**WORKFORCE DISTRIBUTION PER AGE GROUP**  
[GRI 405-1] DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES  
Workers from temporary employment agencies are not included



Year 2018:  
Year 2017:  
Year 2016:  
Year 2015:

GRUPO SESÉ		GRUPO SESÉ SPAIN	
Indirect structure (Indirect labour)	Direct structure (Direct labour)	Indirect structure (Indirect labour)	Direct structure (Direct labour)
17%	83%	19%	81%
30%	70%	20%	80%
30%	70%	20%	80%
32%	68%	27%	73%

**WORKFORCE DISTRIBUTION PER CATEGORY**



Year 2018:

Year 2017:

Year 2016:

Year 2015:

### GRUPO SESÉ

Open-Ended Contract	Temporary Contract	Temporary Employment Agencies
77%	10%	9%
--	--	--
--	--	--
--	--	--

### GRUPO SESÉ SPAIN

Open-Ended Contract		Temporary Contract		Temporary Employment Agencies
Part-Time	Full-time	Part-Time	Full-time	
0.5%	60.8%	0.2%	17.8%	20.6%
	57%		20%	23%
	62%		19%	19%
	73%		17%	10%

**WORKFORCE DISTRIBUTION PER TYPE OF CONTRACT**  
 Note: for 2018 part-time contracts in Spain are not included

In Spain the itemisation per sex and age of the 31 part-time contracts is:

### GRUPO SESÉ ESPAÑA

Breakdown of the open-ended part-time contracts

Men	Women	< 30 years old	30-50 years old	> 50 years old
6	16	1	4	17

Breakdown of the temporary part-time contracts

Men	Women	< 30 years old	30-50 years old	> 50 years old
9	0	2	0	7

According to the ranking of countries with a higher concentration of workforce after Spain, here follows the summary of their personnel profile:

	Breakdown per sex		Breakdown per age			Breakdown per category		Breakdown by type of contract		
	Men	Women	< 30 years old	30-50 years old	> 50 years old	structure Indirect (Indirect labour)	structure Direct (Direct labour)	Open-Ended Contract	Temporary Contract	Temporary Employment Agencies Contract
<b>BRAZIL</b>	89%	11%	32%	61%	7%	13%	87%	100%	0%	0%
<b>MEXICO</b>	70%	30%	31%	54%	14%	19%	81%	76%	24%	0%

Here follows the breakdown per autonomous communities in Spain with greatest numbers of workers:

	Breakdown per sex		Breakdown per age			Breakdown per category		Breakdown by type of contract		
	Men	Women	< 30 years old	30-50 years old	> 50 years old	structure Indirect (Indirect labour)	structure Direct (Direct labour)	Open-Ended Contract	Temporary Contract	Temporary Employment Agencies Contract
<b>ARAGÓN</b>	79%	21%	16%	46%	39%	27%	73%	64%	25%	11%
<b>CATALUÑA</b>	71%	29%	6%	63%	31%	13%	87%	60%	10%	30%



### GRUPO SESÉ

Nationalities

Year 2018:	<b>43</b>
Year 2017:	27
Year 2016:	23
Year 2015:	18

NATIONALITIES BREAKDOWN

[GRI 405-1] DIVERSIDAD DE LOS ÓRGANOS DE GOBIERNO Y EMPLEADOS  
No incluye el personal de ETT

[GRI 405-1] DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES  
Workers from temporary employment agencies are not included



### GRUPO SESÉ SPAIN

Minority Groups

Year 2018:	<b>6,29%</b>
Year 2017:	7,03%
Year 2016:	6,84%
Year 2015:	4,28%

MINORITY GROUPS BREAKDOWN



### GRUPO SESÉ SPAIN

	Logistics and Distribution	Logistics and Distribution	Logistics and Distribution	Industrial Services
Year 2018:	<b>2,82%</b>	<b>2,99%</b>	<b>5,87%</b>	<b>5,06%</b>
Year 2017:	--	2,95%	5,39%	4,54%
Year 2016:	--	1,97%	5,53%	6,31%
Year 2015:	--	3,66%	6,90%	4,51%

ABSENTEEISM DATA

[GRI 403-2] TYPES OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND NUMBER OF WORK-RELATED FATALITIES

Workers from temporary employment agencies are not included

## » EQUALITY



Sesé Group's first equality policy and protocols for action against sexual harassment and discrimination in the workplace were signed in 2012. Grupo Sesé develops, documents and implements Equality Plans in order to guarantee that there are no discriminatory attitudes or behaviours within the organisation.

Throughout 2016 and 2017 these commitments were renewed and new Equality Plans were launched for Sesé Asensio, Trans Sesé, PAM and Logística JIT Aragón.

Grupo Sesé complies with the legislation of the countries where it has a commercial presence (see details in GRI 405).

This initiative, in addition to complying with current regulations on equality set forth in Section 45 of the Organic Law 3/2007, of 22 March, aims at promoting effective equality of treatment and opportunities in the workplace between men and women.

Grupo Sesé is **committed** to the establishment and development of policies that integrate equal treatment and opportunities for women and men without direct or indirect discrimination on the basis of sex, as well as to the promotion of measures to achieve real equality within our organisation, establishing equal opportunities for women and men as a strategic principle of our Corporate and Human Resources Policy, in accordance with the definition established in **Organic Law 3/2007, of 22 March**, for effective equality between women and men.

Grupo Sesé has a strong commitment so **this principles translate into guidelines** that apply both to the members of the organisation and to the processes that define the operations of the company: from recruitment to promotion, as well as wage policy, training, working and employment conditions, occupational health, the organisation of working time and work-life balance.

These principles will be put into practice through the implementation of equality plans that lead to improvements with respect to the present situation; the corresponding monitoring systems will be set up with the aim of advancing towards the achievement of real equality between women and men in the company.

To this end, workers will be legally represented, not only in the collective bargaining process, as established in Organic Law 3/2007 for effective equality between women and men, but also throughout the development and evaluation process of the aforementioned equality measures or Equality Plan.

Therefore, we would like to express our firm commitment to promote and be proactive in achieving **equal treatment and opportunities and non-discrimination** of men or women in our company, with the tools that are within our reach.

In line with Royal Decree-Law 6/2019 of 1 March on urgent measures for guaranteeing equal treatment and opportunities for men and women at work which entered into force last March, Grupo Sesé is actively working on the development of each of the business lines established in this document.



### GRUPO SESÉ SPAIN

Comparison with the local minimum guaranteed inter-professional wage

	Average	Men	Average	Wage gap
Year 2018:	x 2,6 times	x 2,8 veces	x 2,1 veces	Men -26%
Year 2017:	x 2,7 times	--	--	Men --
Year 2016:	x 2,5 times	--	--	Men --
Year 2015:	x 2,6 times	--	--	Men --

COMPARISON OF THE AVERAGE GROSS WAGE VS. MINIMUM GUARANTEED INTER-PROFESSIONAL WAGE PER SEX  
[GRI 405-2 RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN]



### GRUPO SESÉ SPAIN

Comparison with the local minimum guaranteed inter-professional wage

	< 30 years old				
Year 2018:	2,03	3,13	2,47	3,04	1,94

COMPARISON OF THE AVERAGE GROSS WAGE VS. MINIMUM GUARANTEED INTER-PROFESSIONAL WAGE PER CATEGORY  
[GRI 202-1] RATIOS OF STANDARD ENTRY LEVEL WAGE BY GENDER COMPARED TO LOCAL MINIMUM WAGE



### GRUPO SESÉ SPAIN

Distribution per sex

Distribution per sex

Distribution per sex

	Men						
Year 2018	56	24	29	51	7	55	18

DISTRIBUTION OF DISMISSALS PER AFFECTED GROUP

In 2018 there were no complaints or identified incidents of discrimination on the grounds of sex

[GRI 406-1] INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN, GRUPO SESÉ SCOPE



0 expedientes

## » OCCUPATIONAL HEALTH AND SAFETY

Occupational Risk Prevention and Occupational Health and Safety of the workers are the fundamental values of the corporate culture of Grupo Sesé.



**“THE MOST IMPORTANT REASON TO WORK SAFELY COULD BE IN THE SMALLEST OF DETAILS”**

Since 2005, Grupo Sesé has an Occupational Risk Prevention Department (ORPD) which manages and coordinates preventive activities and the improvement of working conditions. Awareness, staff training and health care, especially for the most sensitive groups, are a priority for the Group.

The comprehensive concept of prevention is only feasible through the participation, collaboration and involvement in preventive action of each and every one of the members of the organisation. The measures developed over the last twelve years focus on 8 basic pillars:

### THE BUSINESS PURPOSE OF GRUPO SESÉ IS TO ACHIEVE A ZERO ACCIDENTS RATE



A prevention management system based on ISO 45001 standard.



Training in ORP, carrying out awareness-raising campaigns, recycling and specific training activities in the groups with the greatest risk. Grupo Sesé provides specific road safety training with virtual simulators in order to ensure that drivers adopt safe practices and positive driving habits.



Identification of risks, constant updating and revision in order to act and reduce them immediately.



Preparation of preventive manuals per job based on risk assessments, in which preventive measures are taken in order to avoid risks.



Teamwork with both clients and collaborators, developing specific Workshops on security matters.



Internal audits, Safety Walks and OPS to detect improvement opportunities.



Lessons learned: transfer of improvements detected in incident/accident investigations, audits, workshops, etc. to the rest of the work centres.



Medical examinations and health surveillance.

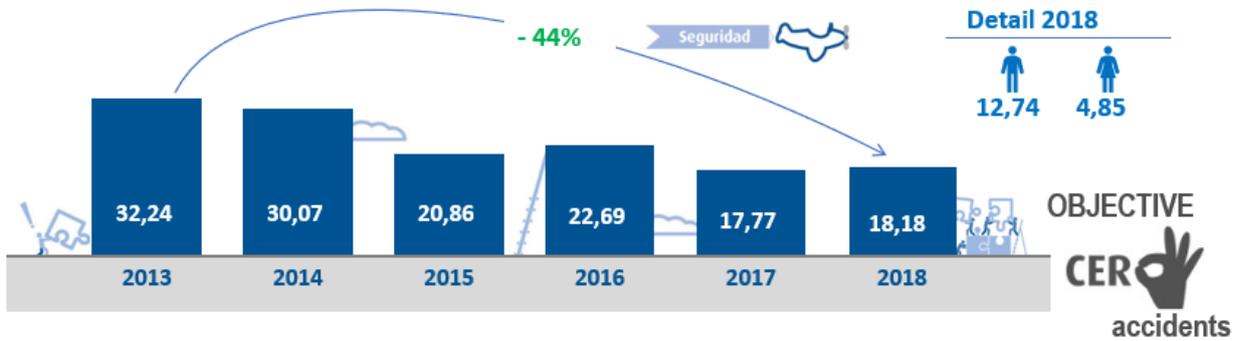


The comprehensive management policy is available on the Corporate Website and on the Intranet of the company.

One new feature with regard to the previous report in this analysis is the inclusion of the new requirements set forth in Act 11/2018 on non-financial information and diversity. It should be noted that the necessary information of 2018 for the correct breakdown of the indicators required by the legislation is not available, but work is actively being done so this can be available in the next report.

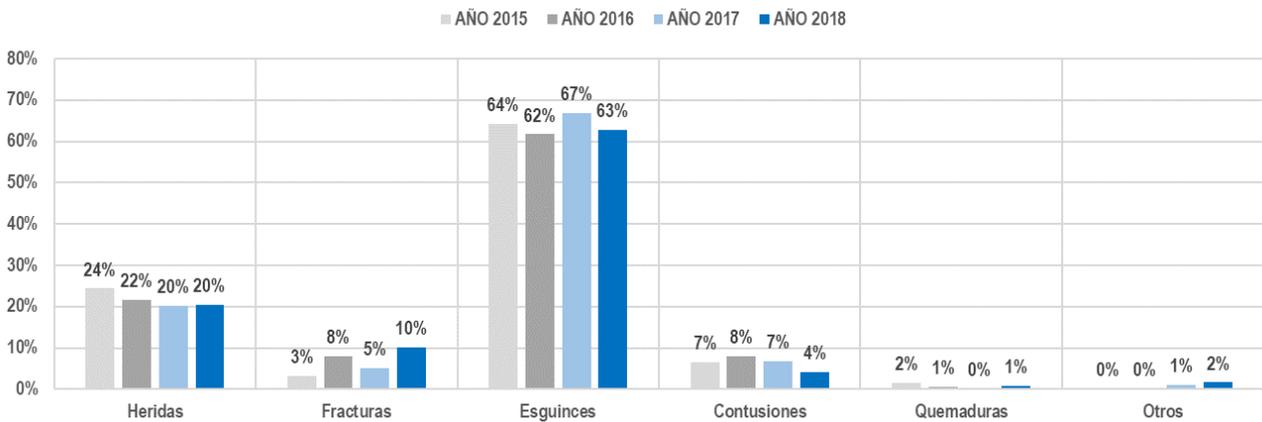
The measures mentioned above have resulted in a sustained decline in the organisation's main accident rates.

### FREQUENCY INDEX EVOLUTION



### EVOLUTION OF THE FREQUENCY INDEX, GRUPO SESÉ' SCOPE

[GRI 403-2] TYPES OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND NUMBER OF WORK-RELATED FATALITIES



### TYPES OF INJURY, GRUPO SESÉ EUROPE SCOPE - Algeria and Morocco are also included

[GRI 403-2] TYPES OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND NUMBER OF WORK-RELATED FATALITIES

Workers from temporary employment agencies are not included

	GRUPO SESÉ EUROPE					
	Fatal accidents			Occupational disease rate		
	Overall workforce	Men	Overall workforce	Men	Overall workforce	Men
Year 2018:	2	2	0	689,46	721,50	585,48
Year 2017:	1	1	0	273,60	317,46	139,08
Year 2016:	1	1	0	160,90	208,88	0
Year 2015:	0	0	0	92,17	59,07	209,64

[GRI 403-2] TYPES OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND NUMBER OF WORK-RELATED FATALITIES

Algeria and Morocco are also included. Workers from temporary employment agencies are not included



### GRUPO SESÉ EUROPE

	Seriousness Rate			Average Duration Rate		
	Overall workforce	Men	Overall workforce	Men	Overall workforce	Men
Year 2018:	2.082	2.036	2.231	35,11	35,05	35,28
Year 2017:	2.097	2.034	2.291	34,44	33,46	37,43
Year 2016:	2.208	1.930	3.142	34,10	30,80	43,76
Year 2015:	1.711	1.689	1.788	29,94	31,77	25,09

[GRI 403-2] TYPES OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND NUMBER OF WORK-RELATED FATALITIES  
Algeria and Morocco are also included. Workers from temporary employment agencies are not included



### GRUPO SESÉ EUROPE

	Transport			Logistics and Distribution			Industrial Services		
	Fatal Acc.	Occupational disease index	IG	Fatal Acc.	Occupational disease index	IG	Fatal Acc.	Occupational disease index	IG
Year 2018:	2	0	1.631	0	1.121,08	2.821	0	1.152,07	2.488
Year 2017:	1	0	855	0	129,08	709	0	183,82	961
Year 2016:	1	0	1.742	0	349,94	2.524	0	0	3.103
Year 2015:	0	0	1.971	0	17,59	1.416	0	0	2.186

[GRI 403-2] TYPES OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND NUMBER OF WORK-RELATED FATALITIES  
Algeria and Morocco are also included. Workers from temporary employment agencies are not included

### UNITED FOR ROAD SAFETY

Grupo Sesé is fully aware that road accidents are one of the most significant risk associated to its operations. Thanks to internal and external training campaigns, accident ratios follow a positive trend. Road safety training is vital to ensure that drivers adopt safe practices and positive driving habits.

Within this training plan, all of the drivers receive training on their first day of work about the risks associated to their activities and the aspects necessary for an efficient and safe driving are explained by means of the Driver Manual.

This Manual can be accessed to via the Tablet of the trailers.



**MANUAL DEL CONDUCTOR**

El presente Manual es propiedad exclusiva de Grupo Sesé. No podrá reproducirse total o parcialmente sin autorización escrita por Sesé.

Todos los contenidos que figuran para el Grupo Sesé, sean de plantilla o subcontratados, deben cumplir con el contenido de este Manual, así como la seguridad de los datos por los que circulan, así como con las especificaciones e instrucciones que autorizan al Departamento de Talleres y Flota de Grupo Sesé.

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Atención al conductor en los vehículos:

- Nunca conducir superando el límite de velocidad.
- Qué tiempo de conducción debe haber en el volante para el descanso por convenio.
- No conducir con alcohol.
- Usar el cinturón.
- Permitir el transporte - entrega de Grupo Sesé.

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**6 SEGURIDAD EN LOS PROCESOS DE CARGA Y DESCARGA**

Antes de acceder al punto de carga / descarga, el conductor debe ponerse los ESI (equipos de protección individual) obligatorios. Además, para cargo verificar que tiene a mano todos los elementos de aseguramiento de carga necesarios.

No está permitida acceder con acompañantes (para camión de doble conductor) o mascotas.

Respetar las normas de circulación dentro de las instalaciones. Especial atención al uso de las zonas de aparcamiento autorizadas.

Seguir las instrucciones del personal que realiza la carga / descarga especialmente ante una emergencia.

El conductor no puede hacer uso de los equipos de trabajo (carnets, pasaportes, etc.) de los puntos de carga / descarga salvo autorización expresa por parte de cliente y que viene con la formación adecuada para ello.

Prohibido fumar, comer y beber salvo en zonas autorizadas para ello.

No subirse a los contenedores. Utilizar el gancho para retirar y colocar las zonas laterales. No usar los escaleras para acceder a puntos elevados. Las operaciones de carga y descarga deben realizarse con el vehículo parado y asegurado con el freno de mano. En cargas / descargas laterales, colocar siempre los cabos.

Almacenar en zona de seguridad de conductores.

• Carga / descarga lateral: No entrar cerca de la camión en el momento de carga o descarga, colocarse junto a la cabina de camión.

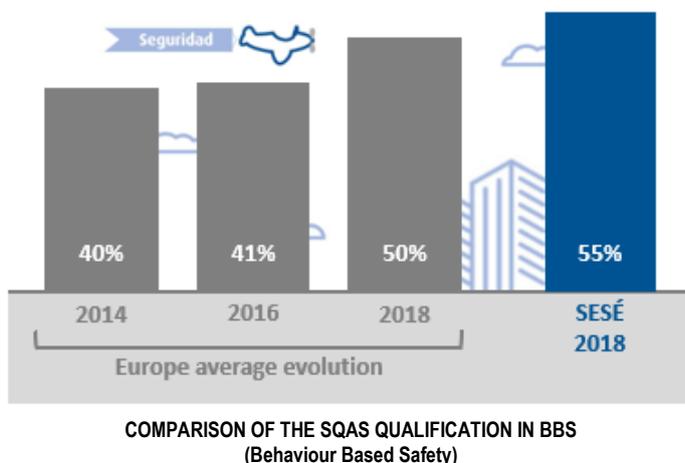
• Carga / descarga trasera: Camión y conductor no pueden entrar o ir, ve dentro de la plataforma ni en la zona de influencia.

• Carga / descarga lateral: No entrar cerca de la camión en el momento de carga o descarga, colocarse junto a la cabina de camión.

In a complementary manner, the Training Plan includes annual theoretical and practical training activities for drivers (on both efficient driving and road safety), who are the ones that are more exposed to this kind of accidents. In 2015 a virtual simulator was implemented to test different driving scenarios and train drivers on driving best practices.



SITUATIONS FACED BY THE DRIVER IN THE SIMULATOR: INTERACTION WITH OTHER VEHICLES, SLIP ROADS, FOG, RAIN, ETC.



Since 2012, Grupo Sesé has the SQAS (Safety & Quality Assessment for Sustainability) certification.

Thanks to the welcoming and on-going training of the fleet of drivers, in 2018 Grupo Sesé received a 55% qualification in BBS (Behaviour Based Safety), i.e., a result five percentage points better than the industry average in Europe.

Precisely within the framework of road accidents prevention, and more specifically commuting accidents, since 2014 the ORP Department of Grupo Sesé and always coinciding with the ROAD SAFETY WORLD DAY, organises competitions for the Group's employees with the aim of, among other aspects, raising awareness of the importance of this issue and promoting good practices in commuting driving, the cause of many of the occupational accidents that occur in Spain.



2014 AND 2015 COMPETITION POSTERS TO PROMOTE ROAD SAFETY DAY

In 2016, a qualitative and quantitative leap was made, turning this contest into a complete week full of activities for all the stakeholders of the organization and designing the Road Safety Week, celebrated every June since then in one of the headquarters of Sesé with the following objectives:

- To obtain a global implementation. **To integrate and engage with all the Stakeholders** of the organisation for them to become recipients and, consequently, active broadcasters of the messages underlying this initiative.
- **To raise awareness** of the importance and impact of road accidents in our lives, focusing on those accidents that occur between the place of work and the place of residence, called commuting accidents.
- Finally, to lay the grounds for the future **Mobility Plan of Grupo Sesé**.
- The event includes different and complementary activities:



**AWARENESS-RAISING TALKS**

(Road safety, efficient driving and healthy diet) for the employees and given from Monday to Thursday within working hours. Simulators are installed along with MAZ to raise awareness on road safety.



**PANEL**

The main stakeholders of Grupo Sesé (ISSLA, Labour Inspectorate, Guardia Civil [Spanish Police], other public administration entities, clients, suppliers, employees) come together to debate and share relevant security issues. **Mobility plans** or **smart driving** are a regular part of the content of these panels.



Grupo Sesé is currently defining and incepting its own **Mobility Plan**. For this reason and with its management expertise, in order to improve road safety, it decided to go one step further and open up new possibilities to integrate the rest of its shareholders in this exercise of dissemination and awareness-raising, joining efforts to achieve the goal of 0 victims on the roads.

## » TRAINING AND SKILLS

Grupo Sesé strongly believes that people must have the training needed to successfully face the current and future challenges and for this reason these needs are identified to plan the training action and ensure the best efficiency in each course or training programme. The different work centres have **training programmes** aimed at:

- acquiring the skills needed for the position,
- improving efficiency, following our continuous improvement philosophy,
- or keeping knowledge and skills needed in our industry updated



The following channels are available to gather the training need of the workers:

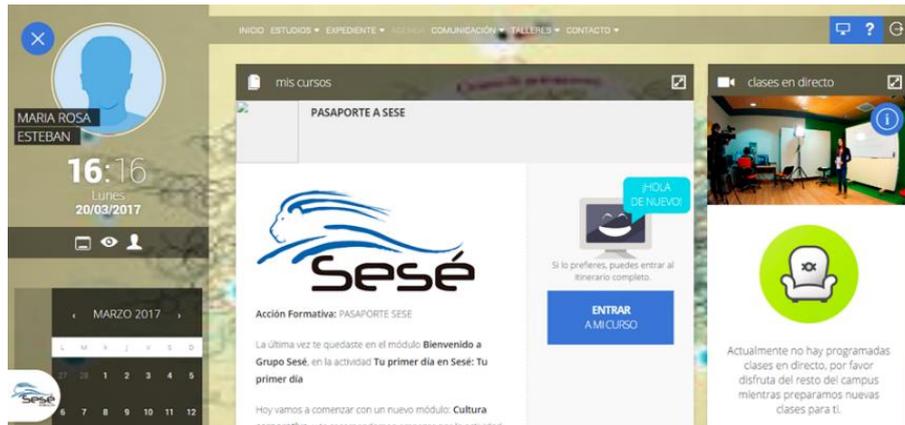
- Upon completion of the welcoming process for new employees, its tutor and supervisor evaluate the incorporation process, the assimilation of knowledge and the degree of proficiency acquired. In the event that a competence gap is identified, the supervisor of said worker contacts the Human Resources Department and request external or internal training.
- By the end of each year, the Heads of the Department and Area/ Centre Managers complete the Training Needs document and send it to the Human Resources Department.
- The Human Resources Department proactively publishes via the corporate e-mail and information boards of each centre training programmes deemed useful for the workers.
- By reviewing the changes in the legislation, the Quality and ORP personnel give the Human Resources Department the need to offer new training actions of refresher training to meet said legal requirements, indicating which groups must attend said sessions.
- The Human Resources Department keeps a record of the legal training that must be made on a regular basis for their inclusion in the Training Plan.

In 2016 Grupo Sesé launched **CAMPUS SESÉ**, an online training platform with in-house developed training. Different fundamental training initiatives for the professionalization of the workforce and deployment of the corporate culture have been offered in this platform:

- **Pasaporte a Sesé**: New employees are trained by means of a complete tour of the organisation with the personnel of the company along with videos and presentations that provide the information needed for a better knowledge of the company.
- **Traffic Management**: Grupo Sesé has designed and launched a training module adapted to the needs of Sesé.
  - This training has a blended learning format and is to be completed in the first 3-4 months following the arrival at the office, distributed in independent modules.
  - Each module has an assessment test that allows knowing the degree of progress on an on-going basis.
  - A face-to-face session of 1 or 2 hours length is held once a month according to the subject under consideration.
  - By means of this campus, each manager can have a tutor from the beginning at any time they need them. To facilitate learning, several features are used in the development of contents, such as videos and audio-lessons, with BIDI codes accessible from the phone:



- Training in **Equality**: coinciding with the renewal in 2016 and 2017 of the equality commitments launched by Group Management in 2012, training pills have been offered to remind all employees of the principles governing the equality policy of Grupo Sesé.
- Training in **leadership** for middle managers.
- Training in **Compliance Model** of the organisation.



HOME SCREEN OF THE LEARNNITY VIRTUAL CAMPUS

Grupo Sesé's management philosophy turns each of the Heads of the Departments, Area and/or Centres Managers into an extension of the organisation's Human Resources personnel, who help being aware at all times of the employees' training needs, assess their expectations and facilitate the integration and development processes within the Group.

	GRUPO SESÉ EUROPE				
	Total	Men	Women	Direct structure (Direct labour)	Indirect structure (Indirect labour)
Year 2018:	12,29	10,43	17,51	7,77	31,93
Year 2017:	10,24	10,07	10,77	9,95	11,02
Year 2016:	11,60	11,49	11,94	6,81	19,36
Year 2015:	8,94	9,93	5,39	9,94	6,22

[GRI 404-1] AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

<b>Safety - Risk Prevention Department</b>	<b>48.71%</b>
<b>Languages</b>	<b>20.67%</b>
<b>Quality</b>	<b>8.13%</b>
<b>Other</b>	<b>5.24%</b>
<b>HR</b>	<b>4.72%</b>
<b>Load securing - stowage</b>	<b>4.14%</b>
<b>Systems - Technology</b>	<b>2.95%</b>
<b>Efficient driving</b>	<b>2.88%</b>
<b>Traffic Management</b>	<b>1.45%</b>
<b>Pasaporte a Sesé</b>	<b>0.65%</b>
<b>Finance</b>	<b>0.24%</b>
<b>Environment</b>	<b>0.21%</b>



DISTRIBUTION OF TRAINING HOURS PER AREA OF KNOWLEDGE, GRUPO SESÉ EUROPE SCOPE

Training in Safety - Risk Prevention accounted for 52.85% of training hours in 2018. This figure reveals the importance of occupational risk prevention and health promotion for the organisation. In this sense, training related to risks in the workplace has a practical character, combining theory with practical training, by means of which we understand that knowledge and good practices in safety are consolidated and assimilated. For the development of these courses we collaborate with experts in the matter that give them a differentiating character and that make them very well received by our employees, receiving positive feedbacks on the development and the knowledge acquired during the training activities.

Some examples of the most given and developed courses within Grupo Sesé are:

- Forklift operator theoretical-practical course. Of 8 length and run pursuant to the criteria set forth in Spanish regulation UNE 58451:2016; provides certification and validation of the training programme on an issue, such as the forklift license that is not regulated in the Spanish legislation.
- Load securing - stowage. Due to the multi-activity nature of this process, in which both the logistics division and, of course, the transport area are involved, a global training programme for Grupo Sesé personnel has been established in order to deploy all the knowledge and have a common criterion on a subject in which there is currently an open debate in the industry. The knowledge programme is based on the Spanish regulation UNE-EN 12195, is endorsed by ITA and by the Council of Chambers of Aragon, and consists of several levels of training:
  - Training aimed at fleet managers, traffic managers, occupational risk prevention and quality technicians, and people responsible for logistical operations, i.e., those personnel with a structure that defines and ensures compliance with the procedures, and will be in charge of training internally. This training has a duration of 100 hours, and includes practical examples of the use of specific software to define safe slashing practices.
  - Basic course of 35 hours, with a more operational character, aimed at team leaders, operators and drivers.
  - In-house training, which deploys this knowledge sequentially, and which is transferred and integrated into the work procedures.



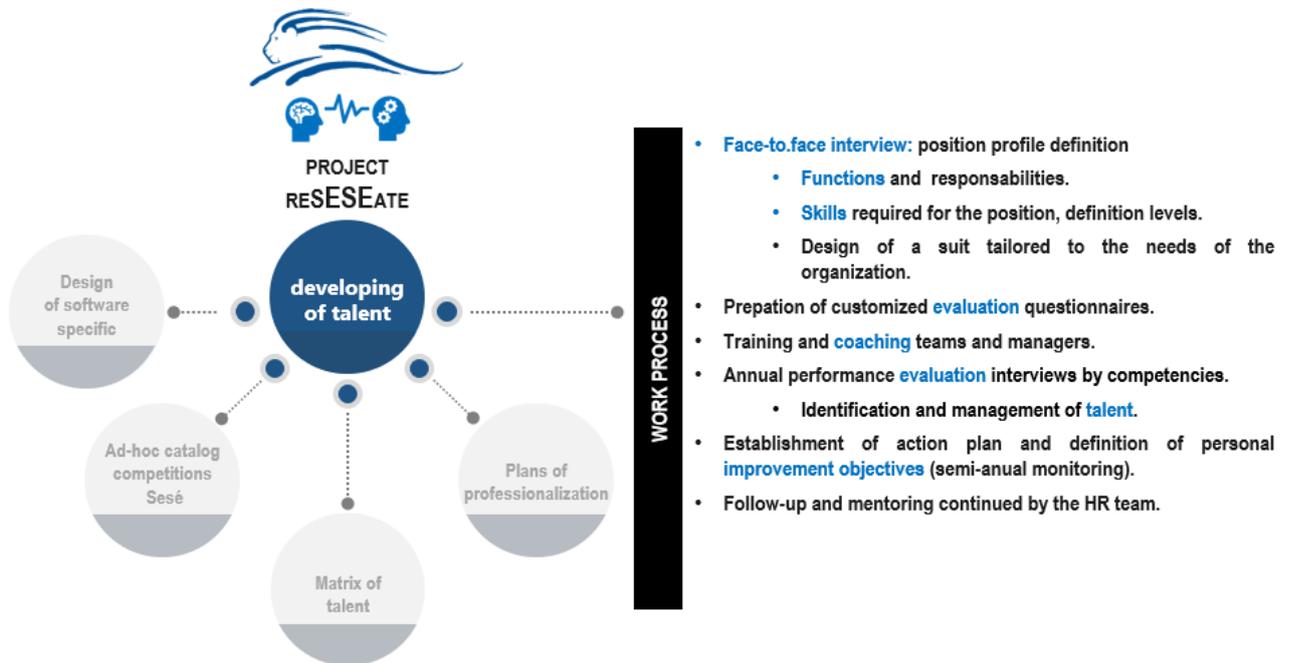
In all the training activities that are carried out, the effectiveness and degree of satisfaction with the aforementioned course is measured. This data is included as a KPI within the organization's Balanced Scorecard. As a result of these initiatives, it is identified whether there is any deficiency in the groups evaluated. If so, actions are determined and implemented in order to eliminate or reduce this deficiency.



GRUPO SESÉ EUROPE SCOPE

The **Sesé Talent Project: reSESEate** was born in 2017. This project has a global projection to cover all areas of the organization; it was conceived as a development project based on management by competencies, focused on:

- Personal and professional growth.
- Efficiency in performance and management.
- Improving the competitiveness of the company.
- Being in line with the corporate culture and values.
- Bringing out and developing the talent of the team of professionals of Grupo Sesé.



This project will be implemented in different phases throughout the organisation.

- In 2017 the pilot project started with traffic managers with successful results and an excellent welcoming.
- Throughout 2018 it was extended to the entire Transport Division, where almost 200 personal interviews were conducted in Spain to redefine and unify job profiles as well as to identify the skills needed for their development. As a result of that, 70 people have been already assessed applying this methodology (9% of the personnel structure in Spain).
- Forecast for 2019 suggest achieving 100% of the indirect structure in Spain (equivalent to 19% of the workforce in Spain) and continue working in 2020 until completing the 100% of the personnel in Spain (48% of the overall workforce of the Group).
- The exercise being concluded with over 4,000 people in Spain, the project will be deployed in a transversal manner throughout the Group.

[GRI 404-3] PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS PROFESIONAL

## » YOUNG TALENTS

One of the aspects that characterize the human resources policy of Grupo Sesé is its clear and direct commitment to create its own talent pool, to give the opportunity to young workers to grow and develop within the work teams of the organization. It is a continuous search for talent, experience and knowledge that can generate value and growth for the company.

In recent years, Grupo Sesé's priority has been to get closer to training centres: universities, business schools and professional training centres are regular meeting points with the youngest members of local communities.



DUAL TRAINING STUDENTS THAT HAVE JOINED THE IT DEPARTMENT

**DUAL TRAINING** - In 2017, Grupo Sesé was again a pioneer when it designed in Spain a project that adapts training contents to real tasks to be developed in the company within a **Dual Professional Training** plan aimed at people between 16 and 30 years old.

This programme, specially designed by HR and IT Departments, makes it clear that the advantages are gained both by the company and by the students, who are future employees of the company, as young people move in a real environment and acquire professional experience that facilitates their entry into the labour market. The relationship between the company and the worker is regulated by means of a paid work contract.

Furthermore, the company aligns the students' skills to the specific processes and technologies, training them in their business culture. Upon completion of this training programme, they obtain a Level 3 Professional Certificate, called Programación con Lenguajes Orientados a Objetos y Bases [Object and Basis Oriented Language Programming], and they are able to join the Group on a full time basis.

This first edition consisted of 8 students, of which 7 are already part of the workforce of the organization and work in the IT and Innovation Department. In 2018, the second edition of this program started with 10 new students.



GRUPO SESÉ SPAIN	
Year 2017	Year 2018
8	10

**INTERNS** - For the second consecutive year, Grupo Sesé has participated in “**Talento Joven Aragón**” [“Aragon Young Talent”], a training programme created by Heraldo and ESIC business school that aims at facilitating young people's access to companies. After a recruitment process, a group of young people live together during three days in a hotel in Zaragoza to get one of the scholarships offered by the participant companies.



EDITION 2017



EDITION 2018

Every year, Grupo Sesé participates in job halls and fairs, encouraging a more direct relationship by means of the interaction and exchange of purposes and interests. Among others, these are some of the 'must attend' events for the Human Resources team:

- Unizar “ExpoTalent” Job Fair.
- Kühnel Talent Day” Job Hall.
- Job Fair of the Chamber of Commerce.
- USJ Connecta Meeting.
- CIFP Los Enlaces Fair.



IMAGES OF GRUPO SESÉ AND FUNDACIÓN SESÉ IN KUHNEL JOB FAIR. UNIZAR JOB FAIR AND SIGNATURE OF THE COLLABORATION AGREEMENT WITH INAEM

  
**More than 200**  
 requests received every  
 year

**GRUPO SESÉ SPAIN**

Number of interns

**Year 2016**

**26**

**Year 2017**

**24**

**Year 2018**

**36**

## ▶▶ WELL-BEING OF PEOPLE

Grupo Sesé works to be an active agent in human rights protection in its scope of influence, understanding that its commitment is not only its own workers, but must also include clients, suppliers and other stakeholders.

Grupo Sesé brings together 43 different nationalities that have the same rights and considerations as employees. HR policies expressly prohibit asking questions about religious or political beliefs or sexual orientation during recruitment processes.

The positioning strategy in a new country is implemented after an exhaustive analysis of the legislation and economic and social conditions and always in line with the principles set out in the organisation's Code of Ethics, in order to guarantee the strictest legal compliance and enable the successful integration of the company into the target society.

**WORK-LIFE BALANCE-** General measures are implemented for workers (regardless if they are men or women) that have children to encourage **work-life balance**:

- Short-time working for childcare, flexible working hours according to the needs of mothers and fathers.
- Flexible entry time to be able to take the kids to the school/ nursery.
- Placing mothers in offices with working hours that easier to balance with short-time working.
- Mobility to centres closer to the residence of the worker to enable work-life balance.

For personnel working on shifts, the following measures are part of the working policy:

- Voluntary night shift. This shift is not compulsory for those employees that cannot combine this shift with their family life.
- Enable shift changes for family/ personal reasons.
- In general, labour agreements have been signed over and above regional or general agreements to accompany family members to medical appointments, etc.

**CLOSENESS TO THE EMPLOYEES IN THEIR PROCEDURES** - In 2016, *Portal del empleado* was launched with the aim of automating all procedures related to personnel administration and providing each worker with access to personal information, payroll and other relevant documents, thanks to its connection to the human resources software. Its gradual implementation continues to be done to reach the entire staff of the organization and cover all processes of personnel administration, thus improving the flow of communication between the company and the employees.

**SUPPORTING OUR DRIVERS** - The first facility for Grupo Sesé driver's fleet was opened in 2017. These are called **ZONAS KILÓMETRO 0** and are equipped with different services (washing machines, dryers, showers, rest areas...). They are intended to facilitate the performance of daily tasks and activities during the movements of these workers. Today the Group has two of these zones one in Zaragoza [Spain] and other in Romania.



PHOTOGRAPHS OF THE "KILÓMETRO 0" FACILITIES IN THE LOGISTICS PLATFORM OF ZARAGOZA

**INTERNAL PROMOTION** - Grupo Sesé has a **Job Posting** process where job vacancies are internally published for them to be filled by the employees of the Group, either by horizontal or vertical promotion, encouraging **internal promotion** and professional development of the employees.

**WORK ORGANIZATION** - In all the production centres, both in own and in-house facilities, the working hours are adapted to the time organization of the clients they are working with. Likewise, festivities and working days are adapted to those clients.

- All the production centres and most of the logistics centres have 3 rotating shifts.
- Two working centres in Spain have 5 shifts.
- In central offices, the general working hours is from Monday to Thursday from 08:30 to 18:30 and Fridays from 08:30 to 16:00.

Grupo Sesé is starting to support digital disconnection of the employees by means of initiatives focused on issues with higher potential risks:

- Rotating guards for nights and holidays with incentives.
- Coverage in night shift of a specific team for follow-ups and contacts with clients as well as with drivers.
- Office positions specifically structured to rotary shifts.
- The corporate website has a chat bot that can channel at any time and automatically doubts / queries and simple procedures of clients, suppliers and the general public, regardless of the time zone where the consultation takes place, without affecting the teams that usually resolve such requests.

**UNIVERSAL ACCESSIBILITY** - Grupo Sesé is committed to the maximum respect for employees with functional diversity. By means of Fundación Sesé, it is an active player in occupational inclusion of disabled staff and employees at risk of social exclusion. But support goes beyond this point. Once the personnel have been incorporated into the organisation's centres, the Occupational Risk Prevention teams are responsible for permanently monitoring their adaptation to their offices. Here follow some examples of the results achieved:

- Corporate offices are fully accessible and have disabled parking spots and accessible toilets in all the floors.
- In production and logistics centres where it is possible for mobile teams to interact with hearing impaired workers, these workers wear a specific colour vest that allows mobile team operators to identify them so that they know they cannot hear the acoustic signals.
- The special employment centre of Martos (Jaén), which has a high percentage of hearing impaired staff, has staff that is proficient in sign language. Likewise, this centre has an in-house Social Worker to individual monitor each of the workers.



**136**

job adaptations /  
improvements

In Spain, where 96% of the Group's staff with functional diversity is located, personalised studies are carried out on the offices they develop in order to implement the necessary adaptations. These studies also apply to personnel who are not disabled but who have constraints for the normal development of their daily activities.

Specifically, in 2018 a total of 136 job adaptations/improvements were made.

**WORK ENVIRONMENT** - During the last years work environments surveys have been gradually implemented in the different centres. In 2017 an environment survey was conducted on 35% of the personnel in Spain, i.e., 17% of the overall workforce of the Group. By 2019 the first global survey is planned and aimed at all the personnel in Spain (48% of the overall workforce). The aim is to gradually extend them to the entire Group and to conduct them each two years.

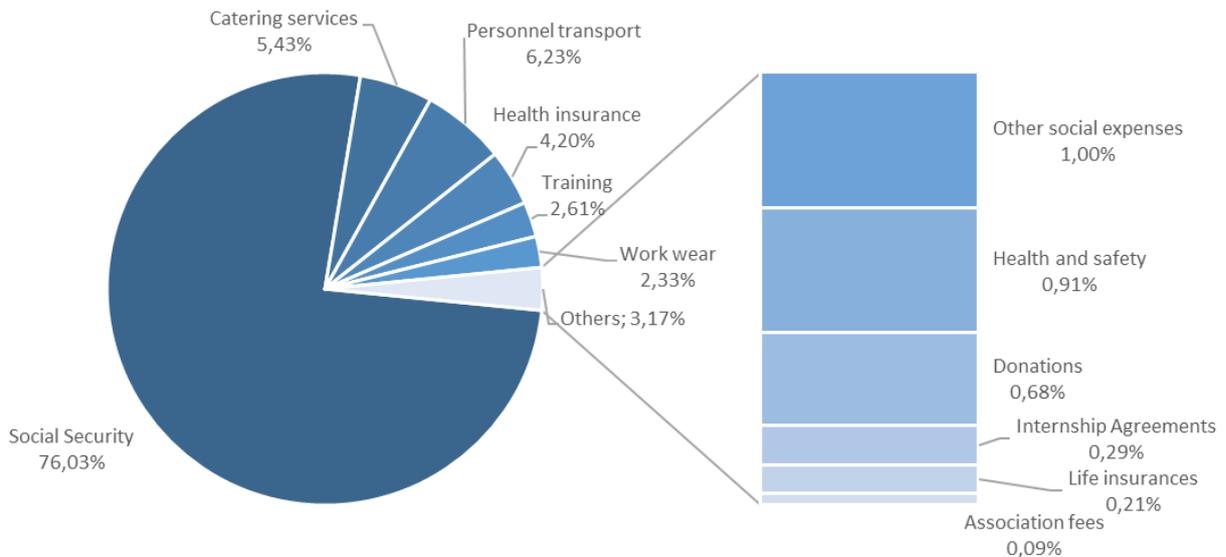
### Results of the work environment surveys

Year  
2017

7,49  
[resulto ut of 10]



**SOCIAL EXPENDITURE** – The following figure includes the detail of the social expenditure of Grupo Sesé.



DETAIL OF SOCIAL EXPENDITURE, GRUPO SESÉ SCOPE

**MINDFULNESS** - Mindfulness refers to complete concentration. It is not equivalent to meditation, but describes a state or feature of the human mind that includes: the ability to be attentive, in the present, intentional and with acceptance. For several years now, an increasing number of companies have been training their personnel through Mindfulness exercise-based programs with the aim of reducing stress and improving the well-being of their workers. Companies such as Google or AETNA have included Mindfulness in their protocols.

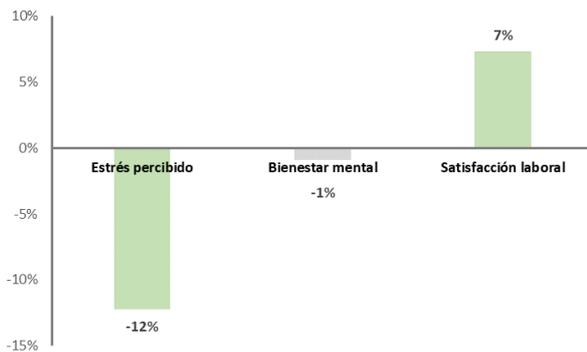
This specific project is part of a research in the field of business initiated by Ibercide Centro Ibercaja de Desarrollo Empresarial. Its design, development and measurement has been developed by the Mindfulness Master's Degree team of the University of Zaragoza (Javier García Campayo, Virginia Gasi6n), who have conducted a comprehensive clinical study with the data collected.

The aim was to implement a training programme based on mindfulness exercises as a tool to improve the management of perceived stress and increase psychological well-being and job satisfaction. The project also relies on a clinical study supported by qualitative and quantitative measurements to objectively measure the impact of this discipline on the workers that participate in the programme.

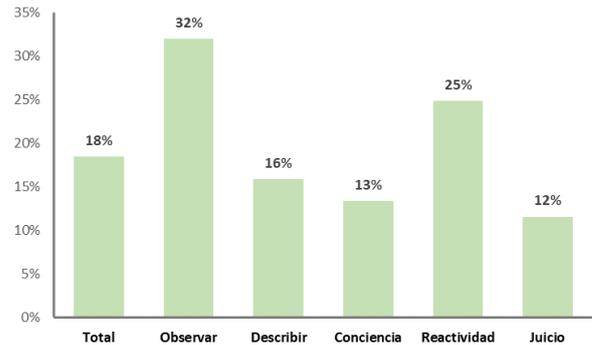


By means of a non-randomized controlled study design, mindfulness skills training was offered to a treatment group whose levels of mindfulness, perceived stress, psychological well-being and job satisfaction before and after the intervention were compared to a waiting list control group that did not receive training.

- 105 people participated in the project: 57 people in the intervention group and 48 people in the control group.
- Measurement via documented evaluations of perceived stress, psychological well-being and job satisfaction at the beginning and end of the clinical study.
- 4 working groups, the first two between March and April 2018, and the following two between May and June 2018.
- 7 weekly practical sessions of 2 hours length.
- Daily practices of 15 minutes guided by the Human Resources Department.



IMPROVEMENT OF MAIN METRICS



IMPROVEMENT OF MINDFULNESS VARIABLES

Documented evaluations have shown that the intervention group has experienced significant improvements in the assessments of perceived stress, psychological well-being and job satisfaction in comparison with the results of the control group. The intervention group has also experienced significant improvements in all dimensions of Mindfulness.



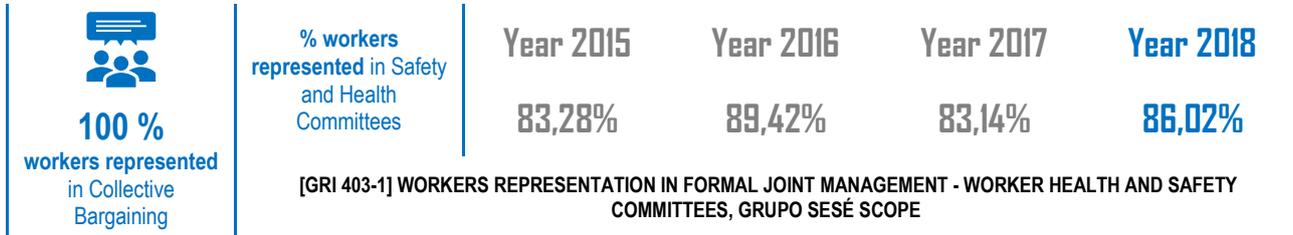
**12%**  
Reduction of the perception  
of work-related stress

**7%**  
Job satisfaction  
improvement

The results of this report were published on the **European Journal of Work and Organizational Psychology** as "Feasibility and effectiveness of an adapted mindfulness-based intervention to reduce stress in the workplace of a private company: a non-randomized controlled pilot trial".

## » DIALOGUE AND PARTICIPATION

Grupo Sesé manages its Human Resources in line with the current legislation and the agreements that apply to each of the activities it performs. Likewise, it supports and facilitates the training and operation of the Health and Safety Committees.



Communication and responsible relationships are a key for the success of the organization in the search for a triple benefit: company - people - society. The limits of Grupo Sesé expand inwardly and outwardly, and with them its communication, hence its leaders are a fundamental piece in this puzzle of Social Responsibility.

The objective is to generate and manage the confidence of all members of the organization in their vertical (ascending - descending) and horizontal (transverse) relationships, by means of the design of participation processes, motivation and the use of accessible channels that provide information and communication and, in general the necessary feedback for decision making.



WORKERS COMMUNICATION, DIALOGUE AND PARTICIPATION CHANNELS CHART

In the management and development of daily operations, Grupo Sesé uses tools and on-line applications available to employees:

- **Corporate Website** ([www.gruposese.com](http://www.gruposese.com)) and its news channel.
- **Employees' Portal.** It is a tool housed in a Web portal and connected to the HR management programme that allows each worker to access all relevant information for their day to day (personal data, payroll, absences and vacations, etc.).
- **Sesé Conecta APP**, launched in 2017.
- **Corporate e-mail** in Gmail using all the Apps to improve internal communication, event organization and access to shared communication.



- Additionally, the organization has **internal departmental portals**, to concentrate the information / documentation so all employees can solve any doubt or problem through them. All employees need is a corporate email account to log in.



**Human Resources SITE:** Training courses, telephone numbers, work calendar, discounts, offers and discounts for employees, news, events of Grupo Sesé and much more...



**Quality, Environment and Health and Safety SITE** Management System documents accessible online.

- **Skype / Google Hangouts:** As communication tools with other national or international offices.
- **Information boards:** A person in charge of corporate information has been appointed in each work centre of Grupo Sesé. On a regular basis, the Human Resources Department sends the news, points of interest and novelties of the Group's information board to its network of managers.



Likewise, Grupo Sesé promotes meetings with its employees at all levels, both for the transmission of the organization's strategy and for the dissemination of the corporate culture and values.

In the **2<sup>nd</sup> edition of the Global Management Meeting**, attended by more than 120 employees belonging to the first lines of command of Grupo Sesé in the world, during 2 exciting days and hand in hand with the Property and Management Committee:

- The results for the financial year 2018 were presented.
- The principles of the strategy for 2019 were unveiled.
- Business units, subsidiaries and corporate departments presented the main milestones reached in 2018 and their objectives and expectations for 2019.



PHOTOGRAPHS OF THE 2<sup>ND</sup> EDITION - GLOBAL MANAGEMENT MEETING

In 2018, the 2<sup>nd</sup> Grupo Sesé Open Day was held in the Cogullada Corporate building for the organisation's employees and their families.

  
**+200**  
**Workers and their families participated in the Open Day**

**€ +1,000**  
 Collected for the “En el Hospi estoy de Cine” project with a flea market organised by Grupo Sesé volunteers.

## JORNADA DE PUERTAS ABIERTAS EDIFICIO CORPORATIVO

SÁBADO 15 DE DICIEMBRE DE 2018 – DE 10:00 A 14:00

**10:00** ¡Se abren las puertas! Acceso por entrada principal y por el muelle lateral.

**10:30** Empieza nuestro **rastrillo benéfico**. **Fundación Sesé**. Libros y repostería casera, ¿qué mejor combinación para una tarde de invierno? ¡Corre que vuelan! Animate y compra un boleto para el sorteo de una fantástico sorteo sorpresa por sólo 1 euro. » **Planta 0. Almacén**

**10:30 - 11:30** Talleres para los artistas de la casa. Diseña tu propio **adorno de navidad** para llevarte a casa. Solo por participar, entrarás en el sorteo de un **estupendo regalo**. » **Planta 0. Almacén**.

**11:30** El rincón del **cuenta-cuentos**. » **Planta 2. Cúpula**.

**12:00** Espectáculo de magia. Vuelve a ilusionarte como un niño. » **Planta 1. Sala de formación**.

**13:00** Finaliza la visita a las **Plantas del Edificio**. ¡Sorteos y más sorpresas! » **Planta 0. Comedor**.

**14:00** ¡Cierre de puertas y clausura de la Jornada! ¡Hasta el año que viene!

Acceso permanente de 10:00 a 14:00

**Simulador de conducción de camiones.**  
» **Planta 0. Almacén.**

**Gafas de realidad virtual.**  
» **Planta 0. Almacén.**

**Circuito de Karts para los más pequeños. Supervisado por expertos.**  
» **Aparcamiento de visitas. Junto a entrada principal.**

**Carretillas especiales para niños.**  
» **Planta 0. Almacén**

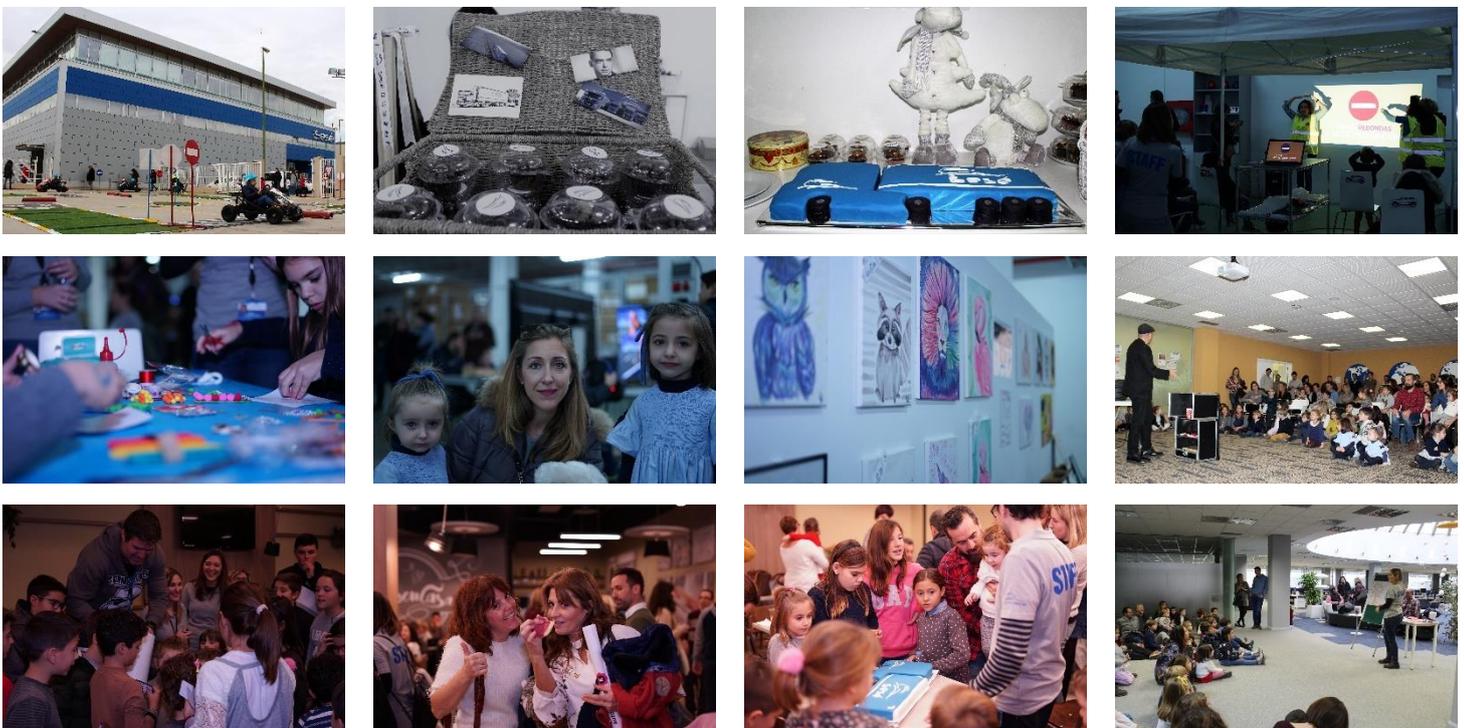
**¡Montate en un camión de última generación!**  
» **Muelles edificio CLZ.**

**Barra de bebidas y “picoteo” para reponer fuerzas.**  
» **Planta 0. Comedor.**

Los boletos para participar en el sorteo se pondrán a la venta el 10.12.18 en el departamento de Recursos Humanos. Su precio será 1 € por boleto.

Todo lo recaudado en el marco de estas jornadas, y de la mano de Fundación Sesé, será destinado íntegramente a **Juegaterapia** y el **Hospital Miguel Servet de Zaragoza**. Esta recaudación se unirá a la ya recaudado en la Gala “En Marcha, Música por el Cáncer Infantil” celebrada el pasado 21 de Noviembre, sumando así esfuerzos para construir una sala de cine en el interior del hospital.



PHOTOGRAPHS OF THE 2<sup>ND</sup> GRUPO SESÉ OPEN DAY

## 2 | presence in society

The **Premio Fernando Orus** Award, granted by ASZA in 2008 as recognition for our economic contribution in favour of the labour integration of deaf people and the unconditional support to the needs of the entity, was only the first step of a clear commitment to the Shareholders of Grupo Sesé.

In 2010, "Sesé Integra", the first **Special Employment Centre** was created. It is the seed of Fundación Sesé, born in 2013, which supports the different actions of labour integration of disabled personnel and/or personnel at risk of exclusion and to direct and bond the activity of Grupo Sesé in terms of Social Responsibility.



In 2016, in an initiative coordinated by the Government of Aragon, CREA, Cepyme Aragón, UGT and CCOO, the Aragon Social Responsibility Plan was launched so the companies of the autonomous community can strengthen their commitment to CSR, integrating this commitment into their policies and strategies.

As a result of its participation in this plan, Grupo Sesé has been recognized by different promoters of the Aragon Social Responsibility Plan, with the delivery of the **Sello de Empresa RSA**, renewed annually since then.

In 2016, the Teruel town of **Urrea de Gaén** named the **siblings Alfonso and Ana Sesé** as their *hijos predilectos* in an event where the president of Aragon, Javier Lambán, welcomed the successes of the company, which is a fundamental actor in logistics, the most important strategic industry of the community.



Accompanied by relatives, representatives of the business world, friends and neighbours, both received the most important institutional honorary distinction of the town from the mayor, who recalled the history and business development of the family and the commitment that the two brothers have shown for their people "from the beginning".

For the last 7 years, and as a result of its commitment to promoting policies to improve the management of occupational risk prevention, the Aragonese Safety and Labour Council has awarded the **Premios "Aragón, comprometido con la prevención"** ["Aragon, committed to prevention" Awards] to those companies that stand out for their achievements in the field of occupational risk prevention.

In 2018, in its 7<sup>th</sup> edition, the jury - made up of the Directorate General of Labour, Directorate General of Public Health, Territorial Directorate of the Labour and Social Security Inspectorate, CEOE [Spanish Confederation of Employers' Organizations], CEPYME [Spanish Confederation of SMEs], UGT and CCOO - agreed to recognise the work of Grupo Sesé by awarding it the prize in the category **"Mejor trayectoria o actuación en prevención de riesgos laborales para empresas de más de 50 trabajadores"** ["Best trajectory or performance in occupational risk prevention for companies with more than 50 workers"].



This award is the highest award that can be achieved in Aragon in the field of occupational safety. However, we must not forget that this is just one more step within the strategic objective of 0 Accidents: a single accident is already too much, since it removes the most valuable asset of a company, its workers.



The Aragon Social Responsibility Committee, which coordinates the implementation of the Aragon Social Responsibility Plan (RSA [per the Spanish acronym]), approved the creation of the RSA+ Seal, which seeks to encourage organisations holding the RSA Seal to further develop key aspects of Corporate Social Responsibility, promoting concepts such as awareness, commitment, training and transparency.

In the first edition of 2018, Grupo Sesé was one of the companies awarded with this **Corporate Social Responsibility Seal Empresa RSA+**.

This Seal is a step forward in the framework of Social Responsibility, driving four aspects:

- **Work-life balance.**
- Promotion of **equal** treatment.
- **Volunteering.**
- Getting involved in the **promotion of culture** in Aragón.

In order to obtain the RSA+ Seal, in addition to being in possession of the current and renewed RSA seal, it is necessary to comply with at least two of four of the requirements mentioned above. Grupo Sesé has been awarded for its compliance in all four.



**" SOCIAL RESPONSIBILITY IS NOT ABOUT THEORY, BUT PRACTICE "**

## » GRUPO SESÉ, COMMITTED TO ITS STAKEHOLDERS



The **Counsellor of Economy, Industry and Employment of the Government of Aragon, Marta Gastón**, visited the corporate offices of Grupo Sesé in Zaragoza. The following issues were emphasized in said visit:

- the "focus on innovation" of the company.
- "the great trajectory as a company",
- Grupo Sesé is a company that goes "far beyond transport", from the design of a management process to the set of solutions of the supply chain for a company.
- the "excellent logistics know-how" of the company as it "works jointly for the benefit of logistics in Aragón".

Grupo Sesé, led by its chairman, Mr Alfonso Sesé, participated in the "7 casos de éxito" ["7 success cases"] session organized by the Asociación de Empresa Familiar [Family Business Association], analysing how to leap towards technological transformation while keeping the values of companies intact.

The session was attended by business persons such as Alfonso Soláns (Pikolin), Jorge Villarroya (IQE), Paloma de Yarza and Íñigo de Yarza, (Henneo), Carlos Pascual (Grupo Integra), Carlos Oehling (Fersa Bearings) and Daniel Rey (Grupo Rey), among others.





**Pilar López, President of Microsoft Spain**, together with Alfonso Sesé, Chairman of Grupo Sesé and the Technology and Innovation team led by Roberto Lorente, together with EFOR Internet y Tecnología.

They shared a morning of work in the corporate headquarters of Grupo Sesé reviewing the different technological innovations developed in the Group, as well as the different applications of Microsoft technology in companies and projects of the organization.



This is the third consecutive year where Grupo Sesé participates in this event. This year 50 workers participated in the **Carrera de la mujer** [Women's Run] organized in Zaragoza. They shared a very sporting, supportive and demanding morning. It is an excellent representation, more numerous and committed each year.



This is the second consecutive year that Grupo Sesé participates in this event. This year 34 workers took part in the **5th ESIC Race** organised in Zaragoza, to the solidarity solar energy system of the Rusoro Health Centre in Rwanda, in collaboration with Medicusmundi.

**¡Thank you all for representing us!**



Rooted with its origins, since 2016 Grupo Sesé participates as a company in the flower offering to Our Lady of the Pillar.



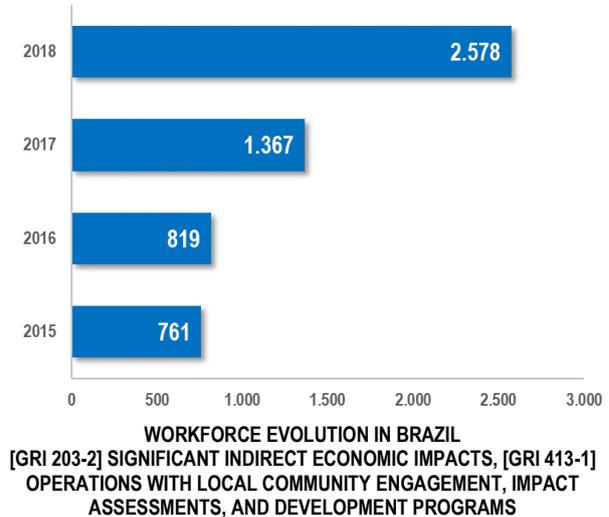
**28 people**, including workers and family members, participated in 2018.

## » GRUPO SESÉ, SUPPORTING THE LOCAL COMMUNITIES WHERE IT OPERATES

One of the pillars of Grupo Sesé' strategy has been and continues to be growth, diversification and international expansion, but always with the utmost respect and commitment to the local communities where it is established. Thus, as a personnel policy in the countries where it is located, Grupo Sesé supports local development initiatives, always including personnel from the country itself.

The aim is to create quality and sustainable employment independently of the region and thus contribute to the industrialisation of the environments with which it interacts. This has occurred in Algeria, where it has been one of the actors participating in the development of the non-existent industrial network in the Relizane Province.

Brazil is another significant example where Grupo Sesé currently employs more than 2,500 people.



Of the entire workforce that Grupo Sesé has outside Spain, only 0.33% of the staff is not local and has been transferred from another team in the organisation to participate in the management of local operations.

With regard to the organisation's senior executives, 79% have been hired in the local community itself.

Note: the concept of "senior managers" includes the Board of Directors, the Steering Committee and the Country Managers. It is considered "local" when the nationality of the manager is the same as that of the country where they operate.

**79%**  
Percentage of senior managers hired in the local community.

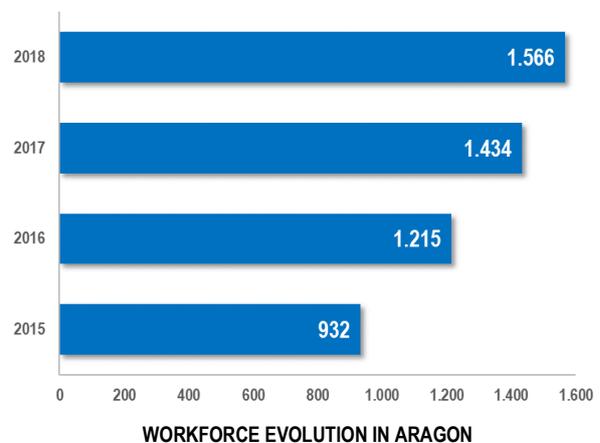
[GRI 202-2] PROPORTION OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY, GRUPO SESÉ SCOPE

## >> Reinvesting in their communities of origin <<

Grupo Sesé is a company from Aragon deeply bounded to its origins. It develops much of its activities in Aragon. This impacts directly in the economic and social picture of the Autonomous Community, as evidenced in the following figures.

**73%**  
**INVOICING** 73% of the overall invoicing of Grupo Sesé corresponds to companies of the Group with corporate address in Aragon.

**39%**  
**PEOPLE** 39% of the workforce of Grupo Sesé is employed in Aragon. It is one of the 20 Aragonese companies that create more direct employment in Aragon.



[GRI 413-1] OPERATIONS WITH LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS

## » FUNDACIÓN SESÉ

Grupo Sesé channels all its social strategy by means of Fundación Sesé, a state non-profit organization. Fundación Sesé defines its principles committed to equal treatment of all people and aims at:



- Inter-mediation,
- training,
- counselling,
- accessibility
- and company creation,

for people with functional diversity and / or at risk of exclusion, open-minded with regards to the development of the potential of people.

The objective is to promote a CHANGE in companies, as well as a change in society, being OPEN-MINDED towards workers with high capacity for adaptation and performance, seeking maximum COMPATIBILITY between profiles and positions, along with a qualified TRAINING.

Fundación Sesé has been awarded the **Certificado Excepcional Tres Estrellas SOLIDAR** [Exceptional Three Stars SOLIDAR Certificate] for the actions carried out to promote the employment of people with disabilities in the labour market. Thanks to this award value is given to the social commitment of the organization, by permanently allocating resources to the promotion and creation of activities to facilitate jobs to groups that have more difficult access to the labour market.

### >> Grupo Sesé – Fundación Sesé Social Projects <<

[GRI 413-1] OPERATIONS WITH LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS, GRUPO SESÉ SCOPE



#### SESÉ BIKE TOUR

Sesé Bike Tour is a solidary cyclist tour that was incorporated in 2018 to the national circuit of *Grandes Marchas Ciclistas* [Great Cyclist Tours], by **El Pedal Aragonés** and Fundación Sesé.

It starts and finishes in Urrea de Gaén and it is a demanding route through new routes of the province of Teruel / Bajo Martín and Maestrazgo, in its first edition, the tour was linked to the fight against **Amyotrophic lateral sclerosis**.



€  
**22.000€**  
collected

**+260**  
participants  
registered

**+100 volunteers**  
of Grupo Sesé, Fundación Sesé and the  
neighbours of Urrea de Gaén and  
surrounding villages

The 2018 edition of the SeseBike Tour 2018 has been chosen as one of the best races in Spain according to Runedia and has received the Red Aragon tourist seal of excellence.





### MUSICAL FUNDRAISING GALA

In 2017, the first Gala organised by Fundación Sesé was held, "En marcha, música por el autismo" ["On the move! Music for Autism"], dedicated to people with autistic spectrum disorder and their families, in which a total of € 33,885 were raised.

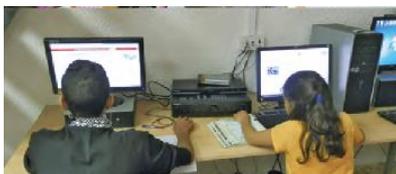
In 2018, "En marcha, música por el cáncer infantil" ["On the move! Music for Child Cancer"] achieved a very special goal: to raise enough funds to build a cinema room inside the Miguel Servet Hospital in Zaragoza, where hospitalised children can go to the cinema while receiving their treatments.

Fundación Sesé raised € 37,406 for the initiative "En el Hospi estoy de cine" by Juegaterapia and the Miguel Servet Hospital in Zaragoza, with the aim of building a cinema room inside the hospital.

€  
37.406€  
collected

8 artists  
On the stage

35 volunteers  
From Grupo Sesé and Fundación Sesé



Since 2015, Fundación Sesé has been the main collaborator of the **ASOCIACIÓN EL CAÑAR** project, in the development of two lines of work: school support and adult school for groups at risk of exclusion, mainly immigrant children and their mothers in Delicias district in Zaragoza.

The purpose of the adult school is to teach Spanish, to teach people to read and write, to master basic mathematical operations, and to familiarise students with the traditions and culture of the country. These are the numbers of the centre this year:

42 young people  
between 10 and 16  
years old

48 women

25 volunteers  
each week



For the second consecutive year, Fundación Sesé and **Fundación Scout Griébal**, in collaboration with **Fundación Federico Ozanam**, organized a **work camp** attended by 10 young people at risk of exclusion.

The aim of the work camp is to promote knowledge and conservation of the rural environment, to get to know, through the practice of mountain activities, the healthy alternative of enjoying free time in nature, to educate on the basis of effort at work, and to encourage interpersonal relations and individual development. It is a rehabilitation and maintenance service of the Centre.



**10 young people**

Between 18 and 21 years old



**2 volunteer supervisors**



Following the agreement signed in 2016 between Grupo Sesé and VFL Wolfsburg football club, by means of a sponsorship contract, every year the Sesé Football Training Camp is held for the children of the employees of Grupo Sesé.

5 coaches of its Football School travel to teach a session of trainings and games of 3 days of duration, for groups of boys and girls of between 6 and 16 years.

In 2018 the **3<sup>rd</sup> Training Camp of Grupo Sesé** took place in Spain and was attended by 90 children.

Through the collaboration of Fundación Sesé with International Cooperation some boys of the Programme of Social Leadership could participate again.

Likewise, the **2<sup>nd</sup> Training Camp of Grupo Sesé in Mexico** was attended by 20 children.



1	2	3	4	5	6	7	8
LETTER FROM THE CHAIRMAN	THE ORGANIZATION	VALUE CHAIN	POLICIES AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSABILITY	ABOUT THIS REPORT



In 2018, Fundación Sesé continued to support equal treatment in sport, specifically for deaf women, who face a situation of double inequality, by gender and by disability.

The **women's football team of the Altatorre Centre** for Deaf People in Madrid (CAPSM per the Spanish), sponsored by Fundación Sesé, participated for the first time in the Spanish Indoor Football Championship for Deaf People, where it qualified in **third place** and one of its players was recognised as the Championship's top scorer. In the same year, they have achieved the **sixth position** in the "Deaf Champions League" European Championship.



Since 2018, Fundación Sesé is a sponsor of the **Escuela Discapacidad Intelectual Real Zaragoza** [Real Zaragoza Intellectual Disability School]. In this project **Real Zaragoza club** and **LaLiga Genuine** seek to normalize football among people with intellectual disabilities.

The aim is to promote social inclusion, coexistence and fun through this sport through these types of initiatives.



Fundación Sesé and Grupo Sesé participated in the toy collection campaign organised by Aragón Radio (**La Noche Más Mágica**).

More than 17,000 toys were collected and distributed thanks to the generosity of the Aragonese people and the selfless work of the volunteers who managed the 70 collection points, including those of Grupo Sesé.



**17.000** toys distributed during the campaign



**70** collection points



**869 kg.**  
Clothes collected

**3.904 kg. CO<sub>2</sub>**  
Emission has been avoided

Since 2018, Grupo Sesé has a permanent collection point for clothes for the "A todo trapo" project. This is a networking programme aimed at the social and labour insertion of women in disadvantaged social situations.

This project, promoted by **Caritas**, is mainly developed through activities linked to the care, recovery and marketing of second-hand clothing: making, laundry, ironing, reuse, etc.

This social action has also a significant environmental impact, since the use of second-hand clothing allows avoiding the emission of equivalent clothing that is no longer necessary to manufacture.



Thanks to the collaboration of the volunteers of Grupo Sesé and the good contacts that Fundación Sesé has with the **Three Wise Men**, the magicians from the East made a small stop at the **El Cañar Association in Zaragoza** to give gifts to the youngest members of the association.



Two charity Paddle tournaments were held in 2018:

- In Zaragoza, funds were raised to support the work camp organised by the **Fundación Scout Griébal**, in collaboration with the **Fundación Federico Ozanam** for young people at risk of exclusion.
- In Martos, Fundación Sesé joined the fight for "La **Sonrisa de Adriana**" by raising funds for research into Pitt Hopkins syndrome.



  
**20.000 m<sup>2</sup>**  
 surface

Fundación Sesé collaborates annually with the Polo Volkswagen Park (Navarra). This Park began its activity in 1999 and develops road safety education programs for the youngest (schoolchildren between 5 and 15 years old). Through theoretical and practical educational and recreational activities, future drivers and pedestrians are explained the basic principles of road safety education.



At the end of the year, the results of each of these projects are analysed:

- For non-social projects, specific objectives are set forth for the return on investment in economic terms, associated with energy savings, as well as environmental terms, relating to the reduction of the environmental impact. The yields of these projects are additionally reviewed by the Boards of Directors.
- Fundación Sesé prepares an Annual Activity Report reviewing the results of the projects and initiatives carried out throughout the year.



  
<https://www.facebook.com/FundacionSese/>

  
[https://twitter.com/fundacion\\_sese](https://twitter.com/fundacion_sese)

  
<https://www.youtube.com/user/fundacionsese>

  
<https://es.linkedin.com/in/fundacionsese>

  
<https://www.instagram.com/fundacionsese>

EVOLUTION IN SOCIAL MEDIA OF THE ACTIONS OF FUNDACIÓN SESÉ FROM 2017 TO 2018

FUNDACIÓN SESÉ SOCIAL MEDIA

### >> Special Employment Centres <<

The Proprietors of Grupo Sesé encourage the development of these Special Employment Centres, evidencing that socially responsible behaviour is not incompatible with economic profitability and efficiency. Sesé Integra was born in **Martos** in 2010. It is the **first Special Employment Centre** created for the integration of disabled people by means of the execution of a professional activity within the framework of a business project.

In June 2016 a **new industrial activity** started in this Special Employment Centre: injection of thermoplastics for the automotive industry. A 5 million euro investment has been made in machinery and facilities, a proportionate increase of the workforce, where 76% workers have disabilities.



In 2015, Grupo Sesé obtained the qualification for the **Special Employment Centre** in **Zaragoza**, whose activity officially started in 2016. This Special Employment Centre covers the professional needs of some of the most important companies in the automotive, logistics and food industries.

In 2018, a new line of **digitization** work was started in this Special Employment Centre. The activity was born with the aim of responding to the Group's internal needs and then offering this digitisation service externally to other companies and entities.

The future objective is to make investments that enable the development and implementation of new projects in the Autonomous Community of Aragon, especially in disadvantaged areas due to their low population density, as well as to develop other projects outside Aragon in order to offer new job opportunities to said groups.

#### Year 2016



**141** disabled people in Special Employment Centres in Spain.

#### Year 2017



**219** disabled people in Special Employment Centres in Spain.

#### Year 2018



**213** disabled people in Special Employment Centres in Spain.

### >> Social action figures of the employment agency of Fundación Sesé <<

	Year 2015	Year 2016	Year 2017	Year 2018
<b>No. Of people assisted</b>	240	156	254	160
<b>No. Of people from groups with difficulties in labour insertion (*)</b>	209	134	222	133
Less than 30 years old	52	28	45	28
Long-term unemployed persons	20	11	30	8
Women	60	37	75	57
Older than 45 years old	93	66	117	74
Women who are victims of domestic violence	--	--	--	0
<b>Total No. Contracts awarded</b>	24	64	68	74

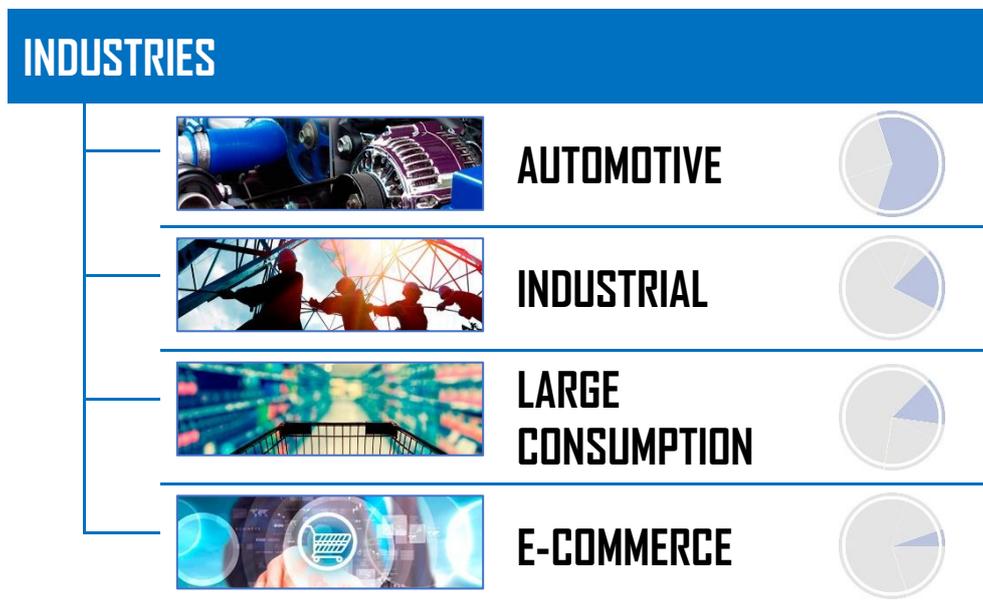
(\*) A same person can belong to several groups at the same time.

## 3 | clients

### » CLIENTS PROFILE

Grupo Sesé's clients are all over the world, developing multiple activities in a wide range of industries.

- ▶ Supply Chain Solution Provider. Clients who need supply chains that are perfectly integrated with their complex structures and production processes, who need comprehensive solutions by means of sophisticated technology.
- ▶ Tailor-made solutions. Clients whose needs are not so much focused on their production processes, but rather on logistics and distribution.
- ▶ Solutions for clients who mainly require transport with the most innovative and efficient means, with best designed and planned routes and with the most trained and expert professionals.



Grupo Sesé participa activamente en las Ferias y Congresos del sector:



SIL (International Logistics Exhibition).



Logistics & Distribution Fair, held in Madrid.



Aragon Virtual Shops Fair in Walqa.



Zaragoza Expodronic Fair.

## » CLIENT SATISFACTION

Sales, Operations and Quality Teams of Grupo Sesé work jointly in the management of these stakeholders.

The organisation of the Sales Team is based on volume and strategy criteria (Major Accounts) and business division. During the initial stage, the team gets to know the client: their needs and expectations by applying cross-selling techniques, which services of Grupo Sesé's Portfolio may address their needs and even those needs that the client may not be aware of.

Back-Office and Quality teams comprehensively analyse the documents in order to identify legal, operational and service requirements which are translated by the Operations and Quality teams into the optimal design of the service to be rendered. This design materialises in the working procedures and instructions and serves as the basis for the training of operations personnel and KPIs are defined to quantitatively verify compliance with said requirements.

From that moment on, a monthly control is made by the aforementioned actors for indicators fulfilment. Each client is assigned one or several Sales Representatives that keep the needs and expectations input updated.

Once they are included into de client's portfolio, they are classified according to their estimated volume of business, their strategic relevance - in line with the strategic plan of Grupo Sesé - and their industry/ activity. They are assigned a specific satisfaction measurement and follow-up system.

### Top30 Group and strategically relevant clients



The clients of this group are assigned a Key Account Manager that conducts regular visits to evaluate their satisfaction level, review the current Tender and seek for new business opportunities and/or improvement needs in the services rendered by Grupo Sesé.

This information is notified to the Sales Department - so they make new offerings - to the Operations Department - so they determine improvement/ action plans - and to the Quality Department - satisfactions results obtained.



The satisfaction levels of those OEM (**Original Equipment Manufacturer**) of which Grupo Sesé is a Tier 1 supplier, are monthly supervised according to the requirements set forth by IATF 16949 standard and Formel Q guideline to better understand their satisfaction levels with respect to the services rendered by Grupo Sesé.

The satisfaction of **all the clients** is measured through the Operational Satisfaction Template



This document is updated on a weekly basis by the operations personnel that are in direct contact with the client to transmit the organisation the opinions of the clients with regard to the services rendered and start actions as soon as practicable to improve their satisfaction.

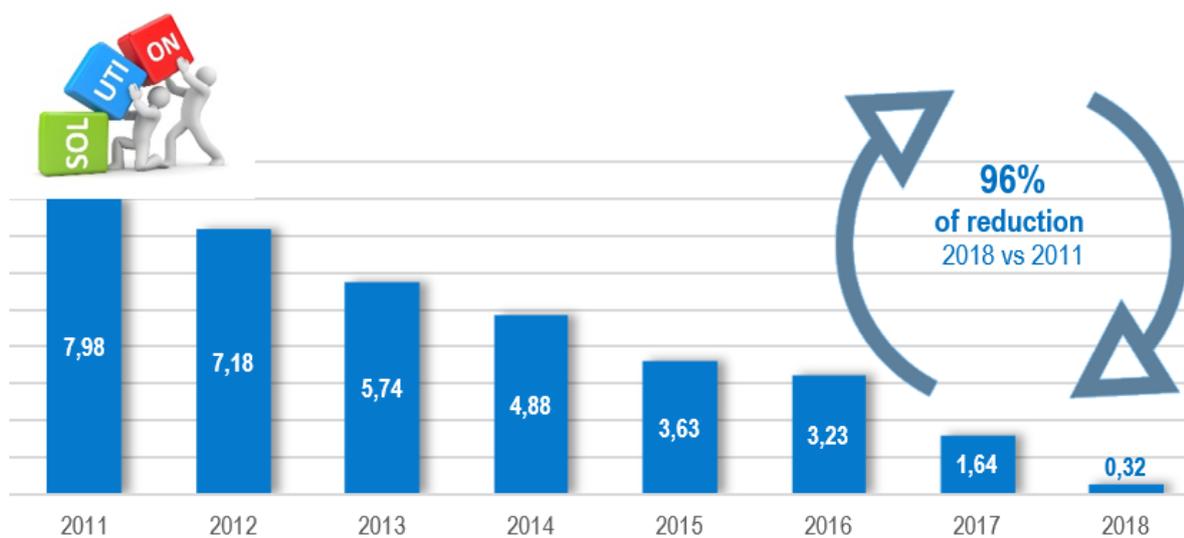
For this purpose a "traffic light" system (green - yellow - red) is used. The Managers of the Business Unit review the results on a monthly basis.

### ▶▶ QUANTITATIVE MEASUREMENT OF SERVICES

- Results of clients audits.
- Operational KPIs, both internal and set by clients.
- Quality assessments / performance reports issued by clients.
- Clients claims
- Clientes audits

On the basis of the documents above, the Quality Department prepares a consolidated monthly report available in the distribution Quality SITE of the IMS (Integrated Management System) available in the organisation.

This document is analysed each month and reported on an annual basis as input for its Review by the Managers.



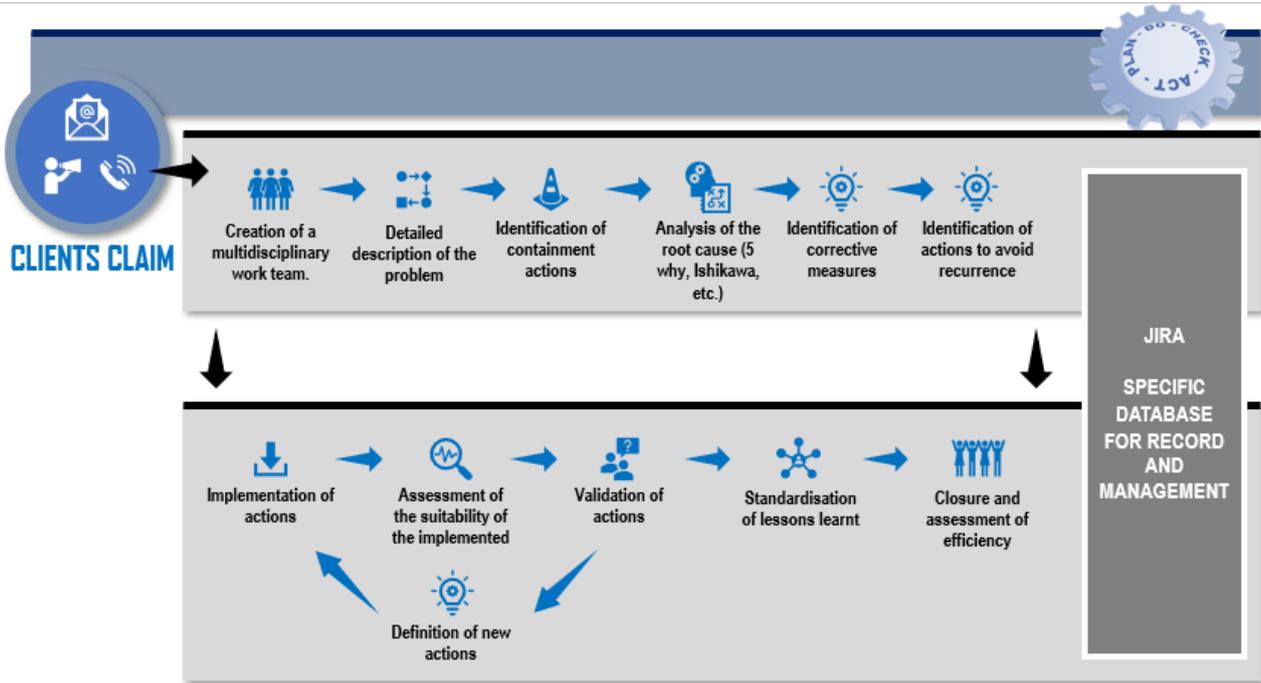
YEAR-ON-YEAR EVOLUTION OF CLIENTS CLAIMS - expressed in ppm - GRUPO SESÉ EUROPE SCOPE



### Clients Satisfaction Level

Year 2015	Year 2016	Year 2017	Year 2018
96,52%	98,14%	97,41%	97,78%

YEAR-ON-YEAR EVOLUTION OF CLIENTS SATISFACTION RATIOS, GRUPO SESÉ SCOPE



CLIENTS CLAIMS MANAGEMENT CHART

**EcoVadis**, in its 2018 evaluation awarded Grupo Sesé the **Gold Medal** rating with a **95% percentile**, a significant improvement of its score in 2015. EcoVadis manages the first collaboration platform that allows companies to evaluate the performance of their suppliers in terms of sustainability in 110 different countries and 150 sectors. EcoVadis' score reflects the company's CSR management system quality.



DETAILED RESULT OF ECOVADIS 2018 EVALUATION

NOTE: THE BLACK SIDE MARK INDICATES THE AVERAGE SCORE OF THE EVALUATED COMPANIES

Grupo Sesé was rated a **100% result** In the **CSR evaluation** carried out by Sofidel platform in 2017. In 2016, with a score of 94%, it was one of the **finalists in the sustainable supplier category of the Sofidel awards**.

## 4 | suppliers

The success of a company is the result of the sum of all the elements. That is why Grupo Sesé tries to establish synergies in the relationships with its clients, i.e. to integrate qualities of both organisations with the aim of jointly achieving greater results.

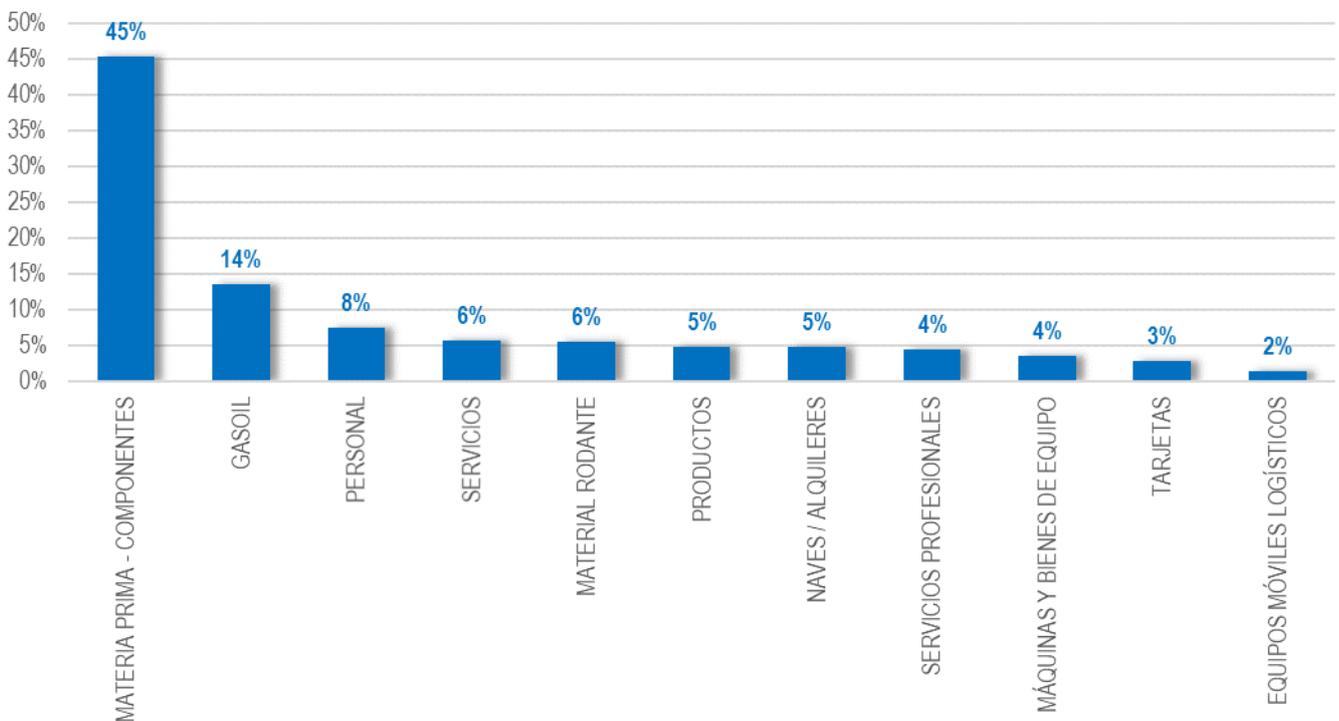


15  
people

Grupo Sesé has a strong Acquisitions Department aimed at managing the needs and collaborations by means of an identification and monitoring system. This team is divided in two main areas: Transport Acquisitions and General Acquisitions.

### ► PROFILE OF THE SUPPLIERS

The following chart shows the acquisition panel of Grupo Sesé according to the type of products/ services acquired.



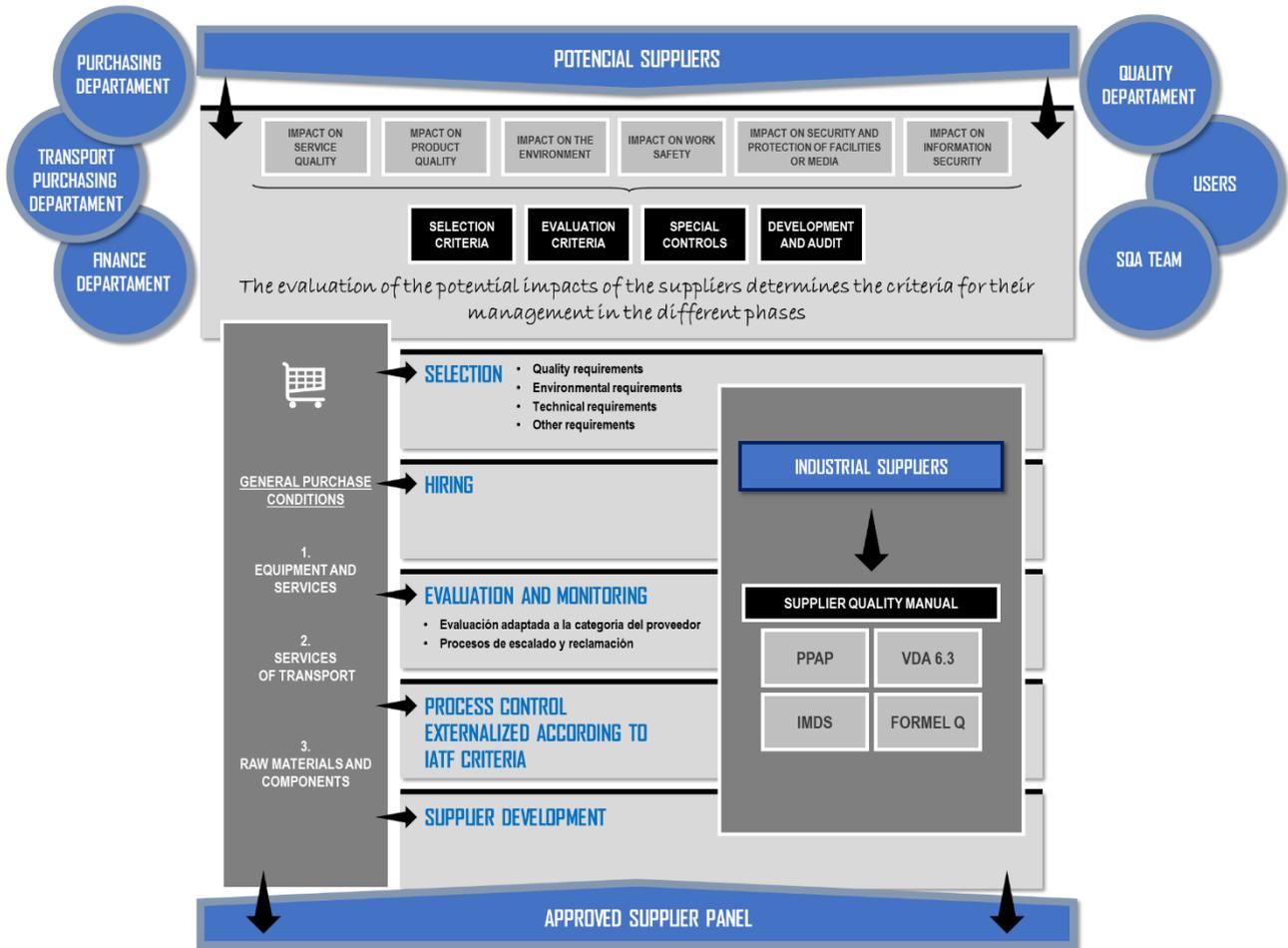
#### DETAIL OF THE SUPPLIERS CATEGORIES AS PER THEIR ANNUAL VOLUME

Note. For a better analysis of the detailed results, the main acquisition (transport outsourcing) has been removed from the graph so as to not impair graphic representation.

DIESEL TRANSPORT	SERVICES
RAW MATERIALS AND COMPONENTS	PROFESSIONAL SERVICES
MACHINES AND EQUIPMENT	PERSONNEL
ROLLING EQUIPMENT	CARDS
MOBILE LOGISTICS EQUIPMENT	PRODUCTS
	WAREHOUSES / RENTALS

#### CATEGORIES FOR THE INTERNAL CLASSIFICATION FOR SUPPLIERS MANAGEMENT

## SELECTION, INTEGRATION AND DEVELOPMENT OF SUPPLIERS



Suppliers selection and standardisation process in Grupo Sesé is based on criteria such as:

- ▶ Quality
- ▶ Solvency
- ▶ Competitiveness.
- ▶ Social Status.
- ▶ References and reputation in the industry.
- ▶ Environmental impact of their activities, as well as environmental impact of their products in the activities performed by Sesé.
- ▶ Geographical closeness. Where possible, Grupo Sesé prioritises local suppliers for fostering local development.

One of the filters applied to suppliers during the selection process relates to quality standards, safety and CSR. Quality Department must approve this for the supplier to be included in Grupo Sesé panel.

In the case of industrial suppliers, potential audits are carried out based on automotive references (VDA), to ensure that they meet the requirements and standards required by both Sesé and its clients. This filter is decisive if the result of these audits is unfavourable and the potential supplier does not have a solid action plan.

Before starting their relationship with Grupo Sesé, all suppliers sign their adhesion to the Management Policies and CSR of Grupo Sesé.

Here follows a summary of the specific safety, environmental and social requirements of suppliers associated with the organisation's most significant impacts:

- ▶ Acquisitions of rolling equipment: all suppliers are classified on the basis of their safety equipment - AEB, ACC, ASR - aerodynamics and emissions. In no case will a vehicle with an engine other than Euro VI be acquired; the purchase of those with the best rating is prioritised.
- ▶ Transport suppliers: environmental requirements are included in the selection and homologation process: The dedicated fleet of over 10 trailers must have Euro V engines or higher, promoting the development of smaller suppliers, mainly self-employed, supporting the improvement of their fleet.
- ▶ Industrial service providers: in addition to quality criteria, other criteria related to their social practices are taken into account, guaranteeing that they do not use conflict minerals in their manufacture.

Additionally, for the rest of the suppliers, the development of best environmental practices is encouraged in the selection and contracting processes. These best practices are especially valued in the framework of major purchases or Tenders. These are not exclusionary criteria, but rather valuable practices such as:

- ▶ Printers' and paper suppliers - use / supply paper with FSC certificates.
- ▶ Printers suppliers - include the management of end-of-life toners with authorized managers.
- ▶ Suppliers who present/ promote initiatives that encourage recycling over treatment valorisation.
- ▶ Suppliers using sustainable manufacturing techniques (cogeneration, CO2 emission offset, eco-technologies, clean energy use, etc.).
- ▶ In Hardware suppliers, minimization of the environmental impact in equipment manufacturing (high % of recycled material, etc.).

With regard to suppliers of industrial services, and within their development, process audits are carried out according to VDA standards to ensure that the products supplied comply with the agreed requirements.



DETAIL OF THE AUDITS TO INDUSTRIAL SUPPLIERS

In the supplier evaluation and monitoring processes, each of the different categories is evaluated according to the most relevant requirements within its scope of application, applying quality, environmental and safety criteria, and in certain cases, social criteria.

The Acquisitions, Human Resources and Quality Departments hold regular personal meetings with the suppliers with the greatest volume and impact in order to evaluate:

- ▶ Quality of services/products supplied.
- ▶ Analyse any incidents that may have occurred so as to implement joint action plans.
- ▶ Study options for new synergies or collaborations to improve the alliance with the supplier.
- ▶ Options for integration within Grupo Sesé's computer systems to improve communication and data transfer.
- ▶ Explore new ways of collaboration.
- ▶ Involve the supplier in initiatives or best practices of Grupo Sesé.



Average result of the **suppliers classification** in the **annual assessment** of service / products rendering

Year 2015	Year 2016	Year 2017	Year 2018
96,99%	97,40%	96,97%	97,46%



Percentage of **Suppliers Evaluated** within the overall suppliers panel [Per equivalent acquisitions volume]

Year 2015	Year 2016	Year 2017	Year 2018
93,07%	93,46%	96,09%	90,24%

**DETAIL OF THE SUPPLIERS ASSESSMENT, GRUPO SESÉ SCOPE**

» **COMMUNICATION AND MANAGEMENT TRANSFER**

**TRANSPORT SUPPLIERS**

- ▶ Through the General Purchasing Conditions (GPC).
- ▶ Through the Driver's Manual (Integrated Management Policies and Best Practices for Efficient Driving).

**INDUSTRIAL SUPPLIERS**

- ▶ Through the General Purchasing Conditions (GPC).
- ▶ Through the Suppliers Quality Manual.

**SUPPLIERS AND SUBCONTRACTORS WHO HAVE ACCESS TO SESÉ FACILITIES.**

- ▶ Through the General Purchasing Conditions (GPC).
- ▶ Together with the Selection and Approval of Suppliers Questionnaire, sending of Policies of Integrated Management.
- ▶ Delivery of Best ORP and Environmental Practices Triptych.

**REST OF SUPPLIERS**

- ▶ Through the General Purchasing Conditions (GPC).
- ▶ Together with the Selection and Approval of Suppliers Questionnaire, sending of Policies of Integrated Management.

**COMMUNICATION OF QUALITY AND ENVIRONMENTAL ISSUES WITH SUPPLIERS**

## 5| environment



Grupo Sesé is deeply committed to the environment in which it carries out its activities and is concerned about the impact that these may have. With the belief that business expansion only makes sense if it is accompanied by sustainable development, measures are applied since the inception of each new project in order to minimize the impact on the environment, focusing the efforts on those factors that have the greatest environmental impact.

- Grupo Sesé is ISO 14001 certified.
- All waste is managed with authorised waste managers and in compliance with all relating regulations.
- The Fleet and Planning Departments work actively to design the optimal routes where both diesel consumption and unnecessary kilometres and consequently, CO2 emissions are minimised.
- Likewise, the Transport, Systems and Fleet Departments are constantly looking for new technologies, processes and equipment to reduce CO2 emissions.



**“THE EARTH IS NOT OURS TO GIVE TO OUR CHILDREN, BUT RATHER SOMETHING OUR PARENT LENT US”**



The comprehensive management policy is available on the Corporate Website and on the Intranet of the company.

One new feature with regard to the previous report in this analysis is the inclusion of the new requirements set forth in Act 11/2018 on non-financial information and diversity.

Grupo Sesé identifies the environmental impacts of its activities on an annual basis, evaluating each of the impacts to determine which of them are more significant and act accordingly. By means of this process it has been identified that diesel consumption and greenhouse gas emissions have a greater impact on the environment than others and, thus, efficient and robust measures and action plans must be implemented. This chapter includes a detailed picture of these impacts as well as other information that may be relevant for stakeholders.

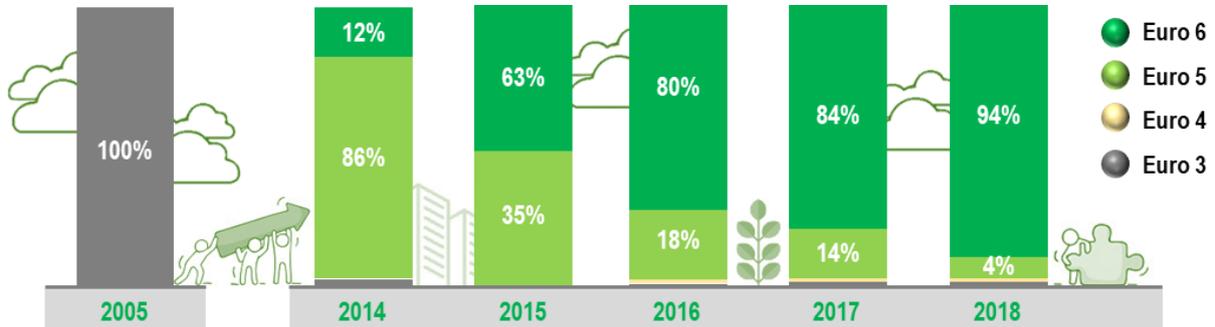
Among the minor environmental impacts of the organisation are (Note: Act 11/2018 on non-financial information and diversity sets the requirement to explain the organisation's management approach with regard to the following issues).

- Noise pollution, which is not a significant aspect due to the activity performed by the organization. It must be emphasized that with regards to transport, all the vehicles are of last generation, which is taken into account by the manufacturers. Likewise, vehicles annually undergo Vehicle inspection where noise level is evaluated for the vehicle to be valid.
- Water consumption is 100% supplied from the public network. In industrial activities, which account for the largest consumption where water is used for cooling injection equipment, water is recirculated to mitigate the impact and reduce consumption.

**GRI 303-1] WATER WITHDRAWAL BY SOURCE and [GRI 303-3] WATER RECYCLED AND REUSED**

- with regard to light pollution, no specific action has been carried out, as no sign or aspect deemed relevant for analysis has been identified.

## GHG EMISSIONS



EVOLUTION OF THE ENGINES OF THE OWN FLEET [Euro V engines include LNG Transport Trailers] GRUPO SESÉ EUROPE SCOPE

### % Euro 6 fleet

Year 2015	Year 2016	Year 2017	Year 2018
62,89%	80,35%	83,62%	<b>93,76%</b>

GRUPO SESÉ EUROPE SCOPE

### reduction of CO2 emissions/ km covered vs. 2012

  
GOAL: ACHIEVE A 10% REDUCTION IN 2019 vs. 2012

Year 2015	Year 2016	Year 2017	Year 2018
-8,69%	-9,74%	-8,85%	<b>-9,79%</b>

[GRI 305-5] REDUCTION OF GHG EMISSIONS,  
[GRI 305-4] GHG EMISSIONS INTENSITY, GRUPO SESÉ EUROPE SCOPE



TECHNOLOGY AND INNOVATION: ACTIVE TECHNOLOGIC WORKING LINES FOR THE REDUCTION OF HARMFUL EMISSIONS.

Average reduction of CO2 emissions per initiative

	Intermodal transport is an alternative that combines competitiveness, ecology and security.	<b>96%</b>
	LNG vehicles (liquefied natural gas)	<b>25%</b>
	Cutting-edge engines: Grupo Sesé constantly tries to improve the engines of its trailers to reduce diesel consumption and CO2 emissions. The use of Euro VI engines vs. Euro IV means: <ul style="list-style-type: none"> <li>• 16% CO2 reduction</li> <li>• 44% reduction of particulate matter</li> <li>• 68% NOX reduction</li> </ul>	<b>16%</b>
	Use of high-efficiency traction heads, such as Scania Ecolution.	<b>15%</b>
	Use of Megatruck to reduce emissions per tonne transported	<b>11%</b>
	Use of lightweight platforms to reduce emissions per tonne transported	<b>8%</b>
	100% of the fleet is equipped with aerodynamic kits.	<b>8%</b>
	Efficient driving training.	<b>6%-8%</b>
	Use of additives / catalysts as AdBlue. 100% of the fleet is equipped with SCR technology, where AdBlue is stored in an exclusive deposit.	<b>4%</b>
	All tyres are eco-friendly, which, due to their technical characteristics, makes it possible to reduce fuel consumption and CO2 emissions	<b>2%</b>

**ENVIRONMENTAL IMPACT MITIGATION LEVEL OF PRODUCTS AND SERVICES**

[Note: reduction percentages are calculated by comparing one piece of equipment with that characteristic with another that does not have it].



	<b>CO<sub>2</sub></b>	<b>NO<sub>x</sub></b> [GRI 305-7]	<b>SOX</b> [GRI 305-7]	<b>COVs</b> [GRI 305-7]
Year2015	50.233	43.673	24	20.678
Year2016	67.281	60.758	33	12.038
Year2017	69.699	61.602	65	3.214
<b>Year2018</b>	<b>88.682</b>	<b>83.909</b>	<b>1</b>	<b>10</b>
	<b>Scope 1</b> [GRI 305-1] <b>82.683</b>	<b>Scope 2</b> [GRI 305-2] <b>5.998</b>		

[GRI 305-1] DIRECT (SCOPE 1) GHG EMISSIONS IN EQUIVALENT TONNES  
[GRI 305-2] ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS IN EQUIVALENT TONNES  
[GRI 305-7] NITROGEN OXIDES (NOX), SULPHUR OXIDES (SOX), AND OTHER SIGNIFICANT AIR EMISSIONS, IN KILOGRAMS  
**GRUPO SESÉ EUROPE SCOPE**

In 2019, a project was started in collaboration with ECODES to certify the Sesé Group's carbon footprint for Scope 1 and 2 emissions in 2018. It covers a 3-year timeline with the objective of making the certificate global and including Scope 3.

	Diesel consumption (litres)	Natural gas consumption (megawatt / hour)	Energy consumption (megawatt / hour)
Year 2015	17.538.733	2.039	9.206
Year 2016	23.636.083	6.312	13.680
Year 2017	21.047.310	3.602	30.678
Year 2018	27.488.349	3.186	11.762

[GR 301-1] MATERIALS USED BY WEIGHT OR VOLUME, GRUPO SESÉ EUROPE SCOPE

[GRI 302-1] ENERGY CONSUMPTION WITHIN THE ORGANIZATION, GRUPO SESÉ EUROPE SCOPE



#### DUO TRAILER PROJECT AND POTENTIAL IMPACT ON THE ENVIRONMENT

In 2018 Grupo Sesé, once again a pioneer, together with the Mechanical Engineering Department of the University of Zaragoza, put into service for the first time in Spain the **Duo Trailer**, a truck of 31.75 meters and a maximum authorised mass of 70 tons. For the moment, these are research tests that will culminate with a report to show the behaviour and benefits of this new vehicle in terms of reduced emissions, efficiency and road safety so that in the near future its service in Spain can be standardised. All relevant data from the two pilot routes are sent to the Directorate General of Traffic to allow the study of this new type of vehicle.

It is estimated that the Duo Trailer could mean a saving of between 20% and 35% in logistics costs, a reduction of emissions in load equivalent to 20%, in addition to the fact that it will probably have a positive impact on the reduction of road accidents, since the Duo Trailer could have the capacity to reduce by 50% the number of trailers in service and this implies enormous advantages in terms of sustainability, safety and efficiency.

In addition, Duo Trailer offers greater efficiency in terms of intermodal transport with rail transport as the trains are designed to operate at maximum performance with 13.60 metre trailers, such as Duo Trailer. Therefore, Duo Trailer could also favour rail transport with the rest of Europe.

  
**20% - 35%**  
 Reduction of logistics costs

  
**20%**  
 Reduction of CO<sub>2</sub> emissions

  
**50%**  
 reduction of trailers in service

## » ENERGY EFFICIENCY

Grupo Sesé is aware that its activities and energy consumption impact on the environment, so they take steps in all business lines to improve the energy efficiency of its products and services. Some of the initiatives undertaken during the last years are summarised below.



### Lighting

- Presence detectors in passageways and access areas.
- Cold fluorescent luminaires that consume 50% less than the standard.
- Replacement of standard luminaires with LED luminaires that consume up to 80% less energy. Replacement plan in all Group work centres.
- 400 kw Photovoltaic installation.
- Awareness campaigns for the reasonable use of resources.



### Conditioning

- Awareness campaigns for the reasonable use of resources.
- Automation of conditioning systems according to external conditions.
- Use of geothermal energy in the conditioning systems of corporate offices.



### Hardware

- Implementation of virtual services in the cloud that have allowed for a reduction of up to 75% of energy consumption compared to that of the previous physical infrastructure.

#### ENVIRONMENTAL IMPACT MITIGATION LEVEL OF PRODUCTS AND SERVICES - ENERGY EFFICIENCY MEASURES



**0** Emissions Climate-controlled corporate building with geothermal energy.



**2** Work centres in Spain that changed standard luminaires to LED in 2018.



**1** self-consumption centre in Spain



Kilowatt / hour sold from a photovoltaic station

Year2015	609.739
Year2016	547.442
Year2017	577.167
Year2018	496.428



energy consumption from renewable sources (megawatt / hour)

Year2015	--
Year2016	--
Year2017	--
Year2018	2.299

#### GRI 302-1] ENERGY CONSUMPTION WITHIN THE ORGANIZATION

GRUPO SESÉ EUROPE SCOPE

## » BIODIVERSITY

Since this is not a relevant material issue for Grupo Sesé within the legal requirements associated with the activities developed and directly linked to the protection of biodiversity, it can be said that the new centres where Grupo Sesé is implemented have an Environmental Licence which includes, where applicable, an Environmental Impact Assessment/Study.

By 2019, as part of the Volunteering project, one of the actions will be focused on the environment, and other activities related to this aspect may be valued.

	 Protected areas affected by the activities of Grupo Sesé	 provisions and guarantees for environmental risks	 CO2 compensation   Scania trailer   tree
Year 2016	0	--	46 trees
Year 2017	0	--	41 trees
Year 2018	0	13.300.000€	18 trees

[GRI 304-1] OPERATIONAL SITES OWNED, LEASED, MANAGED IN, OR ADJACENT TO, PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS, GRUPO SESÉ SCOPE

MEASURES FOR THE PROTECTION OF BIODIVERSITY, GRUPO SESÉ SCOPE

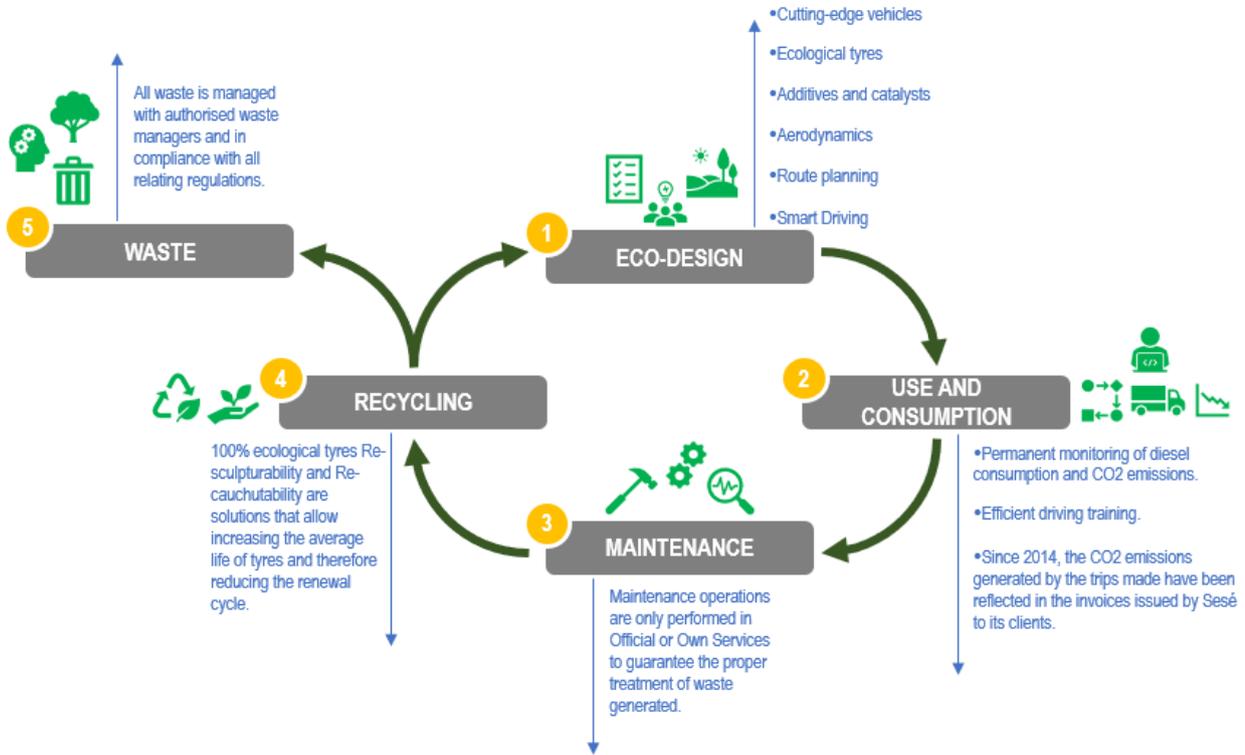
## » WASTE MINIMISATION AND MANAGEMENT

Measures for waste minimisation and management

	<p><b>Awareness-raising</b></p> <ul style="list-style-type: none"> <li>Awareness campaigns for the reasonable use of resources and appropriate waste separation</li> </ul>
	<p><b>Seperation</b></p> <ul style="list-style-type: none"> <li>Separation of paper and cardboard, plastics and wood in both offices and operating centres</li> </ul>
	<p><b>Minimisation</b></p> <ul style="list-style-type: none"> <li>Waste treatment with authorised managers who give priority to recovery over other management methods.</li> <li>Use of returnable containers for transport and storage of industrial service components</li> <li>Use of eco-friendly tyres</li> </ul>
	<p><b>Food waste</b></p> <ul style="list-style-type: none"> <li>Our catering service provider is working on the development of SDG 12 by innovating and collaborating to reduce food waste, working towards a circular model.</li> </ul>

ENVIRONMENTAL IMPACT MITIGATION LEVEL OF PRODUCTS AND SERVICES - WASTE MINIMISATION MEASURES

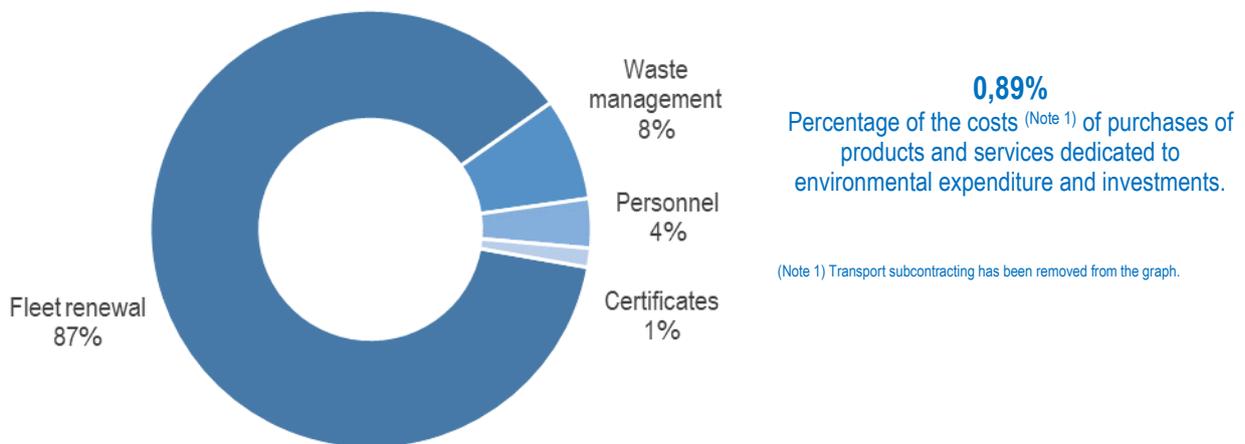
## » CIRCULAR ECONOMY



CIRCULAR ECONOMY - THE EXAMPLE OF TRANSPORT MANAGEMENT

## » ENVIRONMENTAL INVESTMENT

This chart details the distribution of expenses and investment in environmental protection.



DETAIL OF EXPENSES AND INVESTMENTS  
[GRI 203-1] INFRASTRUCTURE INVESTMENTS AND SERVICES SUPPORTED, GRUPO SESÉ SCOPE

## 6| innovation

Over the last decade, innovation has become one of the terms preferred to define strategies, business models and attitudes. Updating and innovation are a must in the business environment today.

To research and develop these initiatives, Grupo Sesé collaborates with:

- ▶ Universities.
- ▶ Technological centres.
- ▶ Industrial and sectorial clusters.
- ▶ Technologically relevant private companies.

The essence of Grupo Sesé is the capability of anticipation and adaptation to changes, on an on-going development of solutions. Thus, the organisation's objective of "going one step ahead" is successfully met every year.

Innovation and continuous improvement are included as key and differentiating elements in the mission of the organisation. On the basis of this, Grupo Sesé focuses its innovation efforts on three clearly differentiated areas:

	<b>INNOVATION IN PROCESSES</b>	
	<b>TECHNOLOGICAL INNOVATION</b>	<p><b>74 ICT personnel</b> working on development and applications</p> <p><b>6 Planning personnel</b> optimising and balancing routes</p> <p><b>2 Fleet personnel</b> in efficient driving projects and new transportation methods</p> <p><b>3 people</b> working on <b>Lean Manufacturing Processes</b>.</p>
	<b>ORGANISATIONAL INNOVATION</b>	



[SESÉ 501-1] INNOVATION FIGURES, GRUPO SESÉ SCOPE

## » SUCCESS CASES IN 2018

### DESIGN THINKING



Sesé Group launched in 2018 a series of Sessions where Design Thinking is a crucial tool.

These sessions are always held in a free and relaxed environment outside the usual facilities of Sesé in order to create a conducive workspace so **creativity** is not limited.

The objectives of these sessions are:

- To present real challenges that Grupo Sesé currently faces to the workers themselves so they try to solve them with **disruptive approaches**, encouraging them to **"think outside the box"**.
- To connect the different headquarters of the organization in Spain, since the participants come from all over the country.
- To encourage interaction between profiles that do not usually work together in a clearly **multidisciplinary** environment.

These sessions are intended to be annual meeting points where the know-how of the workforce, their different points of view and the latest methodologies for solving problems and / or developing projects are also leveraged. They also aim at becoming the **laboratory** where the new **transversal innovations** of the organization are developed.

Some of the challenges that were addressed in 2018 are:

- Corporate Offices: "How to improve intradepartmental collaboration?"
- Logistics: "What your clothes should have to work better in the warehouse?"
- Transport: "How to manage transport without using computers?"
- Industrial Services: "How to remotely assist to the operations?"



### TECHNOLOGICAL BREAKFASTS

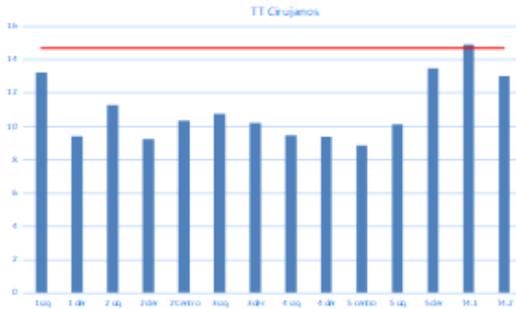


In 2018, the Systems Department launched an initiative aimed at bringing the latest technologies and their possible applications to the rest of the organization while sharing a breakfast at the headquarters of Grupo Sesé.

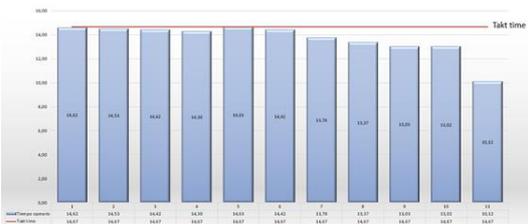
The Technological Breakfasts have been excellently welcomed and, during working hours, it has been possible to deal with such new topics as **Blockchain**, **Artificial Intelligence** or the **Internet of Things**.

## LEAN MANUFACTURING SKD PROJECT

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SITUATION BEFORE WORKLOAD BALANCE



SITUATION AFTER WORKLOAD BALANCE



In 2018 LEAN has been implemented in SKD dismantling process of one of the facilities of Grupo Sesé in Spain.

By applying Lean Manufacturing tools the following was achieved:

- Standardisation of processes.
- Elimination of operations that did not add value.
- Balance the workload of each operator.
- Improvement of the ergonomics of operations with initiatives aimed at both work stations and other work tools, designing, e.g.: a new logistics trolley that allowed for the reduction of the operator's movements and also improved the protection of parts during handling.

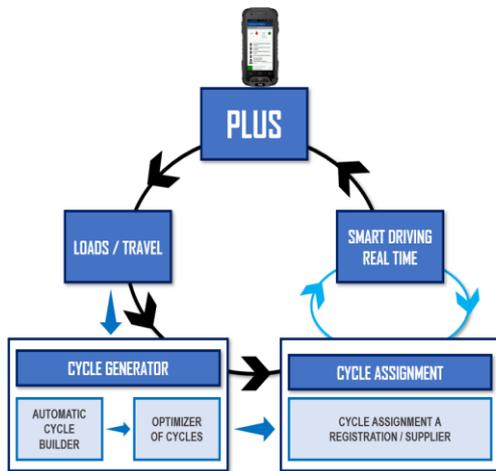
Thanks to all these actions, not only has it been possible to **improve productivity by 25%**, but also to continue the deployment of the LEAN philosophy within Grupo Sesé operations, which began with a pilot project in 2016.

The end? Quite the contrary! The Lean team continues to work actively to improve the operations of Grupo Sesé.

In order to get the full experience, part of the Lean Manufacturing team participated in a **Kaikaku Experience** with **ASENTA**, as part of the **Special Edition of the Lean Logistics Study Mission to Japan**.



## SMARTDRIVING



Broadly speaking, SmartDriving is an intelligent driving system based on Big Data, which analyses and processes all vehicle telemetry information to dynamically offer driving recommendations based on the type of vehicle, the load transported and the physical conditions of the road.

There is a significant difference in consumption per kilometre between the different drivers according to their driving mode, which oscillates between 2 and 6 cents per kilometre. In this way, the system indicates the driver at all times the speed at which they should be driving, as well as the place and time of each of the stops needed.

The main objectives of its implementation are to:

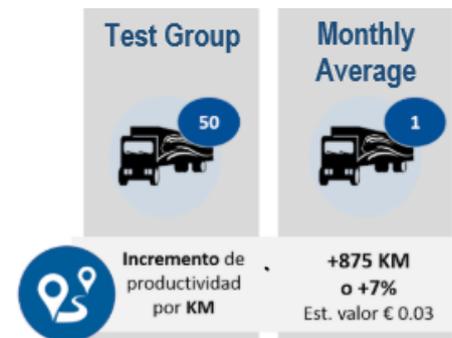
- Optimise transport routes.
- Improve fleet control.
- Improve service quality.
- Facilitate the driver's work.
- Reduce costs.
- Reduce GHG emissions.

The project is funded by the Centre for the Development of Industrial Technology (CDTI) and is developed in collaboration with ITA (Technological Institute of Aragón).

In 2018, tests were carried out on a group of 50 trailers to test and purify the system, as well as to evaluate their efficiency.

The benefits analysed were a productivity increase of 875 km/month, equivalent to an increase of 7% on average.

Throughout 2019 it will progressively be installed in 100% of the fleet.



## CHATBOT



A Chatbot is a Bot that uses **Artificial Intelligence** to answer pre-programmed questions based on predefined semantics, that is, the answers are limited.

Once configured, programmers can add more linguistic variations of the questions that lead to a more natural conversation. Moreover, it can chat with several people at the same time.

The objective has been to create a tool that allows for a **new source of automated information for internal and external users** in order to reduce response times, the time that the personnel spend on these queries and to improve the communication experience, both in terms of efficiency and reactivity.

## SIVAS - ROBOTS COLABORATIVOS



The general objective of this project is to develop a system based on 4.0 technologies, within the field of **mobile and aerial robotics**, to achieve an improvement in logistics processes for warehouses and distribution centres.

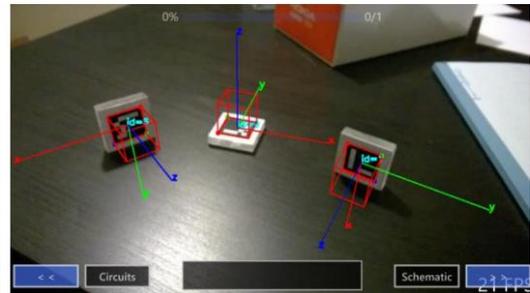
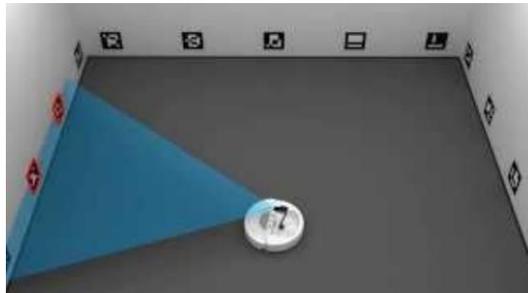
To address this problem, Grupo Sesé is developing, in collaboration with ITA, a solution based on a fleet of **autonomous mobile robots** (land and air robots) so the logistics processes, mainly inventory, order preparation and supply of materials to the production process can be improved and streamlined.

The implementation of this technology in these environments enables more reliable, faster, safer, more flexible and efficient operations according to the demand of Industry 4.0. This is why the project is supported by the Centre for the Development of Industrial Technology (CDTI) due to its great technological interest.



The fleet of terrestrial and aerial robots works in a coordinated and collaborative manner under the supervision of a control system that optimally manages the tasks performed by each robot. Aerial robots carry out inventories in large warehouses, being able to determine the locations of the goods within the warehouse. The ground fleet supports the air fleet and is responsible for carrying out support tasks for the preparation of orders

DETECTION BY MEANS OF VISUAL CODES



## ▶ PREVIOUS YEARS HISTORY



### 2017 - GURU PROJECT (UNIVERSAL ROUTE MANAGER)

Own computer development for the visibility and management of JIT supply routes to production line.

This tool has enabled to optimise the combination of sequences that are supplied to the line and to give visibility, in real time, of online consumption and replacement needs.



### 2017 - DIGITALISATION OF SCRAP MANAGEMENT IN LINE

Development of its own application for the efficient management of scrap in line, which is complemented with the installation of tablets in the production line, allowing to manage the non-conforming material received and / or generated in plant in the line itself, not only for its registration but also for to control the stock of material available in the warehouse in an agile way.



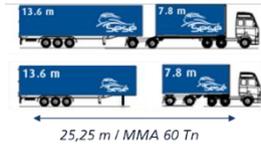
### 2016 - AUTONOMOUS DRONE FOR INVENTORIES

SIDI (Sese Inventario Drone Indoor) is an autonomous Drone (unmanned), that can fly in interiors to be used for inventories during the stops of activity. Grupo Sesé was awarded by SEAT the Innovation Award for this project.



### 2016 - MEGATRUCK

Grupo Sesé launched the first Megatruck in Spain. It is a 25.25 metre long trailer that can reach 60 tonnes of maximum authorised load, leaving behind the 18.75 metre length and 40 tonnes of capacity of the usual trailers.



The inclusion of the Megatrucks entails a saving of 22% in logistics costs, as the price per ton transported is reduced. The concentration of the load in fewer vehicles also means a 14% reduction in the level of CO2 emissions and pollutant gases.

Grupo Sesé currently has 13 megatrucks in service.

### 2016 - LEAN MANUFACTURING

A team of over 20 people from a varied selection of functional areas of the organization has been trained in Lean Manufacturing techniques for their application both in internal projects and to offer comprehensive solutions to clients of Grupo Sesé. The first pilots in 2 of Grupo Sesé Plants in Spain have already yielded excellent results.

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### 2015 - CONTROL TOWER



It is web platform that allows capturing all the information in a standardized and simple way of all the actors of the transport chain and visualizing it in an intelligent way, so as to facilitate the management and alert of all the issues parameterized as important by the client. Traceability and service indicators of the rest of data tailored to the client's needs are stored.

Given the success of the project, a software commercialization line has been developed.

### 2015 - HYDRAULIC DOUBLE-DECK VAN FOR TEXTILE AERIAL TRANSPORT



It is a platform specifically designed for the textile industry. It consists of hydraulic platforms that allow the interior of the bodywork to be adapted to the specific needs of the load (hangers/boxes) and optimised by using the entire interior height of the vehicle.

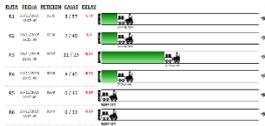
### 2015 - PICK TO VOICE



**7 seconds reduction per reading vs. reader gun**

Instead of using visual communication through paper or terminal screens, this system allows the operator to receive voice instructions through headphones and confirm tasks with a microphone.

### 2015 - THE TORTOISE AND THE HARE



It is a monitoring system integrated in the warehouse ERP to monitor the systems of supply to line and to alert visually of the status of the feeding points. In addition, it serves as a tool of "healthy" competitiveness and motivation between the operators, where turtles and hares are assigned according to the speed of preparation and supply.

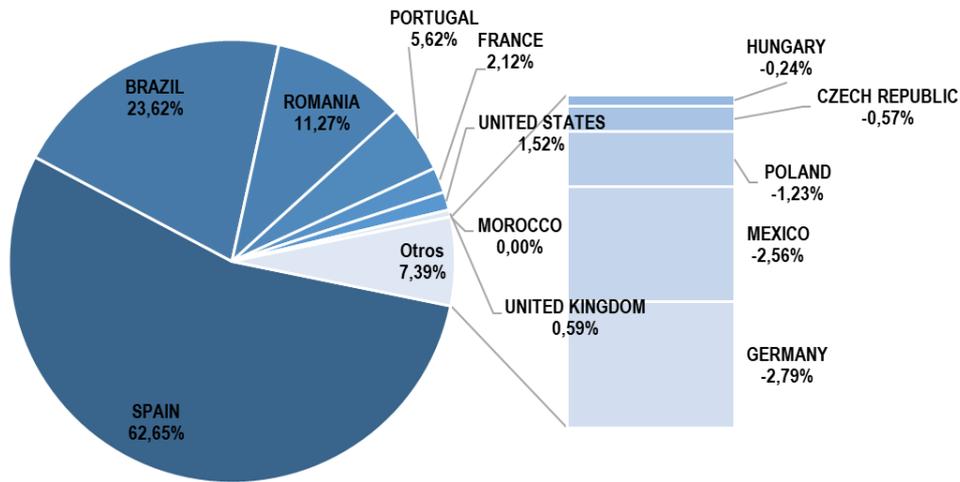
## 7| economy

	YEAR 2018	YEAR 2017	YEAR 2016	YEAR 2015
<b>NET TURNOVER</b>	<b>590.932.649,00</b>	<b>531.278.913,00</b>	<b>503.534.360,00</b>	<b>423.495.625,54</b>
Sales	11.752.045,00	15.325.678,00	<b>94.942.463,00</b>	109.817.613,98
Service provisions	579.180.604,00	515.953.235,00	408.591.897,00	313.678.011,56
<b>PROCUREMENT</b>	<b>-311.058.018,00</b>	<b>-288.490.477,00</b>	<b>-283.039.162,00</b>	<b>-249.667.745,54</b>
Consumption of goods	-27.725.692,00	-33.964.730,00	-51.973.184,00	-6.909.749,56
Consumed raw materials and other consumables Works performed by other companies:	-23.764.277,00	-22.062.259,00	-12.634.589,00	-29.240.469,27
Impairment of goods	0,00	0,00	-1.259.994,00	0,00
<b>OTHER OPERATING INCOME</b>	<b>15.556.363,00</b>	<b>12.155.766,00</b>	<b>16.915.289,00</b>	<b>10.759.441,40</b>
Casual income and other current operating income	13.921.941,00	11.621.969,00	16.806.375,00	8.460.479,49
Operating subsidies included in profit/loss Financial year	1.010.499,00	533.797,00	108.914,00	3.444,88
Extraordinary income	623.923,00	0,00		2.295.517,03
<b>PERSONNEL EXPENSES</b>	<b>-155.938.103,00</b>	<b>-117.163.971,00</b>	<b>-96.156.896,00</b>	<b>-81.671.576,47</b>
Wages, salaries and similar payments	-119.471.077,00	-89.769.435,00	-74.952.189,00	-62.570.697,32
Employee benefits expenses	-36.467.026,00	-27.394.536,00	-21.194.605,00	-19.100.879,15
Provisions	0,00	0,00	-10.102,00	0,00
<b>OTHER OPERATING EXPENSES</b>	<b>-125.073.723,00</b>	<b>-124.752.539,00</b>	<b>-128.652.427,00</b>	<b>-90.674.926,78</b>
External services	<b>-119.433.239,00</b>	-119.453.777,00	-123.066.258,00	-87.389.853,31
Taxes	-1.465.453,00	-1.173.831,00	-2.645.817,00	-553.557,66
Losses, impairment and variation in provisions due to trade transactions	27.306,00	-1.730.492,00	-1.251.809,00	-597.753,02
Other current operating expenses	-4.202.337,00	-2.394.439,00	-1.688.543,00	-1.347.558,70
Extraordinary expenses	0,00	0,00	0,00	-786.204,09

[GRI 201-1] DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED, EXPRESSED IN EUROS  
[GRI 203-1] INFRASTRUCTURE INVESTMENTS AND SERVICES SUPPORTED  
[GRI 203-2] SIGNIFICANT INDIRECT ECONOMIC IMPACTS  
GRUPO SESÉ SCOPE, SEE DETAILS OF COMPANIES IN SECTION 8 OF THIS REPORT

				
	Aggregate remuneration Board of Directors	Profit tax	Public subsidies received	Contributions to not-for profit corporations or similar entities
<b>Year 2018</b>	<b>575.122€</b>	<b>1.546.749€</b>	<b>1.227.979€</b>	<b>265.744€</b>

GRUPO SESÉ SCOPE



DISTRIBUTION OF GRUPO SESÉ BENEFITS PER COUNTRY [EXPRESSES IN % EBITDA], GRUPO SESÉ SCOPE

The diagram below includes the main mechanisms and tools with which Grupo Sesé undertakes its legal obligations, in order to guarantee compliance with all the affectation requirements. Complementary to these mechanisms, the organization's Compliance Model globally supervises their application and effectiveness.



## Year 2018

### Sanctions for environmental non-compliance



Grupo Sesé has an updating service for environmental legislation that allows knowing the entry into force of local, national or European legislation in advance.

This tool allows Grupo Sesé to be aware of all applicable legal requirements in order to guarantee that the necessary actions for their compliance are implemented.

On an annual basis, the Quality Department performs an annual assessment of compliance.

The organization also has specific civil liability insurance that guarantees coverage in the event that an affected environmental incident occurs.

### Traffic fines

**2.090**

Fines received

**120€**

Average cost

When drivers join the organisation, they receive specific training on best driving practices and respect for traffic rules. They are also given and explained the Driver's Manual, which contains all the information necessary for respectful and preventive actions.

The vehicles in the fleet are of the latest generation and incorporate the latest technology to guarantee speed control and maximum driving safety. Likewise, these vehicles undergo all the maintenance and inspections stipulated to ensure their optimum condition at all times.

Work is currently underway on a SmartDriving project that will guide each driver through the speeds to be maintained on each type of route.

**2**

sanctions

**197k€**

Total cost

### Work-related sanctions

Grupo Sesé has a complete network of labour advisors that provide the organization with all the necessary mechanisms for legal compliance in labour, immigration and social security matters.

The Human Resources and Labour Relations team is constantly vigilant to ensure that people management processes do not only comply with the stipulations of each country's legislation, but also with the organization's internal policies in this sense.

### Sanctions in the field of occupational risk prevention

**2**

sanctions

**6.046€**

Total cost

Grupo Sesé has an updating service for occupational risk prevention and industrial security legislation that allows knowing the entry into force of local, national or European legislation in advance.

This tool allows Grupo Sesé to be aware of all applicable legal requirements in order to guarantee that the necessary actions for their compliance are implemented.

Grupo Sesé establishes collaborative relationships with mutual insurance companies and prevention services in order to receive the best advice and supervision on how to apply the requirements in each of its centers.

Grupo Sesé also has an occupational risk prevention team that continuously audits work centers to evaluate work practices and the effectiveness and efficiency of the measures implemented therein.

### Other tax or financial sanctions

**561k€**

Total cost

Grupo Sesé has a complete network of tax advisors that provide the organization with all the necessary mechanisms for legal compliance in financial matters. Likewise, its accounts and procedures are annually audited by an independent external body.

[GRI 307-1] NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS, GRUPO SESÉ EUROPE SCOPE  
 [GRI 419-1] NON-COMPLIANCE WITH LAWS AND REGULATIONS IN THE SOCIAL AND ECONOMIC AREA, GRUPO SESÉ SPAIN SCOPE

None of the sanctions received in financial year 2018 are serious.



# 8.

## ABOUT THIS REPORT

1. Contents of the report
2. External verification of the report
3. GRI Index



## 1 | contents of the report

This document includes the Corporate Social Responsibility Report of GRUPO SESÉ published with the purpose of informing about the management and results of social, economic and environmental indicators of 2018 from the period comprised between 01/01/2018 and 31/12/2018.

The scope (global, European, national, etc.) of all the rations has been included according to the data available when Act 11/2018 was published. On 31/12/2018 Grupo Sesé was integrated into the German company Van Eupen.

When this was formalized, there was not enough information to include all the statement of non-financial information of the company, so the 2018 Report is not reflected. The corresponding data shall be included in the 2019 report.

Additional information is available at the website [www.gruposese.com](http://www.gruposese.com).

These are the companies that comprise Grupo Sesé which information is included in this report:

- Hnos. Sesé Asensio SL
- Trans Sesé SL
- Logistic JIT Aragón SL
- Palau Automotive Manufacturing SL
- Services Logistics Martorell s.XXI SL
- Operations Picking Martorell SL
- Sesé Integra SL
- Grupo Logistic Sesé SL
- Landaben Logistic SL
- Secuenciación Navarra Automotive Logistic SL
- Fundación Sesé
- Sesé Integra Norte SL
- PKW Logistic Iberia SL
- Noil Station Service SL
- Sesé Auto logistics SLU
- Sesé Maroc SARL
- Sesé Portugal LDA
- Sesé Deutschland GmbH
- Sesé Logistic GmbH
- Sesé France SARL
- SC Trans Sesé SRL
- Sesé Logistics UK LTD
- Sesé Polska SP ZOO
- Sesé Logistics US LLC
- Sesé Fleet US LLC
- Logistic Sesé México SA de CV
- Sesé Logistic Do Brasil LTDA
- Services y Business Sesé Brasil LTDA
- Transports y Loads Sesé Brasil Logística LTDA
- Sesé Autologistics Czech Republic SRO
- Sesé Autolovistics Hungary Kft
- Pino Automotive México SA de CV
- Altia Logistic Software SL
- Deux S Logistic SPA
- Van Eupen Logistic GmbH
- Van Eupen Service-Logistic GmbH
- Van Eupen Repair GmbH

This annual Report (the last report published is for 2017) has been prepared in accordance with the principles and guidelines of the GRI standard published in 2016 of the Global Reporting Initiative's (GRI) "Sustainability Reporting Guidelines", applying an **"in accordance - core" compliance** option. It has also been developed in accordance with the provisions of Act 11/2018 of 28 December on non-financial information and diversity.



### Principles for determining the Contents of the Report

**PARTICIPATION OF STAKEHOLDERS:** information regarding Stakeholders, their participation and the attention and response to their needs and expectations.

**SUSTAINABILITY CONTEXT:** information on how the organization contributes to development within its context of sustainability. **MATERIALITY:** relevant information, i.e. with a significant direct or indirect impact associated with the company, or that may impact the decisions and expectations of our Stakeholders.

**PARTICIPATION OF STAKEHOLDERS:** information regarding Stakeholders, their participation and the attention and response to their needs and expectations.



### Principles for determining the Quality of the Report

**PRECISION:** information on relevant (material) topics in sufficient detail. **BALANCING:** factual information that reflects both positive and negative aspects.

**CLARITY:** information in a comprehensible manner (e.g., through graphs and tables, aggregation or disaggregation of data where appropriate, etc.).

**COMPARABILITY:** information in a historical context (and with respect to other organisations if so indicated in the coverage of the relevant aspect).

**RELIABILITY:** information that is supported by evidence (processes and data), which can be evaluated.

**PUNCTUALITY:** timely information on the reporting period, and disseminated according to the publication schedule.

Each of the Corporate Governance Departments of Grupo Sesé collaborated in the preparation of this Report. The participation of other Stakeholders has been carried out through the information available on their needs, expectations and level of satisfaction expressed via the existing relationship channels.

The Corporate Social Responsibility Report has been subject to external verification by AENOR. It is available in digital format and has been disseminated through different internal and external communication channels: e-mail, intranet, website.

For any queries or additional information, please contact the Human Resources Area of Grupo Sesé through one of the following channels:



**Calle Virgen del Buen Acuerdo nº 5**  
**50014 Zaragoza, España**



**+34 976 455 800**



**[rrhh@gruposeses.com](mailto:rrhh@gruposeses.com)**

## 2| external verification of the report

### AENOR

#### Declaración de Verificación de AENOR para

#### GRUPO LOGISTICO SESE S.L.

relativa al estado de información no financiera consolidado conforme a la Ley 11/2018 correspondiente al ejercicio anual finalizado el 31 de diciembre 2018

**EXPEDIENTE: 2019/0537/VNOF/01**

**GRUPO LOGISTICO SESE S.L.** (en adelante la compañía) ha encargado a AENOR llevar a cabo una verificación bajo un nivel de aseguramiento limitado del estado de información no financiera (en adelante EINF), conforme a la Ley 11/2018 por la que se modifica el Código de Comercio, el texto refundido de la Ley de Sociedades de Capital aprobado por el Real Decreto Legislativo 1/2010, de 2 de julio, y la Ley 22/2015, de 20 de julio, de Auditoría de Cuentas, en materia de información no financiera y diversidad (en adelante, la Ley 11/2018), para el periodo de verificación de sus actividades, ejercicio anual finalizado el 31 de diciembre de 2018, incluidas en el EINF **Memoria de Responsabilidad Social Corporativa. Estado de Información No Financiera 2018** de fecha formulacion 2 de mayo de 2019, el cual es parte de esta Declaración.

#### Conclusión

Basado en lo anterior, en nuestra opinión, salvo por la siguiente salvedad: No se aporta información sobre la remuneración media de los consejeros y directivos, no hay evidencia que haga suponer que el estado de información no financiera incluida en la **Memoria de Responsabilidad Social Corporativa. Estado de Información No Financiera 2018** de fecha formulacion 2 de mayo de 2019 y para el ejercicio anual finalizado el 31 de diciembre de 2018, no proporcione información fiel del desempeño de **GRUPO LOGISTICO SESE S.L.** y sociedades del estado consolidado, en materia de responsabilidad social conforme a la Ley 11/2018. En concreto, en lo relativo a cuestiones ambientales, sociales y relativas al personal, incluida la gestión de la igualdad, la no discriminación y la accesibilidad universal, los derechos humanos, lucha contra la corrupción y el soborno y la diversidad.

En Madrid a 5 de Julio de 2019



Rafael García Meiro  
Director General de AENOR

# AENOR

## INFORME FINAL DE VERIFICACIÓN EXTERNA E INDEPENDIENTE

### GRUPO LOGISTICO SESE S.L. MEMORIA DE SOSTENIBILIDAD Ejercicio: 2018

Subexpediente: 2019/0537/VMS/01

#### OBJETO

El objeto del presente Informe es describir aquellos aspectos más importantes detectados durante los trabajos de verificación de la **Memoria responsabilidad social corporativa** de **GRUPO LOGISTICO SESE S.L.** elaborada según los Estándares GRI (Global Reporting Initiative) Opción Esencial, y sobre la base de dichos aspectos se emitirá el correspondiente Documento de Verificación de la citada memoria de sostenibilidad

El contenido del presente informe de verificación, así como las opiniones en él expresadas, son responsabilidad exclusiva de AENOR.

#### ALCANCE Y PROPÓSITO DE LA VERIFICACIÓN

Las actividades de verificación realizadas se refieren únicamente a la información suministrada por **GRUPO LOGISTICO SESE S.L.** en su **Memoria responsabilidad social corporativa 2018** (en adelante la memoria) correspondiente al **año 2018**.

El propósito de dicha verificación es comprobar que la memoria cumple los requisitos establecidos en los Estándares GRI en vigor y obtener una trazabilidad adecuada sobre toda la información y los contenidos generales y temáticos (económicos, ambientales y sociales) incluidos en la memoria.

Basado en lo anterior, en nuestra opinión, no hay evidencia que haga suponer que el reporte sobre Responsabilidad Social incluido en su **Memoria responsabilidad social corporativa 2018**, de fecha 05/06/19, y para el período 2018, no sea una representación fiel del desempeño de **GRUPO LOGISTICO SESE S.L.** en materia de responsabilidad social.

AENOR se exime expresamente de cualquier responsabilidad por decisiones, de inversión o de otro tipo, basadas en la presente declaración.

27 de junio de 2019

Por el verificador:

Revisado:



Fdo. César FLORES AJA  
AENOR



Fdo: Rosa Marina Agüera Saura  
AENOR

## 3| gri index

### GENERAL DISCLOSURES

GRI Indicator	Section of the Report	Informed GRI	Item Act 11/18	Act 11/18 Informed	Additional remarks	External verification
Organizational profile						
<b>GRI 102</b>	<b>GENERAL DISCLOSURES</b>					
102-1	Name of the organization	GRUPO SESÉ	✓			✓
102-2	Activities, brands, products, and services	Structure and organization chart (p 10), Products and services (p 24)	✓			✓
102-3	Location of headquarters	Calle Virgen del Acuerdo nº5, 50014, Zaragoza+34 976 455 800	✓			✓
102-4	Location of operations	On-going expertise (p 8,9)	✓			✓
102-5	Ownership and legal form	Grupo Sesé Corporate name: Hnos. Sesé Asensio SL CIF B44144285	✓			✓
102-6	Markets served	on-going expertise (p 9), Products and services (p 24), clients (p 84)	✓			✓
102-7	Scale of the organization	Workforce profile (p 48), key figures (p 12)	✓	Number of employees	✓	✓
102-8	Information on employees and other workers	Workforce profile (p 48)	✓	Distribution of employees per country, type of contract and category	✓	✓
102-9	Supply Chain	Supply Chain (p23)	✓			✓
102-10	Significant changes to the organization and its supply chain	Structure and organization chart (p 10), Supply Chain (p23), Grupo Sesé in 2018 (p 13)	✓			✓
102-11	Precautionary Principle or approach	Strategy and objectives, Risk-oriented approach (p 30), Environment (p 92)	✓	Implementation of the precautionary principle	✓	✓
102-12	External initiatives	External principles (p 17), GRI Index (p 127)	✓			✓
102-13	Membership of associations	External principles (p 17), presence in society (p73)	✓			✓

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LETTER FROM THE CHAIRMAN	THE ORGANIZATION	VALUE CHAIN	POLICIES AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSIBILITY	ABOUT THIS REPORT

GRI Indicator	Section of the Report	Informed GRI	Item Act 11/18	Act 11/18 Informed	Additional remarks	External verification
<b>Strategy</b>						
102-14	Statement from senior decision-maker	Letter from the Chairman (p4)	✓			✓
102-15	Key impacts, risks, and opportunities					
<b>Ethics and integrity</b>						
102-16	Values, principles, standards, and norms of behaviour	Mission - Vision - Values (p 26), Ethic and transparency (p 39)	✓	Number of complaints of human rights violations Promotion of International Labour Organization fundamental conventions	✓ ✓	✓
102-17	Mechanisms for advice and concerns about ethics	Business ethic and transparency (p 40)	✓			✓
<b>Governance</b>						
102-18	Governance structure	Structure and organization chart (p 10) Management and leadership (p 37=)	✓			✓
102-19	Delegating authority					
102-20	Executive-level responsibility for economic, environmental, and social topics					
102-21	Consulting stakeholders on economic, environmental, and social topics					
102-22	Composition of the highest governance body and its committees	Management and leadership (p 38)	✓			✓
102-23	Chair of the highest governance body	Management and leadership (p 37)	✓			✓
102-24	Nominating and selecting the highest governance body	Management and leadership (p 37)	✓			✓
102-25	Conflicts of interest	Business ethic and transparency (p 39)	✓			✓
102-26	Role of highest governance body in setting purpose, values, and strategy	Management and leadership (p 38)	✓			✓
102-27	Collective knowledge of highest governance body					
102-28	Evaluating the highest governance body's performance					

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LETTER FROM THE CHAIRMAN	THE ORGANIZATION	VALUE CHAIN	POLICIES AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSIBILITY	ABOUT THIS REPORT

GRI Indicator	Section of the Report	Informed GRI	Item Act 11/18	Act 11/18 Informed	Additional remarks	External verification
102-29	Identifying and managing economic, environmental, and social impacts					
102-30	Effectiveness of risk management processes					
102-31	Review of economic, environmental, and social topics					
102-32	Highest governance body's role in sustainability reporting					
102-33	Communicating critical concerns					
102-34	Nature and total number of critical concerns					
102-35	Remuneration policies					
102-36	Process for determining remuneration					
102-37	Stakeholders' involvement in remuneration					
102-38	Annual total compensation ratio					
102-39	Annual total compensation ratio					
<b>Stakeholders engagement</b>						
102-40	List of stakeholder groups	Identification of stakeholders (p 42)	✓			✓
102-41	Collective bargaining agreements	Dialogue and participation (p 70)	✓	Social dialogue % employees covered by a collective agreement in the country	✓ ✓	✓
102-42	Identification of stakeholders	Identification of stakeholders (p 42), materiality assessment (p 43)	✓			✓
102-43	Approach to stakeholder engagement	Identification of stakeholders (p 42), materiality assessment (p 43)	✓			✓
102-44	Key topics and concerns raised	Identification of stakeholders (p 42), materiality assessment (p 43)	✓			✓

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LETTER FROM THE CHAIRMAN	THE ORGANIZATION	VALUE CHAIN	POLICIES AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSIBILITY	ABOUT THIS REPORT

GRI Indicator	Section of the Report	Informed GRI	Item Act 11/18	Act 11/18 Informed	Additional remarks	External verification
<b>Reporting practice</b>						
102-45	Entities included in the consolidated financial statements	Contents of the report (p110)	✓			✓
102-46	Defining report content and topic Boundaries	Materiality assessment (p 43)	✓			✓
102-47	List of material topics	Materiality assessment (p 43), balance of material topics (p 44)	✓			✓
102-48	Restatements of information	Contents of the report (p110)	✓			✓
102-49	Changes in reporting	Contents of the report (p110)	✓			✓
102-50	Reporting period	Contents of the report (p110)	✓			✓
102-51	Date of most recent report	Contents of the report (p110)	✓			✓
102-52	Reporting cycle	Contents of the report (p110)	✓			✓
102-53	Contact point for questions regarding the report	Contents of the report (p110)	✓			✓
102-54	Claims of reporting in accordance with the GRI Standards	Contents of the report (p110)	✓			✓
102-55	GRI content index	GRI Index (p 114)	✓			✓
102-56	External verification	Contents of the report (p110), External verification of the report (p 112)	✓			✓

#### MANAGEMENT APPROACH

GRI Indicator	Section of the Report	Informed GRI	Item Act 11/18	Act 11/18 Informed	Additional remarks	External verification
<b>GRI 103</b>	<b>MANAGEMENT APPROACH</b>					
103-1	Explanation of the material topic and its Boundary	See introduction of each of the sections	✓			✓
103-2	The management approach and its components	See introduction of each of the sections	✓			✓
103-3	Evaluation of the management approach	See introduction of each of the sections	✓			✓

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LETTER FROM THE CHAIRMAN	THE ORGANIZATION	VALUE CHAIN	POLICIES AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSIBILITY	ABOUT THIS REPORT

## ECONOMIC DIMENSION

GRI Indicator	Section of the Report	Informed GRI	Item Act 11/18	Act 11/18 Informed	Additional remarks	External verification
<b>GRI 201</b>	<b>ECONOMIC PERFORMANCE</b>					
201-1	Direct economic value generated and distributed	✓	Average remuneration of directors Average remuneration of managers Benefits per country Profit tax Contributions to not-for profit corporations or similar entities	✓ ✓ ✓ ✓	Expressed on an aggregate basis Undisclosed, confidential Expressed on an aggregate basis	✓
201-2	Financial implications and other risks and opportunities due to climate change					
201-3	Defined benefit plan obligations and other retirement plans					
201-4	Financial assistance received from government	✓	Public subsidies received	✓		✓
<b>GRI 202</b>	<b>MARKET PRESENCE</b>					
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	✓	Remuneration per sex Wage gap	✓ ✓	Calculated vs. legal minimum wage	✓
202-2	Proportion of senior management hired from the local community	✓				
<b>GRI 203</b>	<b>INDIRECT ECONOMIC IMPACTS</b>					
203-1	Infrastructure investments and services supported	✓	Resources addressed at environmental risks prevention	✓		✓
203-2	Significant indirect economic impacts	✓	Contributions to not-for profit corporations or similar entities Company's commitment to sustainable development	✓ ✓		✓
<b>GRI 204</b>	<b>PROCUREMENT PRACTICES</b>					
204-1	Proportion of spending on local suppliers	✓				

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LETTER FROM THE CHAIRMAN	THE ORGANIZATION	VALUE CHAIN	POLICIES AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSIBILITY	ABOUT THIS REPORT

GRI Indicator	Section of the Report	Informed GRI	Item Act 11/18	Act 11/18 Informed	Additional remarks	External verification
<b>GRI 205</b>	<b>ANTI-CORRUPTION</b>					
205-1	Operations assessed for risks related to corruption	✓	Measures taken to prevent corruption, bribery and money-laundering	✓		✓
205-2	Communication and training about anti-corruption policies and procedures					
205-3	Confirmed incidents of corruption and actions taken	✓				✓
<b>GRI 206</b>	<b>ANTI-COMPETITIVE BEHAVIOUR</b>					
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	✓				✓

#### ENVIRONMENTAL DIMENSION

GRI Indicator	Section of the Report	Informed GRI	Item Act 11/18	Act 11/18 Informed	Additional remarks	External verification
<b>GRI 301</b>	<b>MATERIALS</b>					
301-1	Materials used by weight or volume	✓	Consumption of raw materials, measures to improve the efficiency of their use	✓		✓
301-2	Recycled input materials used		Outsourcing and suppliers	✓		
301-3	Reclaimed products and their packaging materials					
<b>GRI 302</b>	<b>ENERGY</b>					
302-1	Energy consumption within the organization	✓	Consumption of raw materials, measures to improve the efficiency of their use	✓		✓
302-2	Energy consumption outside of the organization		Direct and indirect energy consumption	✓		
302-3	Energy intensity					

GRI Indicator	Section of the Report	Informed GRI	Item Act 11/18	Act 11/18 Informed	Additional remarks	External verification
302-4	Reduction of energy consumption	Environment (p 95, 96)	✓	Measures to improve energy efficiency Use of renewable energies Company's commitment to sustainable development	✓ ✓ ✓	✓
302-5	Reductions in energy requirements of products and services					
<b>GRI 303</b>	<b>WATER</b>					
303-1	Water withdrawal by source	Environment (p 92)	✓	Water supply	✓	✓
303-2	Water sources significantly affected by withdrawal of water					
303-3	Water recycled and reused	Environment (p 92)	✓	Consumption of water	✓	✓
<b>GRI 304</b>	<b>BIODIVERSITY</b>					
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environment (p 97)	✓	Biodiversity protection Impacts caused by activities in protected areas	✓ ✓	✓ ✓
304-2	Significant impacts of activities, products, and services on biodiversity					
304-3	Habitats protected or restored					
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations					

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LETTER FROM THE CHAIRMAN	THE ORGANIZATION	VALUE CHAIN	POLICIES AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSIBILITY	ABOUT THIS REPORT

GRI Indicator	Section of the Report	Informed GRI	Item Act 11/18	Act 11/18 Informed	Additional remarks	External verification
<b>GRI 305</b>	<b>EMISSIONS</b>					
305-1	Direct (Scope 1) GHG emissions	✓	Current and foreseeable effects of the company's activities on the environment Certification and/or environmental assessment Important elements GHG emissions Circular economy in Grupo Sesé	✓ ✓ ✓		✓
305-2	Indirect (Scope 2) GHG emissions	✓				✓
305-3	Other indirect (Scope 3) GHG emissions					
305-4	GHG emissions intensity	✓				✓
305-5	Reduction of GHG emissions	✓	Measures and means to prevent, reduce or repair emissions Medium- and long-term goals to reduce GHG emissions	✓ ✓		✓
305-6	Emissions of ozone-depleting substances (ODS)					
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	✓				✓

GRI Indicator	Emission source	Source for the calculation of emissions
Clarification of sources for calculating indicators	305-1 CO <sub>2</sub> trailer CO <sub>2</sub> forklift	Table of Decree 2011-1336 of 24 October 2011 concerning the amount of CO <sub>2</sub> emitted in transport (French law) Ministry for Ecological Transition GHG Emissions Calculator
	305-2 CO <sub>2</sub> fixed installations CO <sub>2</sub> electricity	Ministry for Ecological Transition GHG Emissions Calculator
	305-7 NO <sub>x</sub> transports NO <sub>x</sub> and SO <sub>x</sub> forklifts NO <sub>x</sub> and SO <sub>x</sub> fixed installations	Guide for calculating pollutant emissions of the Departament de Territori i Sostenibilitat de la Generalitat de Catalunya Vehicle technical data sheet Spanish emission inventory system; estimation methodologies. Ministry for an Ecological Transition

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LETTER FROM THE CHAIRMAN	THE ORGANIZATION	VALUE CHAIN	POLICIES AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSIBILITY	ABOUT THIS REPORT

GRI Indicator	Section of the Report	Informed GRI	Item Act 11/18	Act 11/18 Informed	Additional remarks	External verification
<b>GRI 306</b>	<b>EFFLUENTS AND WASTE</b>					
306-1	Water discharge by quality and destination					
306-2	Waste by type and disposal method		Actions to combat waste Waste management	✓ ✓	Does not apply given the activity performed	✓ ✓
306-3	Significant spills					
306-4	Transport of hazardous waste					
306-5	Transport of hazardous waste					
<b>GRI 307</b>	<b>REGULATORY COMPLIANCE</b>					
307-1	Non-compliance with environmental laws and regulations	Economy (p 107)	✓	provisions and guarantees for environmental risks	✓	✓
<b>GRI 308</b>	<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>					
308-1	New suppliers that were screened using environmental criteria					
308-2	Negative environmental impacts in the supply chain and actions taken					

## SOCIAL DIMENSION

GRI Indicator	Section of the Report	Informed GRI	Item Act 11/18	Act 11/18 Informed	Additional remarks	External verification
<b>GRI 401</b>	<b>EMPLOYMENT</b>					
401-1	New employee hires and employee turnover		Number of dismissals by sex, age and category	✓	In 2018 there is no detailed data by age	✓
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Well-being of people (p 66)	Conciliation measures, disconnection from work, organisation of working time	✓		✓
401-3	Parental leave					

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GRI Indicator	Section of the Report	Informed GRI	Item Act 11/18	Act 11/18 Informed	Additional remarks	External verification
<b>GRI 402</b>	<b>LABOUR/MANAGEMENT RELATIONS</b>					
402-1	Minimum notice periods regarding operational changes					
<b>GRI 403</b>	<b>OCCUPATIONAL HEALTH AND SAFETY</b>					
403-1	Workers representation in formal joint management-worker health and safety committees	Dialogue and participation (p 70)	✓	Social dialogue % employees covered by a collective agreement in the country	✓ ✓	✓
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Occupational Health and Safety (p57), Workforce Profile (p52), Well-being of people (p66)	✓	Absenteeism data Frequency rate, severity rate, occupational disease by sex	✓ ✓	✓
403-3	Workers with high incidence or high risk of diseases related to their occupation					
<b>GRI 404</b>	<b>TRAINING AND EDUCATION</b>					
404-1	Average hours of training per year per employee	Training and skills (p 61)	✓	Policies implemented in training Training ration per professional category	✓ ✓	Estimation calculation, in 2018 there is no detailed data by sex. In 2019 shall be reported in detail with Actual data
404-2	Programs for upgrading employee skills and transition assistance programs	People (p47), Training and skills (p60), Young Talent (p64), Well-being of people (p66)	✓	Policies implemented in training. Measures implemented to promote employment	✓ ✓	✓
404-3	Percentage of employees receiving regular performance and career development reviews	Training and skills (p 64)	✓			✓
<b>GRI 405</b>	<b>DIVERSITY AND EQUAL OPPORTUNITY</b>					
405-1	Diversity of governance bodies and employees	Management and leadership (p38), Workforce profile (p50, 52), Equal Treatment (54)	✓	Distribution of workers per sex and age Employees with a disability	✓ ✓	✓
405-2	Ratio of basic salary and remuneration of women to men	Management and leadership (p 38), Equal treatment (54)	✓	Remuneration per sex Wage gap	✓ ✓	Calculated vs. legal minimum wage

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
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COUNTRY	LEGAL REQUIREMENTS FOR EQUALITY PLANS DEVELOPMENT	STATUS IN 2018
Spain	Companies with more than 250 workers	The Group companies that comply with this requirement have their corresponding equality plans in force. An adaptation process has already begun for the new requirements established by RD-Law 6/2019.
Portugal	Not required	
France	Companies with more than 50 workers	Not applicable due to the size of the company
Germany	The 1994 amendment to the Federal Constitution provides that the government shall promote equal opportunity at all levels of its administrative, legislative and social structure. The 2001 Federal Law on Equality for the Public Sector provides for the establishment of specific equality plans for each public office, preferential treatment (quotas) for women in underrepresented areas, and gender mainstreaming initiatives.	Not applicable due the industry to which the company belongs, Grupo Sesé does not have public sector partnerships.
United Kingdom	Companies with more than 250 workers	Not applicable due to the size of the company
Romania	Not required	
Poland	Written information on legal regulations on equality	All the employees are informed when hired
Czech Republic	Not required	
Hungary	Companies with more than 50 workers	Not applicable due to the size of the company
Bulgaria	Not required	
Morocco	Not required	
Algeria	Not required	
United States	Not required	
Mexico	Not required	
Brazil	Not required	

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GRI Indicator	Section of the Report	Informed GRI	Item Act 11/18	Act 11/18 Informed	Additional remarks	External verification
<b>GRI 406</b>	<b>NON-DISCRIMINATION</b>					
406-1	Incidents of discrimination and corrective actions taken	✓	Equality plans, diversity policy Measures implemented to promote equality Protocols against sexual harassment Employees with a disability	✓ ✓ ✓ ✓		✓
<b>GRI 407</b>	<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>					
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk					
<b>GRI 408</b>	<b>CHILD LABOUR</b>					
408-1	Operations and suppliers at significant risk for incidents of child labour					
<b>GRI 409</b>	<b>FORCED OR COMPULSORY LABOUR</b>					
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour					
<b>GRI 410</b>	<b>SECURITY PRACTICES</b>					
410-1	Security personnel trained in human rights policies or procedures					
<b>GRI 411</b>	<b>RIGHTS OF INDIGENOUS PEOPLES</b>					
411-1	Incidents of violations involving rights of indigenous peoples					
<b>GRI 412</b>	<b>HUMAN RIGHTS ASSESSMENT</b>					
412-1	Operations that have been subject to human rights reviews or impact assessments					
412-2	Employee training on human rights policies or procedures					
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening					



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GRI Indicator	Section of the Report	Informed GRI	Item Act 11/18	Act 11/18 Informed	Additional remarks	External verification
<b>GRI 413</b>	<b>LOCAL COMMUNITIES</b>					
413-1	Operations with local community engagement, impact assessments, and development programs Presence in society (p76, 77)	✓	Company's commitment to sustainable development	✓		✓
413-2	Operations with significant actual and potential negative impacts on local communities					
<b>GRI 414</b>	<b>SUPPLIER SOCIAL ASSESSMENT</b>					
414-1	New suppliers that were screened using social criteria Suppliers (p89)	✓				
414-2	Negative social impacts in the supply chain and actions taken					
<b>GRI 415</b>	<b>PUBLIC POLICY</b>					
415-1	Political contributions					
<b>GRI 416</b>	<b>CUSTOMER HEALTH AND SAFETY</b>					
416-1	Assessment of the health and safety impacts of product and service categories					
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services					
<b>GRI 417</b>	<b>MARKETING AND LABELLING</b>					
417-1	Requirements for product and service information and labelling					
417-2	Incidents of non-compliance concerning product and service information and labelling					
417-3	Incidents of non-compliance concerning marketing communications					

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GRI Indicator	Section of the Report	Informed GRI	Item Act 11/18	Act 11/18 Informed	Additional remarks	External verification
<b>GRI 418</b>	<b>CUSTOMER PRIVACY</b>					
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data					
<b>GRI 419</b>	<b>SOCIOECONOMIC COMPLIANCE</b>					
419-1	Non-compliance with laws and regulations in the social and economic area	Business ethic and transparency (p 39), Environment (p107)	✓			✓
<b>SESÉ 501</b>	<b>INNOVATION</b>					
SESÉ 501-1	Innovation figures	Innovation (p99)				✓

Detail of the companies per certificate:

ISO 9001 [86% activity invoiced]	ISO 14001 [55% activity invoiced]	SQAS [52% activity invoiced]	IATF 16949 [6% activity invoiced]
Grupo Logistic Sesé SL Hnos. Sesé Asensio SL Logistic JIT Aragón SL Landaben Logistic SL Services Logistics Martorell s.XXI SL Sesé Logistics UK LTD Deutschland GmbH Secuenciación Navarra Automotive Logistic SL Auto logistics SLU Sesé Integra Norte SL Sesé France SARL Deux S Logistic SPA	Sesé Integra SL Palau Automotive Manufacturing SL Trans Sesé SL PKW Logistic Iberia SL Sesé Autolovistics Hungary Kft Sesé Auto logistics Czech Republic SRO Logistic Sesé México SA de CV Pino Automotive México SA de CV Sesé Van Eupen Logistic GmbH Van Eupen Service-Logistic GmbH Sesé Van Eupen Repair GmbH	Grupo Logistic Sesé SL Hnos. Sesé Asensio SL Trans Sesé SL PKW Logistic Iberia SL Van Eupen Logistic GmbH Van Eupen Service-Logistic GmbH Van Eupen Repair GmbH	Trans Sesé SL Hnos. Sesé Asensio SL (remote location) Sesé Integra SL Palau Automotive Manufacturing SL

