

grupo **Sesé**

**CORPORATE SOCIAL  
RESPONSIBILITY REPORT**

Non-financial statement

**2021**



Grupo Sesé's Corporate Social Responsibility Report, prepared in accordance with the Essential Option of the GRI (Global Reporting Initiative) Standards according to the GRI Standards document published in 2016 - including later partial updates, has the main objective of highlighting the activities carried out by the organisation from a perspective of total transparency, offering a complete overview of the organisation's social, environmental, and economic development.

This Report is also the tool used for presenting information on the status of the non-financial position of Grupo Sesé and, therefore, forms part of the organisation's Management Report, thus responding to the requirements of Spanish Law 11/18 on non-financial information and diversity.

The contents of the Report focus on the issues that have been identified as most relevant to the organisation, taking as a reference the Global Reporting Initiative framework, the 10 Principles of the United Nations Global Compact and the 17 Sustainable Development Goals, highlighting how Grupo Sesé contributes to the achievement of those SDGs that are most closely linked to its sustainability strategy and that position the organisation on the path that Agenda 2030 sets for everyone.

Photography, editing, design, and layout: GRUPO SESÉ.

[www.gruposese.com](http://www.gruposese.com)



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# **LETTER FROM THE PRESIDENT**



## Alfonso Sesé Asensio

President of  
Grupo Sesé



Photo source: Víctor Ruiz [Navarra Capital]

I remember closing this space a year ago, talking about the need for preparation, confidence and, above all, attitude to overcome challenges. How true these words are. More than ever, it is evident that the only thing that does not change is change itself, which accompanies us along the road we are travelling.

Now we are going through a different phase, with different problems to the ones we ever had to face before. But every year in one way or another **new risks and threats emerge onto the scene**. We currently have a broken supply chain, raw materials - gas, oil, steel - totally unbridled, each for different reasons. Also, the semiconductor problem... and all of that is affecting us. It is important not to forget that today we are what we are because of everything we have experienced, because of our actions, our decisions, our capacity, and resilience to face these changes.

With transparency, rigour, and accuracy, throughout the pages of this Report we will explain the novelties in our organisation, the advances, and changes in our business model, as well as the most relevant facts and the results achieved in the different areas of the organisation during financial year 2021.

Thanks to a **robust and structured work plan** aimed at leaving behind the effects of the Covid-19 crisis, Grupo Sesé has closed the financial year 2021 with a turnover figure that **positions us at pre-pandemic levels**, but still does not place us at the figures we had projected for this year two years ago. The still-present Covid-19 effect, and the recent microchip crisis have weighed down the company's recovery and growth strategy, but the indicators show that we are on the right track.

Within the analysis of these results, it is worth highlighting the **excellent growth of the Forwarding Division**, which with the acquisition of two new companies in Spain and the opening of activities in the Latam area, including Colombia and Panama, furnishes us with optimism regarding the positioning of this new line of business as a great competitive advantage.

This year we opened in our **20th country**, continuing our international expansion that began 15 years ago. **Panama, Colombia and the Netherlands** join Grupo Sesé. In the latter country, we have opened a powerful logistics and distribution centre for Retail. This year, **three new production centres** started up, one in the United States and two in Germany, thus boosting the growth of the Industrial Division and consolidating the experience and know-how of Grupo Sesé as **Tier 1 for the assembly of automotive modules**.

With the creation and launching of the Internal Audit and Appointments and Remuneration **Committees**, we have taken another step forward in the professionalisation of our Corporate Governance mechanisms. We have strengthened our approach to risk management by taking a further step in the field of information security, **certifying two of our industrial sites to the level of the demanding German TISAX** (Trusted Information Security Assessment Exchange) standard.

We continue to work actively in the **fight against climate change**, giving impetus to our **Smart & Green** decarbonisation project through innovation, energy efficiency and a commitment to alternative fuels as clear ways to decarbonise the supply chain. A new step along this path was taken this year with the signing of our adhesion to the **SBTi initiative**, actively participating in the first edition of the Climate Ambition Accelerator programme sponsored by the United Nations Global Compact, which facilitates knowledge and skills to accelerate progress towards the establishment of science-based emission reduction targets aligned with the 1.5°C pathway, and **net zero emissions by 2050**.

In 2021, we were once again awarded the **Ecovadis Platinum Medal** for our activity in the field of corporate social responsibility, reaching the 99th percentile amongst the companies of our sector. We have also renewed our commitment to the **Aragón Responsibility Plan (RSA)** and have once again been awarded the RSA+ Seal for our initiatives in terms of work-life balance, equality, volunteering and social action, involvement in the promotion of culture in Aragón and our commitment to the SDGs. **Fundación Sesé**, for the first time, has joined this commitment, obtaining the **RSA Seal**.

Through **Fundación Sesé**, our social action has been constant. The work of **volunteers** from both Grupo Sesé and Urrea de Gaén have greased the wheels so that things have not stopped rolling and finally, in 2021, our flagship projects appeared once again on the street. This year, the **Gala Benefit** and the **Sesé Bike Tour** have raised almost **€50,000 to support the Foundation's food aid programme**.

Fundación Sesé's lines of action are expanding thanks to the launching of a **Training Centre** in our facilities in Zaragoza. This centre, an **INAEM-approved** collaborator, is part of a project aimed at the training and professional improvement of employed and unemployed people, with training oriented to the world of logistics and transport, IT, environment, and digitalisation.

I want to take advantage of this space to recognise and express our most sincere gratitude to our clients: the willingness to fulfil and surpass their needs and expectations makes us strive to be better every day. To thank in equal measure all our allies and collaborators for their good work, since they are a fundamental part of our value chain and our competitiveness. And of course, it is also the time to thank an exceptional team for their commitment and professionalism, as well as for their effort in bringing the best out of Grupo Sesé.

Finally, I do not want to end this message without confirming for yet another year our full **commitment to the Ten Principles of the Global Compact**, the Guiding Principles on Business and Human Rights and the 17 Sustainable Development Goals (SDGs) included in the 2030 Agenda. It is vital that more companies join us in this journey towards true sustainability, as I am convinced that only a measured balance between all facets of business will mark out the true path to success. Saying I want to be an agent of change is easy, taking the step and being that **agent of change is courageous**.

Grupo Sesé is and will be a **family company**, rooted in our land. We have decided to stay where we were created with the clear objective of supporting the **industrial and social development of our community**. It is our responsibility and our commitment. Family businesses are vital in Spain, and we want to feel listened to, to be known for what we are and to be recognised for what we contribute.

We have an exciting challenge ahead of us: to **continue building a leading company**, providing innovative and unique solutions to the needs of the supply chain and the needs of our clients, while also building the jobs of tomorrow within a **fully sustainable business from not only a financial, but also a social and environmental perspective**. I am not going to talk about changing the world, but I am going to talk about building a future worth enjoying.

For all these reasons, welcome to Grupo Sesé.

Zaragoza, 28 March 2022

**ALFONSO SESÉ**

President of Grupo Sesé  
Chairman of the Board



**ÁNGEL PUEYO**

CEO



**ANA SESÉ**

Vice-President of the Board of  
Directors President Fundación Sesé



**CÉSAR ARRANZ**

Director



**TOMÁS G. MADRID**

Director



**CARLOS OEHLING**

Director



**MARCOS DE QUINTO**

Director



**JORDI TRILLES**

Secretary of the Board



# ABOUT GRUPO SESÉ

SUPPLY CHAIN E-COMMERCE  
SOLUTIONS AUTOLOGISTICS  
TRANSPORTE TERRESTRE  
LOGÍSTICA FORWARDING  
SERVICIOS INDUSTRIALES

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## Conocer Grupo Sesé | Experiencia en movimiento

Grupo Sesé is a second-generation company, the origins of which date back to 1965 and the work carried out by Mr. Alfonso Sesé Tena, although it was in the 1990s that its activity was consolidated under the guidance of Mr. Alfonso Sesé Asensio, beginning an expansion process that continues to this day.

The seed of what today is Grupo Sesé was a small business involved in marketing agricultural raw materials, located in the rural area of the interior of Teruel. In the 1960s, the father of the current President of Grupo Sesé carried out small transport jobs in the area related to family activities.

Grupo Sesé is currently a leading business organisation in the integrated logistics sector with a high solvency as a Supply Chain Solutions and Tier 1 supplier to the leading automotive manufacturers.

Grupo Sesé, currently present in 20 countries, is made up of a team of almost 10,000 people who offer services that go beyond simple transport or storage, as they actively participate in their clients' supply chains, providing innovative and high value-added solutions to their outsourcing needs, elements that have proved to differentiate them from their competitors.

### SESÉ IN THE WORLD

#### EUROPE

- Germany
- Bulgaria
- Spain
- France
- Hungary
- Poland
- Portugal
- United Kingdom

- Czech Republic
- Romania
- The Netherlands

#### AMERICA

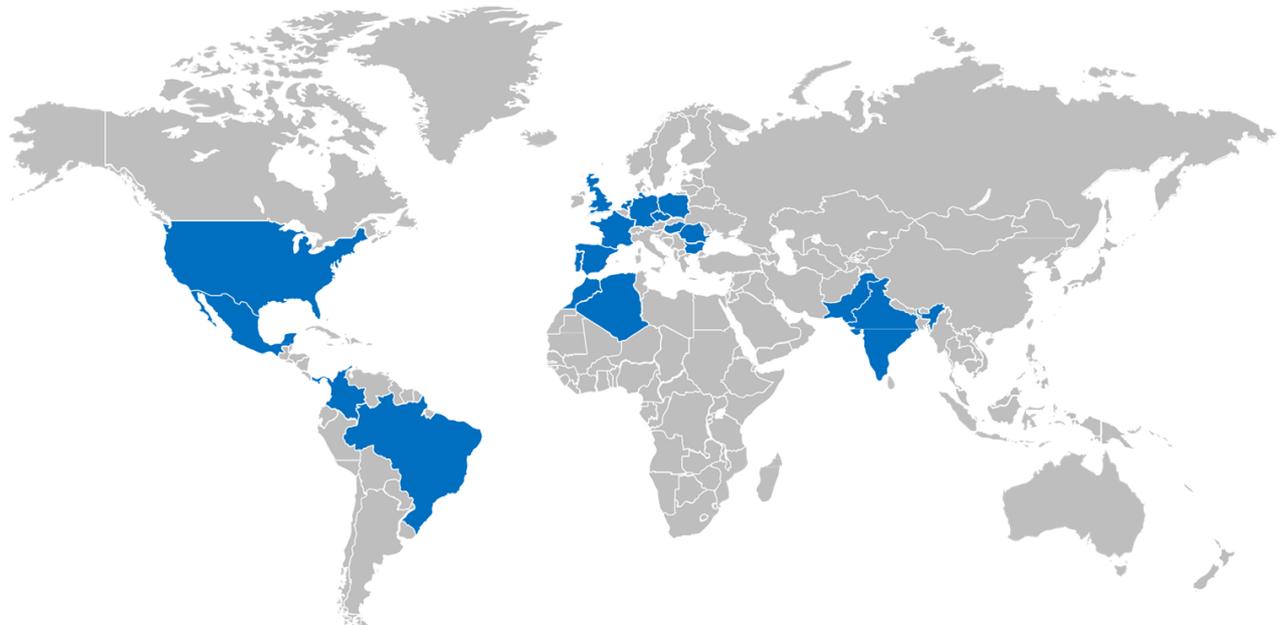
- Brazil
- United States
- Mexico
- Colombia
- Panama

#### AFRICA

- Algeria
- Morocco

#### ASIA

- Pakistan
- India



GRUPO SESÉ'S WORLDWIDE PRESENCE AND THE MAIN MARKETS IN WHICH IT OPERATES

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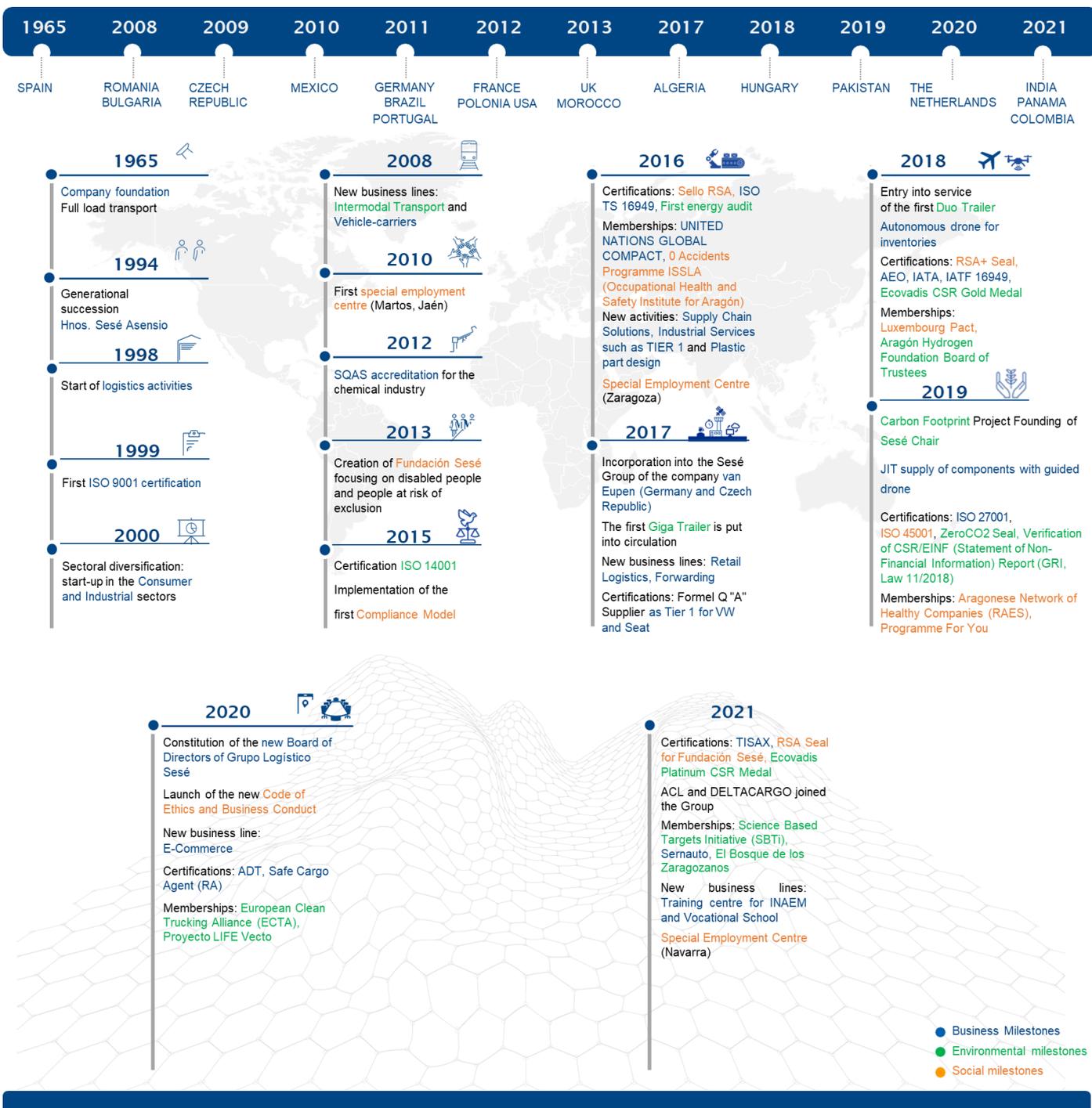
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MAIN MILESTONES IN THE HISTORY OF GRUPO SESÉ

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## About Grupo Sesé | Structure and organisational chart

Grupo Sesé is made up of independent companies that are managed in a coordinated manner by an organisation structured into 7 large blocks:



DIAGRAM OF GRUPO SESÉ DIVISIONS

Grupo Sesé has a multi-plant structure, where each of the operating centres that make up the companies functionally depend on the Head Office, located in Zaragoza. As such, the Operations Department has branch offices distributed according to the needs of the businesses developed. The work processes are defined, marked and exported to the branches by the head office.

In January 2020, a new Board of Directors was formed with the appointment of external directors who joined the President of the Board (Mr. Alfonso Sesé) and the Vice-President (Ms. Ana Sesé). Likewise, Mr. Ángel Pueyo was appointed as Chief Executive Officer. This modifies the previous Board of Directors, which was in force until 31/12/2019 and comprised the shareholders (Mr. Alfonso Sesé, Ms. Ana Sesé and Mr. José Antonio Sanz).

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## Organisational chart | Board of Directors

## Organisational chart | Board of Directors



**President of Grupo Sesé**  
**President of the Board**  
Alfonso Sesé



**Vice-President of the Board**  
Ana Sesé  
[President Foundation Sesé]



**CEO**  
Ángel Pueyo



**Director**  
César Arranz



**Director**  
Tomás García Madrid



**Director**  
Marcos de Quinto



**Director**  
Carlos Oehling



**Secretary of the Board**  
Jordi Trilles

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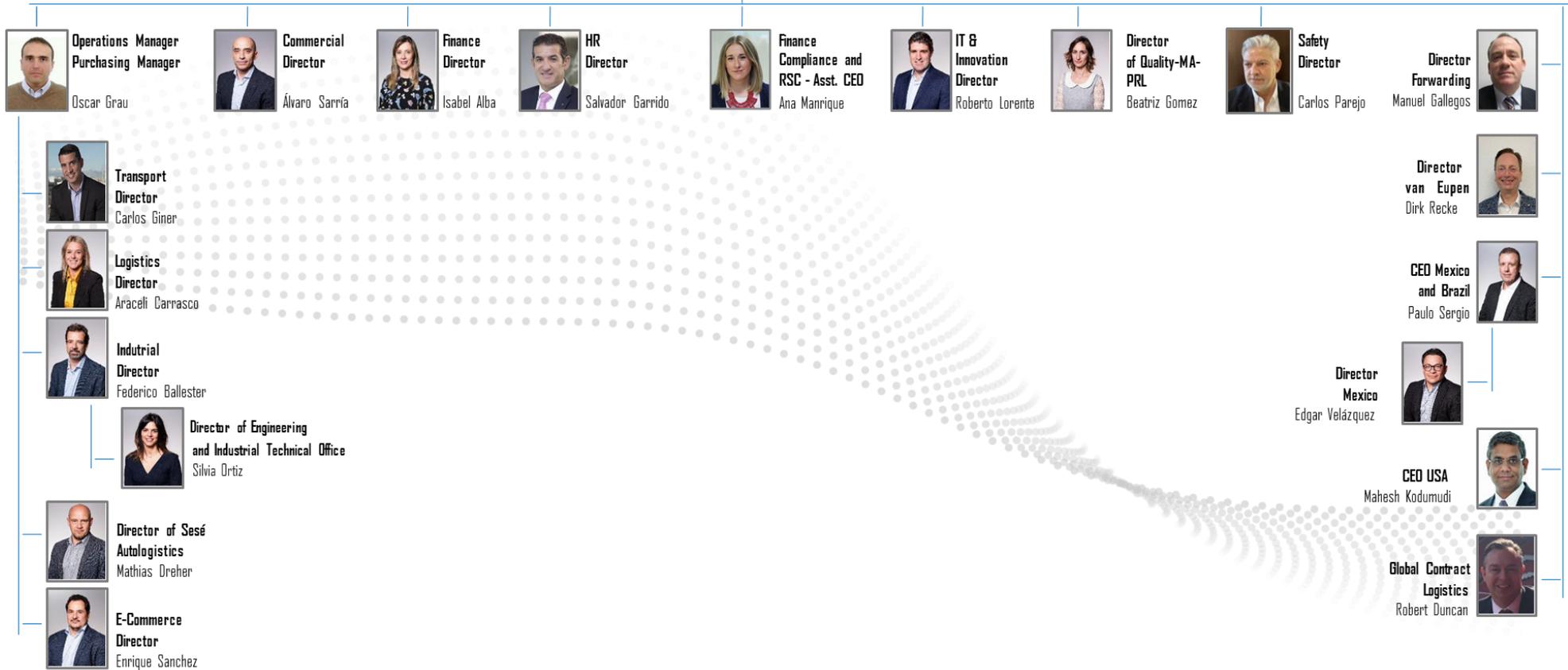
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**CEO**  
Ángel Pueyo



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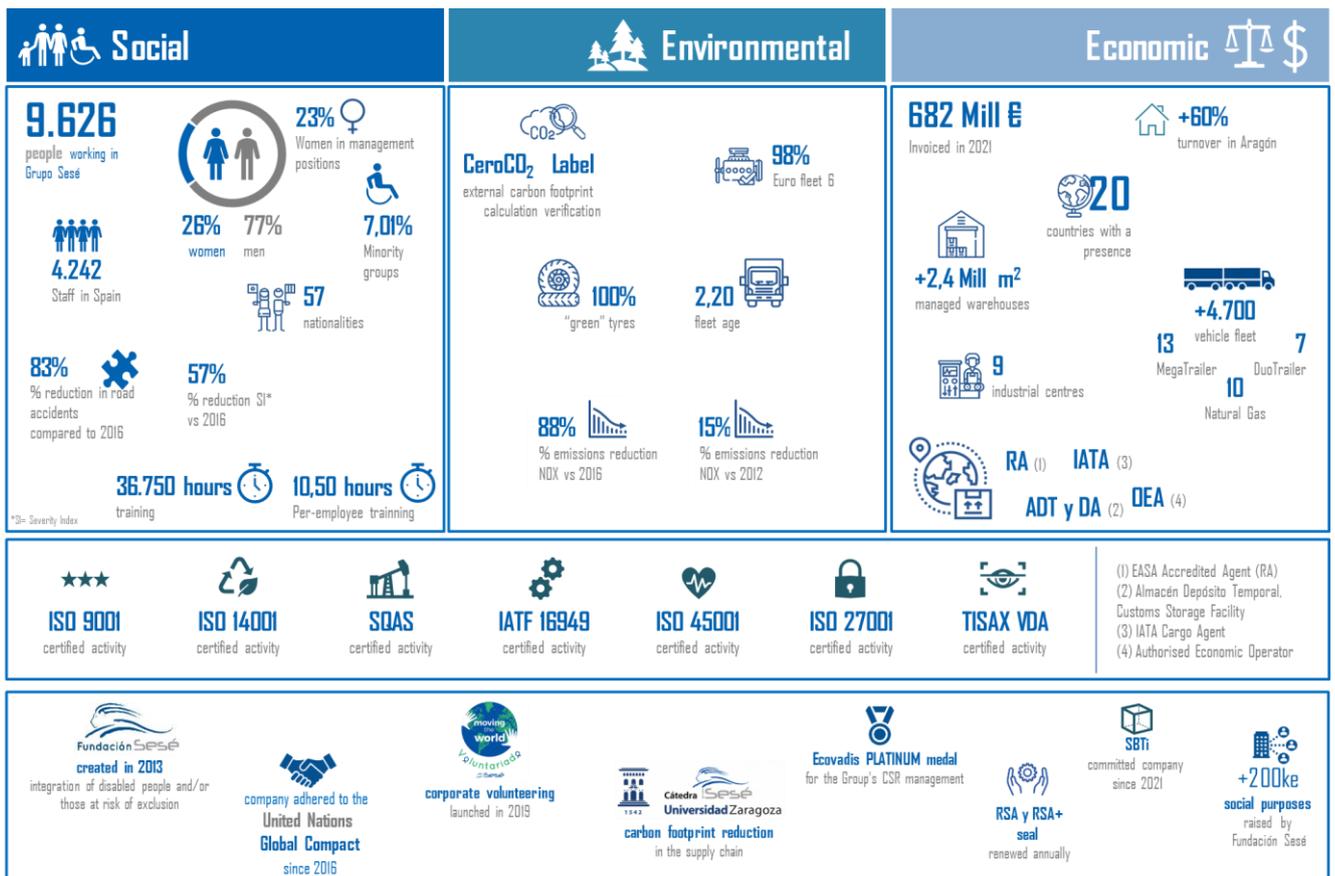
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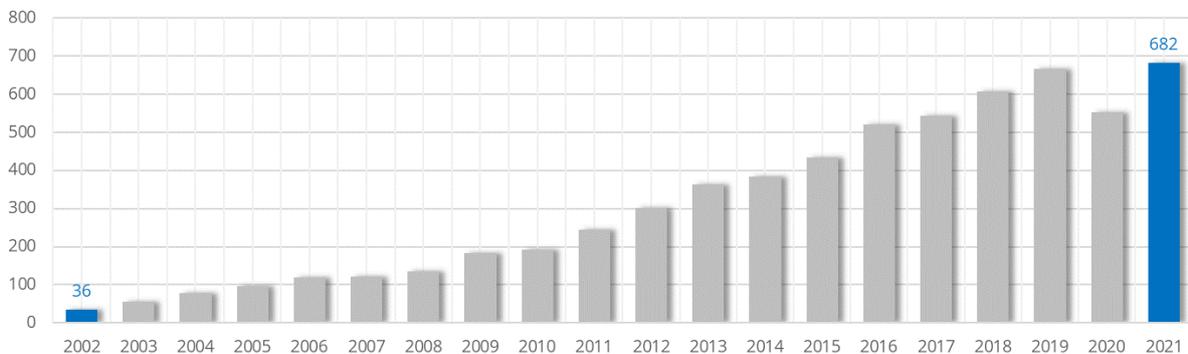
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## About Grupo Sesé | Grupo Sesé in 2021

As a result of an ambitious and carefully planned strategy, Grupo Sesé is a benchmark company in its sector, actively participating in the supply chains of its clients, providing innovative and high value-added solutions. A quick glance at the most representative figures allows us to evaluate the size and characteristics of the company today.



### REPRESENTATIVE FIGURES AND MILESTONES OF THE YEAR REGARDING SOCIAL, ENVIRONMENTAL AND ECONOMIC MATTERS



GRUPO SESÉ TURNOVER EVOLUTION - expressed in millions of euros

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Compared to the year 2021, the following may also be highlighted as the most relevant milestones of this year:



Establishment in India, creation of a new company for logistics activities



Adherence to the SBTi (Science Based Targets) Initiative

Grupo Sesé obtains the TISAX certification for its centres in Palau and Abrera (Barcelona)



Implantation in Panama and Colombia, new companies for Forwarding activities.

Creation of a new company in Germany for industrial activity



Acquisition of Aerospace Cargo Logistics and incorporation into the Forwarding Division



Fundación Sesé Centre in Zaragoza qualified as an INAEM-approved Training Centre



Purchase of shares of Deltacargo and incorporation in the Forwarding Division

Fundación Sesé obtains the RSA Seal



Creation of new companies in Mexico and Brazil for Forwarding activities

New automotive module assembly centre opens in the United States

january



april



may



june



september



october



december



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## About Grupo Sesé | Awards and recognitions

Throughout its long history, Grupo Sesé has received numerous awards from clients, suppliers, regional and national government institutions, and other players within the society in which it operates.

The following can be highlighted:

2007	<b>TRADIME-ARAGÓN AWARD</b> granted by the Business Association.	
2008	<b>FERNANDO ORÚS AWARD</b> , granted by ASZA (Agrupación De Sordos De Zaragoza Y Aragón, The Deaf Association of Zaragoza and Aragón) in recognition of support for labour integration of deaf people.	
2009	Finalists of the <b>ENTREPRENEUR PRIZE</b> organised by Ernst & Young.	
2010	ICIL AWARD for <b>LOGISTIC EXCELLENCE</b> for the IBERIAN PROJECT (this institute supports research, training, dissemination and business applications in logistics).	
2012	<b>BEST NATIONAL LOGISTICS COMPANY AWARD</b> at the Logistics and Maintenance Exhibition (SIL).	
	<b>PILOT AWARD FOR LOGISTIC EXCELLENCE</b> in Aragón, in the Large Companies category	
2013	<b>DIRECTORS AWARD</b> for our business trajectory.	
	<b>ASTER AWARD</b> for our business trajectory.	
2014	<b>GENERAL MOTORS SUPPLIER OF THE YEAR AWARD FOR WAREHOUSING AND MATERIAL LOGISTICS:</b> Grupo Sesé was crowned Logistics Supplier of the Year by GM for its management of the Mokka Project.	
2015	The <b>SOLIDAR</b> certificate was issued to the companies Trans Sesé and Logística JIT Aragón for their efforts to integrate disabled personnel, not only complying with but surpassing the requirements of current legislation.	
	The <b>ADEA</b> (Association of Directors and Entrepreneurs of Aragón) AWARD 2015 was issued to Don Alfonso Sesé, within the <b>DIRECTORS OF ARAGON</b> category.	
2016	The <b>SOLIDAR EXCEPTIONAL 3-STAR</b> certificate was issued to Fundación Sesé for actions carried out to favour labour insertion of disabled people in the labour market	
	Recognition by the Government of Aragón and the different promoters of the Social Responsibility Plan of Aragón, with the issuance of the <b>RSA COMPANY SEAL</b> .	

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2016

Grupo Sesé received a **SILVER MEDAL from ECOVADIS** (an independent platform for rating the **sustainability** performance of companies).



Urrea de Gaén, the municipality where Grupo Sesé originated, appointed Alfonso and Ana Sesé as its **FAVOURED CHILDREN**.



Grupo Sesé received **SEAT's BEST LOGISTICS INNOVATION PRIZE** for the SIDI project (involving use of autonomous unmanned drones for inventory).



The **SOLIDAR** certificate was issued to the company COLIN for its efforts to integrate disabled personnel, not only complying with but surpassing the requirements of current legislation.



2017

The **RSA COMPANY SEAL** was renewed as part of the Social Responsibility Plan of Aragón.



The actions and collaboration of Grupo Sesé and Foundation in response to the September 19 earthquake were recognised in Mexico by different institutions such as the Red Cross and Volkswagen-Mexico. This work has also been recognised by the FROC-CROC, who awarded Fundación Sesé the **CONSTANTINO SÁNCHEZ ROMANO MEDAL FOR SOCIAL MERIT**.



The **RSA COMPANY SEAL** was renewed as part of the Social Responsibility Plan of Aragón.



The Social Responsibility Board of Aragón recognised Grupo Sesé with the **RSA+ Seal** for its initiatives in the reconciliation of personal, family and professional life; the promotion of **equality**; **voluntary** work and involvement in the promotion of culture in Aragón



2018

Grupo Sesé received a **GOLD MEDAL from ECOVADIS** (an independent platform for rating the **sustainability** performance of companies).



The Aragonese Council for Safety and Work awarded Grupo Sesé the **"Aragón, committed to prevention"** Prize for its achievements in the field of occupational risk prevention.



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



2019

At the 9th Anniversary Charity Gala of the **Lacus Aragón Foundation**, **Fundación Sesé** received an **Annual Distinction** in recognition of all the work carried out by this body to aid the labour integration of disabled people.



The **RSA COMPANY SEAL** was renewed as part of the Social Responsibility Plan of Aragón.



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## 2019

The Social Responsibility Board of Aragón recognised Grupo Sesé with the **RSA+ Seal** for its initiatives in the reconciliation of personal, family and professional life; the promotion of **equality**; **voluntary** work and involvement in the **promotion of culture in Aragón**.



**Ms. Ana Sesé** received the **Business Excellence Award from ARAME** (Asociación Aragonesa de Mujeres Empresarias, the Aragonese Association of Businesswomen), at its 20th awards ceremony at the Zaragoza Chamber of Commerce.



Grupo Sesé receives the **Logistics Category Award** at the 8th edition of the **Aragón Executives Awards** from the Executives Magazine.



Grupo Sesé received a **GOLD MEDAL** from **ECOVADIS** (an independent platform for rating the sustainability performance of companies).



**Mr. Alfonso Sesé**, President of Grupo Sesé, proclaimed central Spain's **finalists for the EY Entrepreneur of the Year Award**, which is being held for the 24th time this year.



Grupo Sesé is honoured as a **company integrating people with intellectual disabilities** from **Down Zaragoza**.



Grupo Sesé obtained the **Safe Area Seal** at its corporate headquarters for the **Health and Safety** protocols implemented against COVID-19, awarded by MAS Prevención.



The **RSA COMPANY SEAL** was renewed as part of the Social Responsibility Plan of Aragón.



Grupo Sesé receives one of the **first accreditations of the Aragonese Network of Healthy Companies (RAES)**, for its commitment to the promotion of occupational health and the search for a cultural change in the health of its workers.



## 2020

Grupo Sesé received a **GOLD MEDAL** from **ECOVADIS** (an independent platform for rating the sustainability performance of companies).



The Social Responsibility Board of Aragón recognised Grupo Sesé with the **RSA+ Seal** for its initiatives in the reconciliation of personal, family and professional life; the promotion of **equality**; **voluntary** work and involvement in the **promotion of culture in Aragón**.



**D. Alfonso Sesé**, President of Grupo Sesé, has been awarded the **prize for Innovation** in the 24th edition of the awards granted by **Ernst & Young (EY)**, the consulting firm.



The Association of Former Democratic Councillors of Zaragoza presents the **Sesé Foundation** with the **"3 de Abril" award** in the Social Work category. The development and completion of a cinema room for hospitalised children at the Miguel Servet University Hospital in Zaragoza is thus recognised.



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The **RSA COMPANY SEAL** was renewed as part of the Social Responsibility Plan of Aragón.



The Social Responsibility Board of Aragón recognised Grupo Sesé with the company sector **RSA+ Seal** for its initiatives in the reconciliation of personal, family and professional life; the promotion of **equality**; **voluntary** work and involvement in **the promotion of culture in Aragón**.



For the first time, **Fundación Sesé** obtains the **RSA SEAL**, in the company category, within the Social Responsibility Plan of Aragón.



Grupo Sesé received a **PLATINUM MEDAL** from **ECOVADIS** (an independent platform for rating the sustainability performance of companies).



Renovation in the corporate headquarters of Grupo Sesé of the **Safe Area Seal** due to the **Health and Safety protocols implemented against COVID-19** awarded by MAS Prevention.



Grupo Sesé **finalist** in the **XX PILOT Awards for Logistics Excellence** in Aragón (Aragón Business Programme of Aragón's Institute of Development) in the category of large companies for its good practices in the management of the supply value chain and specifically for its **Smart & Green project on environmental sustainability**.



The Spanish Logistics Centre presents its 31st Logistics Excellence Awards. Grupo Sesé receives the **CEL Sustainable Logistics Award** for its **Smart & Green** project for the **decarbonisation** of the supply chain.



With its RSA 2021 Awards, the Autonomous Government of Aragón recognises companies' social responsibility initiatives. Grupo Sesé was awarded this prize in the large company category for its good practice "**Think green, act blue**" in which it works **against climate change** in the supply chain



Grupo Sesé was awarded in the category of large company in the **ONCE Aragón Solidarity Awards** for its strong **commitment to social issues** and, through its Foundation, for actively working towards the accessibility and integration of the most vulnerable groups, developing strategies, and applying methodologies that achieve real inclusion.



In the **VIII Aragón en la Red Awards**, organised by the **Henneo** business group, Grupo Sesé has been awarded for the digital transformation in the **optimisation of its processes**.



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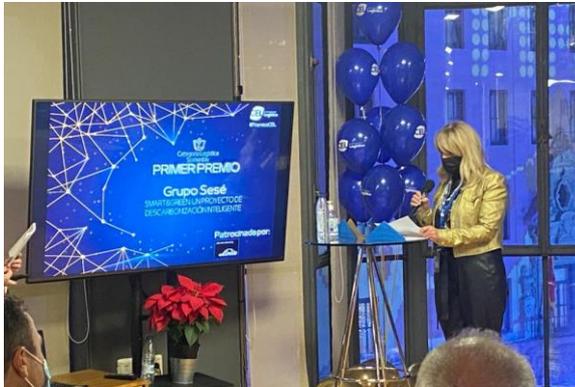
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Ms. Ana Sesé Asensio, Vice President of Grupo Sesé and President of Fundación Sesé, receives the CEL Award for Sustainable Logistics.



Ms. Ana Sesé Asensio, Vice-president of Grupo Sesé and President of Fundación Sesé, receives the ONCE Aragón Solidarity Awards



Mr. Álvaro Sarría, Corporate Commercial Director, receives recognition as a finalist in the PILOT Awards



Mr. Roberto Lorente, Corporate Director of IT and Innovation, receives the Aragón en la Red Award, for the digital optimisation of the processes of Grupo Sesé. Photo source: [Alto Aragón Newspaper]



Ms. Beatriz Gómez, Director of Quality, Environment and Occupational Risk Prevention at Grupo Sesé, receives the RSA Award for her good practice "Think green, act blue" in which she is working against climate change in the supply chain.

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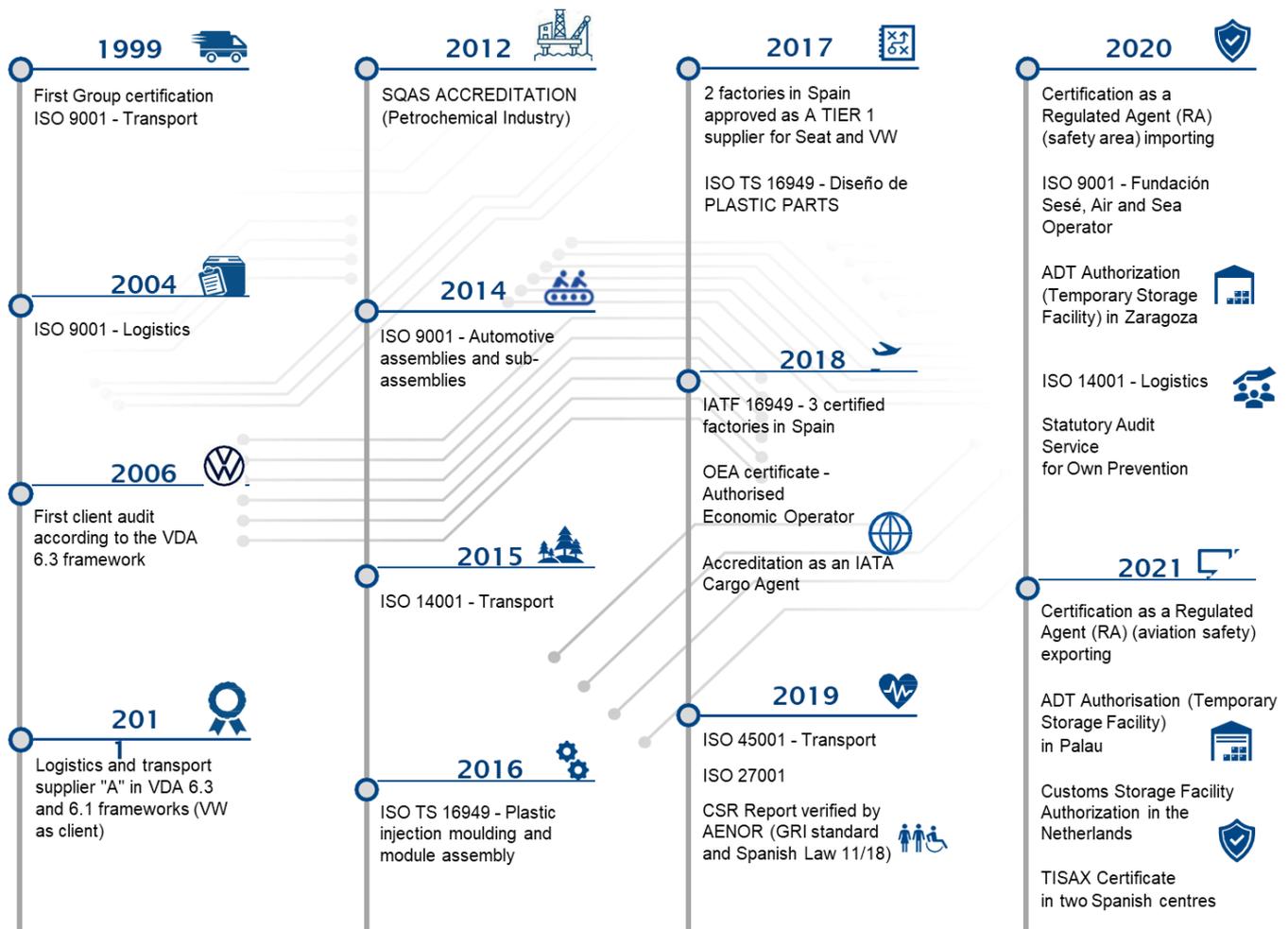
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## Conocer Grupo Sesé | Principios externos

### STANDARDS AND CERTIFICATIONS

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

- ▶ Certification according to standards, norms, or models of recognised prestige in areas of quality, prevention or environment.
- ▶ Support, participation and/or sponsorship of initiatives in the social, technological, or environmental field.
- ▶ Membership and/or participation in business and/or technology associations.



DEVELOPMENT OF CERTIFICATES AND ACCREDITATIONS OF THE SESÉ GROUP MANAGEMENT SYSTEM

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**ISO REGULATIONS**

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

- » Road freight transport.
- » Combined transport of goods
- » Integrated logistics.
- » Assembly and sub-assembly of automotive parts assemblies.
- » Employment guidance and training for employment (Sesé Foundation).
- » Air and maritime operator.

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

- » Road freight transport.
- » Combined transport of goods.
- » Integrated logistics.

**IATF 16949** standard certification for the following activities:

- » Design and manufacture of front-end and plastic parts
- » Manufacture of injection moulded components.
- » Retainer, front end and centre console assembly.
- » Sub-assemblies.

**ISO 45001** certification for management of:

- » Road freight transport.
- » Combined transport of goods

**ISO 27001** certification for the following activities:

- » Software development processes and information technologies provided by the central HQ.

**VDA FRAMEWORK**

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

- » The transport and logistics activities of Trans Sesé, SLM, PAM, van Eupen, Sesé Mexico and Sesé Brazil.
- » The vehicle transport activity of Sesé Autologistics
- » The activity of the entire Industrial Services Division.

The first VDA 6.3 audit dates from 2006.

**FORMEL Q FRAMEWORK**

In 2017, two production centres in Spain were audited pursuant to **Formel Q**, obtaining approval as a supplier.

In less than 12 months, the organisation achieved the approval of two production centres in Spain as a Tier 1 supplier of the VW Group.

*Formel Q: a framework for verifying the capacity of a supplier to supply according to the quality requirements of the sector and the VW Group.*

**SQAS ACCREDITATION**

Since 2012, Trans Sesé has held **SQAS** (Safety and Quality Assessment System) chemical industry accreditation encompassing its Plaza and Cogullada (Zaragoza) facilities and its road freight transport activities.

It has since renewed its accreditation twice, outperforming the European average at all times.

**TISAX FRAMEWORK**

TISAX (short for Trusted Information Security Assessment Exchange) is a form of accreditation of compliance with VDA-ISA requirements issued by the Verband der Automobilindustrie (VDA).

The VDA ISA catalogue comprises the key aspects and criteria of ISO 27001 and additional lists of criteria, which apply specifically to the automotive sector, such as third-party involvement and prototype protection.

Since 2021, Grupo Sesé's production centres are being certified against this benchmark.

## SUMMARY OF CURRENT CERTIFICATIONS

## » COMMITMENTS, COLLABORATIONS AND SPONSORSHIPS

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



Accession to the United Nations International Convention on Persons with Disabilities



The agreement is signed on an annual basis, through which Ibercaja Banco Sesé and Fundación Ibercaja support the project for the social and labour insertion of people with disabilities and/or at risk of exclusion throughout the country developed by Fundación Alfonso Sesé Tena.



Adhesion to the Campaign for the dissemination and recognition of Eco-innovation and Business Eco-design run by CIRCE (Centro de Investigación de Recursos y Consumos Energéticos, the Research Centre for Energy Resources and Consumption) at the University of Zaragoza.



Adherence to the "Target: Zero Working Accidents" programme of the Government of Aragón.



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

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Grupo Sesé joined the "Leading Company Club" of the Chamber of Commerce.



Collaboration with Mutua MAZ on the "Committed to road safety" project.



Systematic collaboration agreement between Grupo Sesé and VfL Wolfsburg Football Club through a sponsorship contract. For example, VfL Wolfsburg holds 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, a training programme created by Heraldo de Aragón and the ESIC business school to facilitate the access of young people 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 first journey of a MegaTrailer in Spain in 2016.



In 2018, Grupo Sesé signed the Luxembourg Declaration of the European Network for Health Promotion at Work, which established the basic principles of action and the reference framework for good management of employee health in the company.



In 2018, a collaboration between Grupo Sesé and the University of Zaragoza (liaising with the DGT at all times) allowed the first Duo Trailer to be put into circulation in Spain - a 31.75 metre lorry with a 70 tonne MMA.



In 2019, Grupo Sesé signed up to and sponsored the *Por Ti* Programme, the company's first healthy habits programme. It is the only programme of its type designed for companies, by companies. Promoted by Quirónsalud and Fundación Ibercaja, it includes activities inside and outside the working environment as well as training and dissemination of best practices, with the aim of improving the physical and mental well-being of employees.



In 2019, Grupo Sesé signed up to the RAES (*Red Aragón Empresas Saludables*, the Aragón Healthy Companies Network), a network that was created with the aim of ensuring recognition from the Government of Aragón of all the companies that have imbued their organisations with a commitment to the promotion of health in the workplace and are seeking a cultural change based on the health of their workers.



In 2019, Grupo Sesé launched the Sesé Chair for research into technology to reduce the carbon footprint in the supply chain, in collaboration with the University of Zaragoza.



In 2019, Grupo Sesé signed up to the AECC's Solidarity in Business Programme.



Grupo Sesé signed an agreement with BebeDeParis in 2019 as part of the Baby Friendly Programme.

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Since June 2020 the Sesé Group has been participating in the Roland Berger study, commissioned by the Fuel Cell & Hydrogen Joint Undertaking, to study the costs of hydrogen vehicle operations in the short and medium term. FCH JU is the lead agency for hydrogen research projects supported by the European Commission.



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In 2020, the Archbishopric of Zaragoza and Fundación Sesé signed an agreement to collaborate on the development of various food assistance programmes that are integrated into the Food Bank of Zaragoza's plan to help the disadvantaged, and which are growing exponentially due to the emergency caused by COVID-19.



In 2020, European companies and organisations grouped themselves around the European Clean Trucking Alliance (ECTA), of which Grupo Sesé is a member together with other relevant organisations, including Deutsche Post Group, Michelin, Unilever, FM Logistics, Geodis, Girtaka, Nestlé, Vos Logistics, Inter IKEA Systems and DB Schenker.



In 2020, Grupo Sesé signed its affiliation to the LIFE VECTO Project "Vecto for Low emissions from trucks and Lorries - VELOS".



In 2021, Grupo Sesé signed its adhesion to the SBTi (Science Based Targets) initiative whose objectives are to lead the way towards a carbon-free economy, boost innovation and drive sustainable growth by setting ambitious science-based emission reduction targets



In 2021, Grupo Sesé signed its adhesion to the Sanitas Healthy Cities programme



In 2021, Fundación Sesé joined the new social cluster Sumando Empleo Aragón to promote employment in the Community, where 17 entities distributed throughout the three provinces of the Community collaborate.



In 2021, Grupo Sesé signed the GetHyGA initiative, with the aim of consolidating an energetic and technological hydrogen path in Aragón, promoted by the Department of Industry, Competitiveness and Business Development, through the Hydrogen Foundation.

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In 2021, Grupo Sesé became a member of the Spanish Association of Automotive Suppliers (SERNAUTO).



In 2021, Grupo Sesé joined the project "El Bosque de los Zaragozanos", a great collaborative initiative for sustainability, whose objective is to plant 700,000 trees and bushes in Zaragoza and its surroundings over the next few years.



Grupo Sesé and the Foundation are regular collaborators and/or sponsors of sporting, social and cultural events. Some examples of initiatives carried out in 2021 are:

- Sponsorship of the driving simulator in PARQUE POLO, a facility in Pamplona, which develops Road Safety Education programmes aimed at schoolchildren between the ages of 5 and 15. Grupo Sesé also provides vehicles for training the youngest members of the family.
- Sponsorship of the *Por Ti* programme
- Sponsorship of the Altatorre Women's Club, supporting its presence in the Deaf Football Championships.
- Sponsorship of the Royal Zaragoza School of Intellectual Disability (Genuine League).
- Sponsorship of a reforestation plot in the El Bosque de los Zaragozanos project.
- Participation in the round table organised by ARAME, Commitment to Equality through CSR.
- Participation in the round table organised by Directivas de Aragón for the presentation of the Predirectivas programme.
- ITAINNOVA Instituto Tecnológico de Aragón participated in the special programme "Looking to the future", showing the implementation of new technologies and ways of working, such as the use of drones and AGV, which promote the sustainable and avant-garde development of logistics services.
- Participation in the Zero Emissions Mobility conference organised by Ecodes.
- Participation in the conference on digital transformation of companies in Aragón organised by IAF and CEOE.
- Participation in the Carbon Footprint Reduction conference organised by IDIA.
- Participation in the Wellness Business Forum organised by the Zaragoza Chamber of Commerce: The management of intangibles in companies and how to retain talent.

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Grupo Sesé participates in the following associations:



AEFA - the Aragonese Family Business Association. Alfonso Sesé is the President of AEFA.



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



CEOE-ARAGÓN Spanish Confederation of Business Organisations. Grupo Sesé is a member of the Logistics and Transport Committee and the Human Resources Committee.



ADEA - Aragón Business Executives' Association



CIAC - Automotive Cluster of Catalonia, with whom transport and R+D+i projects are developed.



CAN - Automotive Cluster of Navarre.



Logistop (Technological Platform for Comprehensive Logistics, Inter-modality and Mobility).



Board of Trustees of the Foundation for the Development of New Hydrogen Technologies in Aragón, where Grupo Sesé actively participates in meetings.



IDiA Cluster. The IDiA Association - Research, Development and Innovation in Aragón, where Grupo Sesé participates in work tables, round tables and training workshops.



Zaragoza Chamber of Commerce Club.



APD - the Management Progress Association.



FETRAZ - Federation of Freight Transport Companies of Zaragoza.



SERNAUTO - the Spanish Association of Automotive Suppliers.

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Fundación Sesé has signed the following Agreements / Collaboration Agreements:



An agreement with Ibercaja for the development of social and labour insertion projects.



An agreement to join the Incorpora programme of the La Caixa Banking Foundation.



An agreement with Inserta, a human resources company of the ONCE Foundation for the training and labour insertion of disabled personnel.



Fundación Sesé has joined the Fuerza del Corazón (Strength of the Heart) network, a network that brings together the various social causes supported by the singer Alejandro Sanz.



Fundación Sesé has joined the Zaragoza Chamber of Commerce's Comprehensive Plan for Qualification and Employment.



Collaboration agreement with the Energy Cluster of Aragón, in order to jointly develop activities for dissemination and collaboration in social projects carried out by Fundación Sesé.

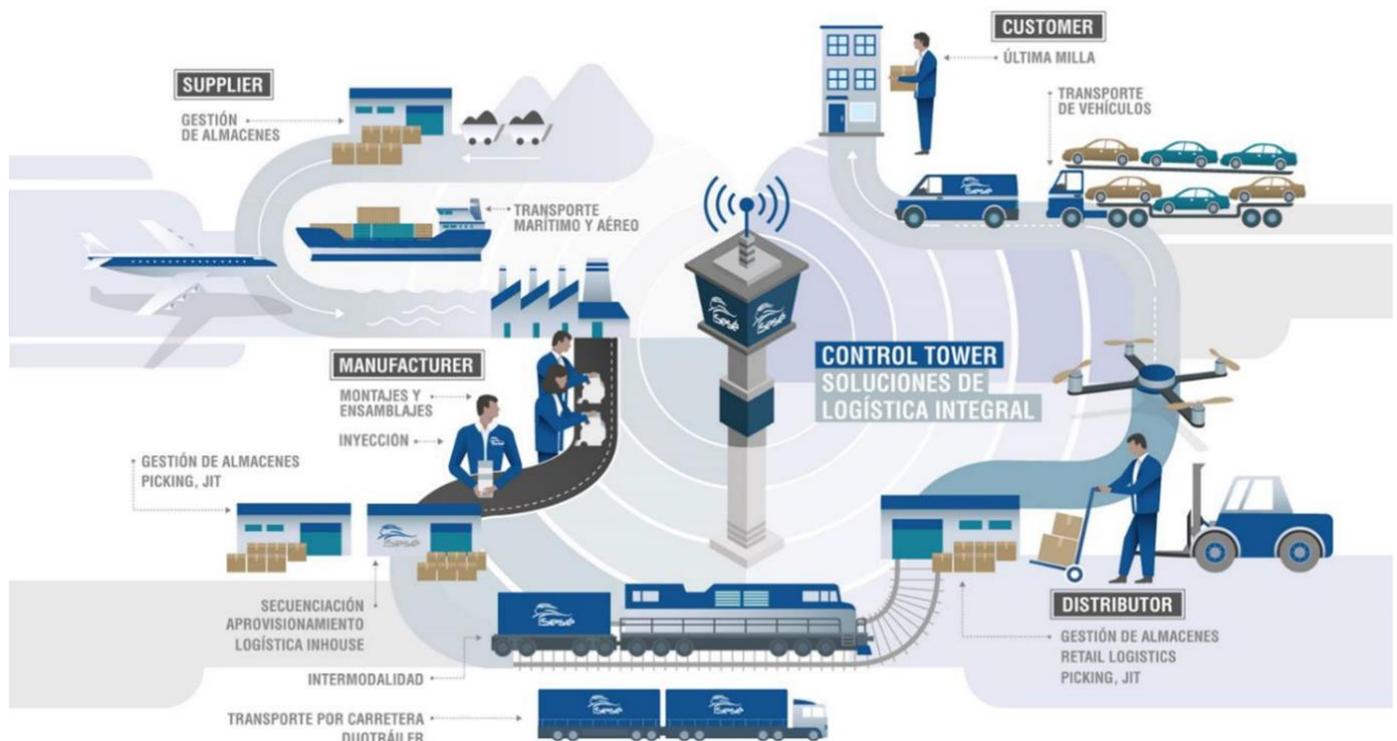
# VALUE CHAIN



## Value Chain | Process map

One of the most important aspects of the value chain is **synchronisation**. Any error in any link in the chain can generate a domino effect with fatal consequences for the overall process. This is why it is important to regulate and control the flows between each phase and avoiding creating 'islands', where each link breaks up and forgets that it belongs to a greater whole.

Unlike the classic input/output concepts, in supply chains the flows are intertwined. There are input/output flows at each link, and each link furthermore serves as an input and output for others.



VISUAL DIAGRAM OF SESÉ GROUP'S OPERATIONS MAP AND ITS INTEGRATION INTO THE SUPPLY CHAIN OF ITS CLIENTS

It is common for companies to **outsource or subcontract** stages of their supply chain to **companies in the logistics sector** that have a high level of knowledge and specialisation in their field of activity, which is also a handicap, since the vast majority do not know what the other links in the chain are doing.

Grupo Sesé, as a major operator in the logistics sector, recognises that the key to success lies in **integration** and the ability to create **synergies** within clients' operations. Success can only be achieved by achieving the ability to effectively deliver a service at every stage of the supply chain. Knowledge of the activities of each phase allows for a more effective and efficient design of working methods, results that are perceived not only by the client but also by the other players involved in the chain.

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## Value Chain | Products and services

In line with its entrepreneurial spirit and innovative nature, Grupo Sesé continuously analyses the sector and its market environment, in search of new opportunities and business lines.

<b>TRANSPORT</b>	<b>LOGISTICS</b>	<b>TRANSPORT VEHICLE CARRIER</b>	<b>FORWARDING</b>
<ul style="list-style-type: none"> <li>• Transport planning</li> <li>• LTL&amp;FTL International &amp; National transport.</li> <li>• Groupage</li> <li>• Just in Time Traffic</li> <li>• Rail Transport</li> <li>• Quality control services</li> </ul>	<ul style="list-style-type: none"> <li>• Handling and preparation of orders</li> <li>• Pre- and post- Manufacturing</li> <li>• Reverse logistics</li> <li>• JIT / JIS logistics</li> <li>• Cross docking</li> <li>• Order visibility and traceability</li> <li>• Client Reporting</li> <li>• Quality control on warehoused material</li> <li>• Picking and kitting</li> <li>• Spare part logistics</li> </ul>	<ul style="list-style-type: none"> <li>• Transport planning</li> <li>• Finished vehicle Transport</li> <li>• Finished vehicle logistics distribution</li> </ul>	<ul style="list-style-type: none"> <li>• Transport planning</li> <li>• Air and maritime operator</li> <li>• Multimodal transport</li> <li>• Customs clearance services</li> <li>• Temporary Deposit Warehouse (ADT)</li> </ul>
<b>E-COMMERCE</b>	<b>INDUSTRIAL SERVICES</b>	<b>SUPPLY CHAIN SOLUTIONS</b>	
<ul style="list-style-type: none"> <li>• Handling and preparation orders</li> <li>• Picking and kitting</li> <li>• Order visibility and traceability</li> <li>• Client Reporting</li> <li>• Last-mile transportation</li> </ul>	<ul style="list-style-type: none"> <li>• Engineering and design</li> <li>• Automotive module assembly</li> <li>• Sequenced assembly</li> <li>• Pre-assemblies</li> <li>• Plastic injection</li> <li>• Facilities and work sites</li> <li>• Welding</li> <li>• Quality control services</li> <li>• Revisions and reworks</li> </ul>	<p><u>DESIGN &amp; IMPROVE</u></p> <ul style="list-style-type: none"> <li>• Define and optimise solutions</li> <li>• Consultancy and analysis</li> </ul> <p><u>MANAGE &amp; EXECUTIVE</u></p> <ul style="list-style-type: none"> <li>• Supplier management (LLP 4PL)</li> <li>• Transport planning and management</li> <li>• Monitoring and traceability of logistics milestones</li> <li>• Information and performance monitoring</li> </ul>	<p><u>CONTROL &amp; MONITORING</u></p> <ul style="list-style-type: none"> <li>• Control management and control</li> <li>• Management of purchases and payments to suppliers-</li> <li>• Compliance Management</li> </ul>

OUTLINE OF THE SERVICE CATALOGUE OF GRUPO SESÉ

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## Value Chain | Business markets

Grupo Sesé has a direct presence in 20 countries. In 2021, Grupo Sesé positioned a direct physical presence in India, Panama and Colombia.

It operates mainly for the automotive, industrial and consumer sectors, for which it provides comprehensive services to supply their supply chains. Indirectly, through road, rail, sea and air transport, it is present in practically all European countries and a large number of countries in Asia, Africa and Latin America.

In 2020, Grupo Sesé expanded its operations with the creation of two new Divisions. The former Distribution Division was thus split in two: on the one hand, the new Forwarding Division was given its own entity and, on the other, the E-Commerce and Home Delivery Division was created for the development of last mile transport and auxiliary operations derived from online operations.



INFOGRAPHICS ON THE BUSINESS MARKETS OF GRUPO SESÉ

During 2021, as with the rest of the industrial and auxiliary fabric of the country's automotive sector, activity was negatively affected by drops in production resulting from the microchip crisis. This effect, coupled with the still active aftermath of COVID-19 in the global economy, has forced the organisation to make significant temporary operational adjustments to adapt the Group's activity to its clients' business losses.

# CORPORATE GOVERNANCE



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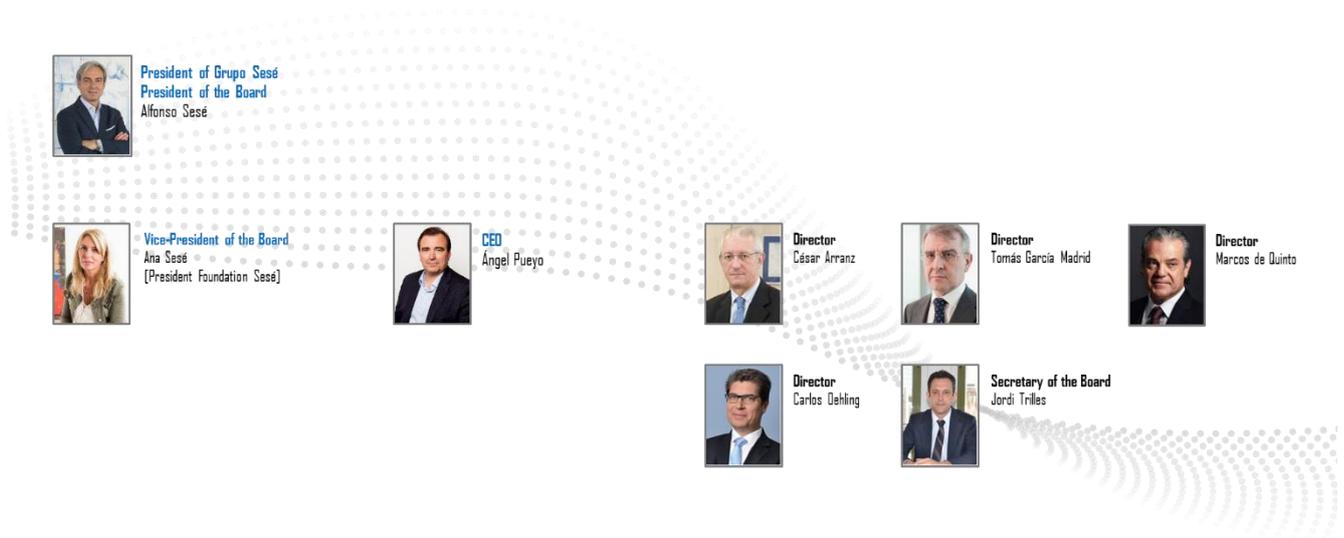
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## Corporate Governance | Governing bodies and functions



**A good leader takes people where they want to go. A great leader takes them where they don't necessarily want to go, but to where they should be (Rosalynn Carter)**

Since January 2020, Grupo Sesé has had a new Board of Directors with four independent external directors:



### GRUPO SESÉ'S BOARD OF DIRECTORS

The highest controlling body of Grupo Sesé is the Board of Directors, which, through its President Mr. Alfonso Sesé Asensio and its Chief Executive Officer (CEO) Mr. Ángel Pueyo Alonso, supervises, manages and controls the appointments of the organisation's management team. Grupo Sesé establishes its corporate governance with the aim of providing the necessary resources to protect the company's interests, working on the creation of value and the efficient use of resources, and responsibly assuming the repercussions of its activities with stakeholders.

The Corporate Governance of Grupo Sesé comes mainly from Aragón, the Autonomous Community where the company's Head Office is located. The same applies to the appointment of plant or workplace managers, people from the local community where the company is located.

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## » COMMITTEES, COMMISSIONS AND WORKING GROUPS



### Board of Directors

The main objectives of the company's management are to guide the affairs of the organisation and to look after the interests of the shareholders through the control of the senior management, thus acting as an intermediate body between the shareholders and the management team.



### The appointments, remuneration and RSC committee

This committee is delegated by the Board of Directors and chaired by Mr. César Arranz, External Director.

The Committee is responsible for advising the Board of Directors and supervising the organisation's promotion and compensation policies, as well as the company's corporate social responsibility strategy.



### Audit and Internal Control Committee

Committee delegated by the Board of Directors and chaired by Mr. Tomás García Madrid, External Director.

The Committee is responsible for advising the Board of Directors and for supervising and controlling the preparation and presentation of financial and non-financial information, the independence of the auditor and the effectiveness of internal control and risk management systems



### Strategy Task Force

A Board of Directors' delegated work team which is chaired by Mr. Marcos de Quinto, External Director.

The purpose of this team is to develop, deploy and communicate the organisation's Strategic Plan.



### European Funds Task Force

A Board of Directors' delegated work team which is chaired by Mr. Tomás García Madrid, External Director.

This temporary team is responsible for supervising the correct structuring and deployment of all projects with the potential to be submitted to any of the calls for proposals for funds associated with the Plan for Recovery, Transformation and Resilience.

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### Management Committee

To manage the company's units (Central Services and Operational Divisions), deploying the culture, values, strategy and objectives of the organisation within the organization.



### Technical Committee Supporting Compliance

Advisory Committee of the Compliance Body formed by members of the Senior Management of Grupo Sesé, which was created with the aim of ensuring the effective and robust development of the Compliance Model within Grupo Sesé



### Trade Committee

Review and update the Sales Plan Set guidelines in the short and medium term. Review the main current ranges and feedback on client satisfaction.



### Operational Committees

Analyse the monthly economic and service results of each of the Divisions, discussing the data with the managers of each centre. Deploy the strategies marked by the Management Committee.



### Business committees

In accordance with Article 63 of the Workers' Statute, a body representing all workers for the defence of their interests.



### Health and Safety Committees (HSCs)

The Company's advisory body, where the exchange of points of view is facilitated and a stable forum for dialogue on safety issues is created, composed in parity by social and company representatives and advised by the prevention technicians. The HSCs meet at least quarterly.



### Equality Commissions

Promote a culture of promoting equal treatment and opportunities between women and men as a strategic value for progress.



### Corporate Volunteer Commission

To promote and articulate the organisation's corporate volunteering, acting as ambassadors for its dissemination and coordinating the design of the actions and projects to be developed.

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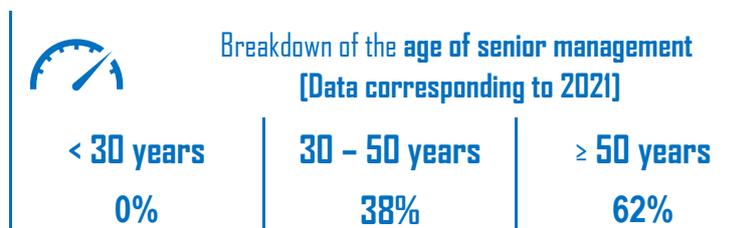
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These are some of the characteristics of Grupo Sesé's Senior Management (\*):



Percentage of women in senior management positions

	2018	2019	2020	2021
Grupo Sesé	20%	23%	24%	23%
Spain Reference (**)	27%	30%	34%	34%
Europe Reference (**)	27%	28%	30%	34%
World Reference (**)	24%	29%	29%	31%

[GRI 405-1] DIVERSITY OF THE GOVERNING BODIES AND EMPLOYEES, WITHIN THE SCOPE OF GRUPO SESÉ

Note: Senior Management includes the positions of the Board of Directors and the Management Team.

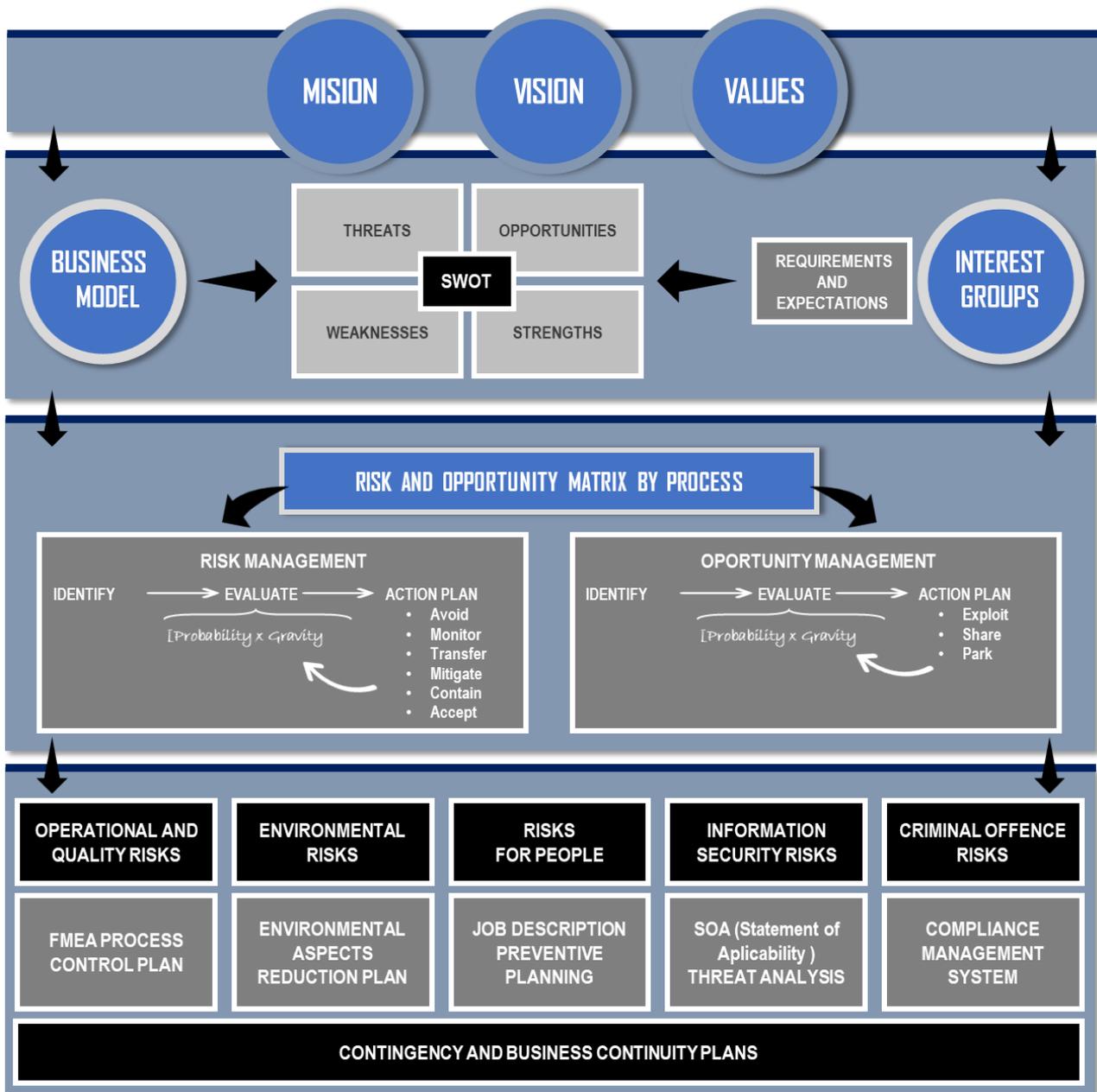
(\*) The concept of "senior management" includes the positions of the Board of Directors and the Management Team.

(\*\*) The "Women in Business" reports prepared annually by Grant Thornton,

which analyse listed and unlisted companies with 50 to 500 employees, have been used as a reference.

## Corporate governance | Risk management

Just as important as the definition of the strategy and the deployment of the corresponding strategic lines is to maintain a focus on risk in every facet of the business. This risk management provides an excellent tool to support the organisation in making decisions in a proactive way, effectively managing the current market uncertainty, analysing the possibility of future events and possible effects or impacts on the objectives of the organization.



RISK APPROACH DEPLOYED IN THE ORGANISATION'S PROCESSES

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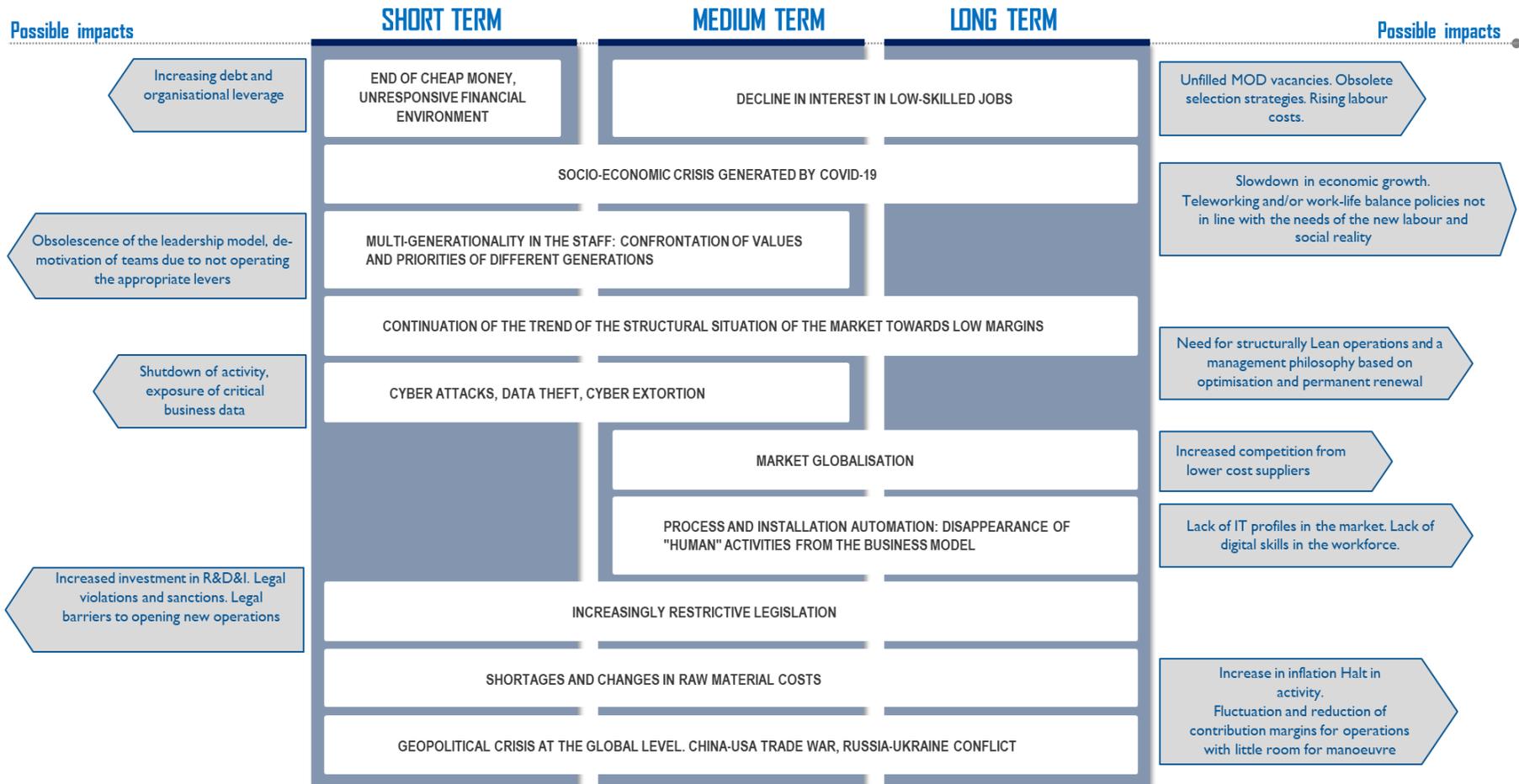
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OUTLINE OF THE MAIN RISKS AND THREATS FACED BY GRUPO SESÉ [GRI 102-15] MAIN IMPACTS, RISKS AND OPPORTUNITIES



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## Corporate governance | Ethics and transparency

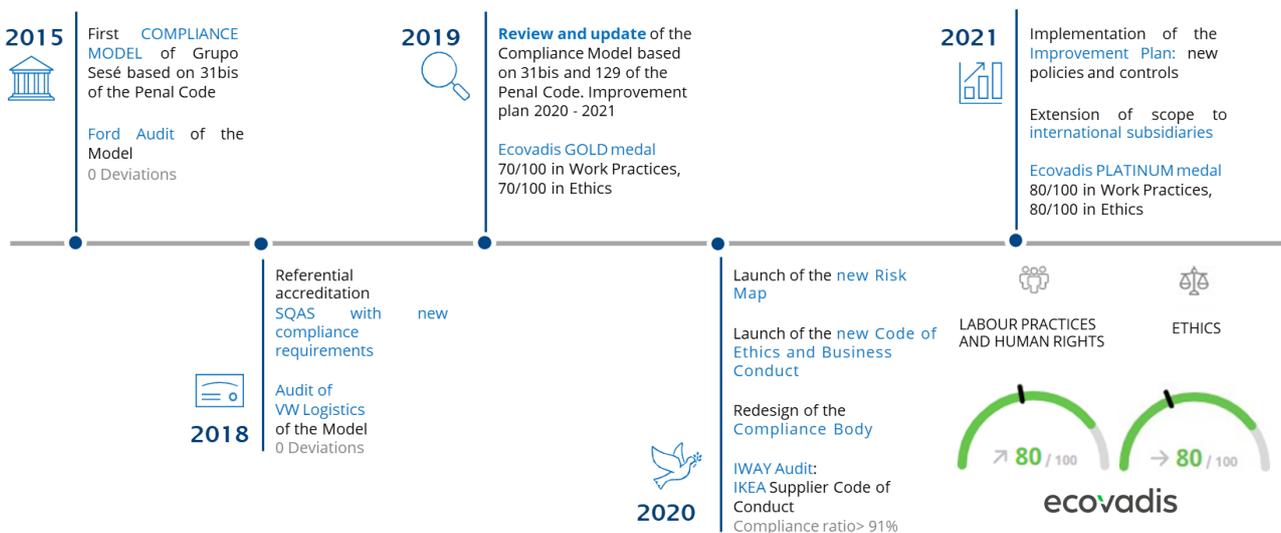
The Compliance Model (Crime Prevention and Ethical Management Model) of Grupo Sesé dates back to 2015. The purpose of this Compliance Model is to serve as a means of preventing the commission of criminal acts by the Group's personnel, and to exercise due control over their activity, thus complying with the requirement set forth in the Criminal Code (Article 31.1 bis of the CRIMINAL CODE establishes the obligation of the employer to exercise due control over the actions of its employees and representative bodies). The Model bases its operation on knowing and managing risks according to their level of criticality; therefore, the analysis exercise covers all the Group's activities and lines of business, both in Spain and abroad.

- ▶ In this risk analysis, for each of the potential crimes marked by the criminal code, an exercise is carried out to assess the probability of their occurrence based on the idiosyncrasies of the business lines and the countries where these lines operate, as well as the impact in the event of their occurrence.
- ▶ In this way, it is possible to have a prioritised scheme of action principles and preventive policies aimed at building and deploying the Group's current Crime Prevention Model (Note: Spanish Law 11/2018 on Non-Financial Information and Diversity sets out the requirement to explain the organisation's management approach to the prevention of money-laundering offences. For this potential crime, the risk analysis did not present any material significance, so specific principles of action have not yet been developed).



**Integrity is doing the right thing, even when nobody is watching (C.S. Lewis)**

Since 2015, the Sesé Group Compliance Model has been undergoing a process of continuous operation of improvement. Full reviews and updates of the Model are carried out with the dual objective of verifying compliance with the preventive protocols established and strengthening the Corporate Crime Prevention Model.



MAIN MILESTONES IN THE EVOLUTION OF THE GRUPO SESÉ COMPLIANCE MODEL

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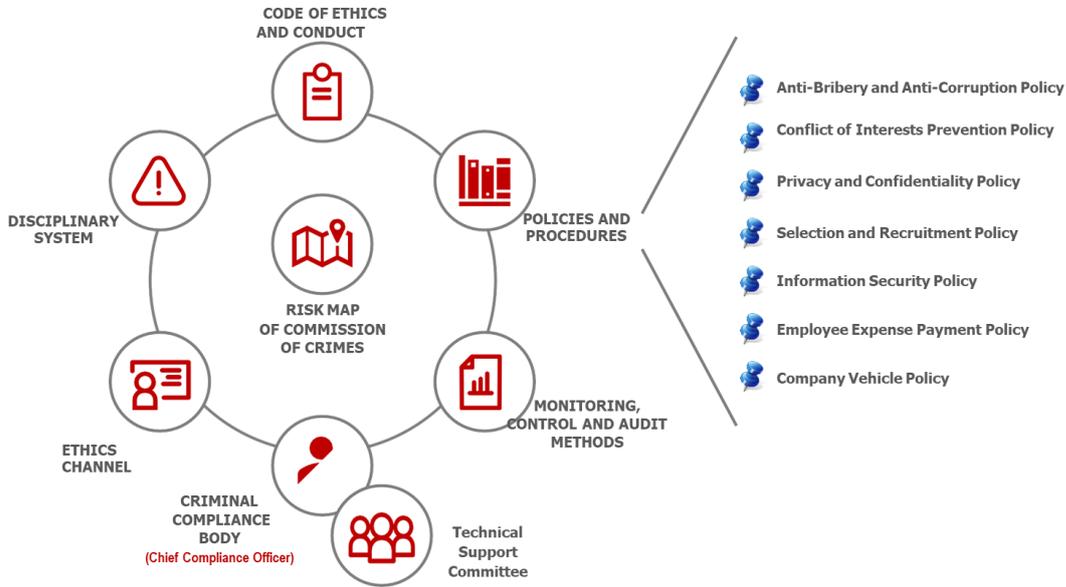
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This Crime Prevention Model is based mainly on the Criminal Compliance Body as an internal control and management body, and on the support of the Technical Compliance Support Committee.



INFOGRAPHICS OF THE SESÉ GROUP COMPLIANCE MODEL

Both the Code of Ethics and Conduct, and the entire roll-out of the Compliance Programme itself have been reviewed and approved by the Management Committee. The following channels are used for internal and external distribution:

- ▶ Internal distribution: The entire Model is available through the Quality SITE to which all employees have access via their corporate email and is part of the Passport to Sesé internal training within the staff induction process.
- ▶ External distribution: The Code of Ethics is available for consultation on Grupo Sesé corporate website

Grupo Sesé has a totally confidential complaints channel available for any doubts, suggestions regarding improvements to the model or complaints about alleged behaviour that goes against the principles and rules of the organisation's model. This is the working outline a complaint should follow when activated through the ethics channel:



canal-etico@gruposeses.com

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In 2021, Grupo Sesé's Compliance Model was audited pursuant to the SQAS framework with excellent results. Compared to the European average audited under the same framework. This diagram shows the score obtained by Grupo Sesé in relation to the average of all the evaluated companies in its sector and to the average of the Spanish companies evaluated.

		 <b>Risk analysis and mitigation measures</b>	 <b>Fair business practices</b>	 <b>Labour policies and human rights</b>
<b>Grupo Sesé Results</b>		<b>100%</b>	<b>100%</b>	<b>100%</b>
Sector average Spain		62%	33%	64%
Overall sector average		80%	61%	82%

As a result of the application of this model and the commitment to strict compliance with the legislation in force, to date Grupo Sesé has not received any sanctions for corruption, unfair competition, holding a monopoly or opposition to free competition.



## Main Compliance Model performance and achievement data

Audited model  
by OEM in  
2015 and 2018  
2nd part audit  
0 deviations

Audited model  
in 2020 by IKEA  
according to IWAY  
methodology  
Compliance ratio  
> 91%

Self-assessment of the  
model  
on external platforms  
with excellent results  
Ecovadis, RSA, Sofidel,  
SAQ 4.0 (VW)

Risk map of 100%  
of the business  
lines

	2020	2021
No. of confirmed cases of corruption	0	0
Number of legal actions for unfair competition	0	0
No. of deviations detected internally (*)	0	0
No. of communications received through the Ethics Channel (*)	0	2
No. of consultations received through the Ethics Channel (*)	0	0

[GRI 102-17 ADVISORY MECHANISMS AND ETHICAL CONCERNS], [GRI 205-3 CONFIRMED CASES OF CORRUPTION AND MEASURES TAKEN], [GRI 206-1 LEGAL ACTIONS RELATED TO UNFAIR COMPETITION AND MONOPOLISTIC PRACTICES AND AGAINST FREE COMPETITION]

(\*) Directly related to compliance/non-compliance with the principles of action of the Compliance Model

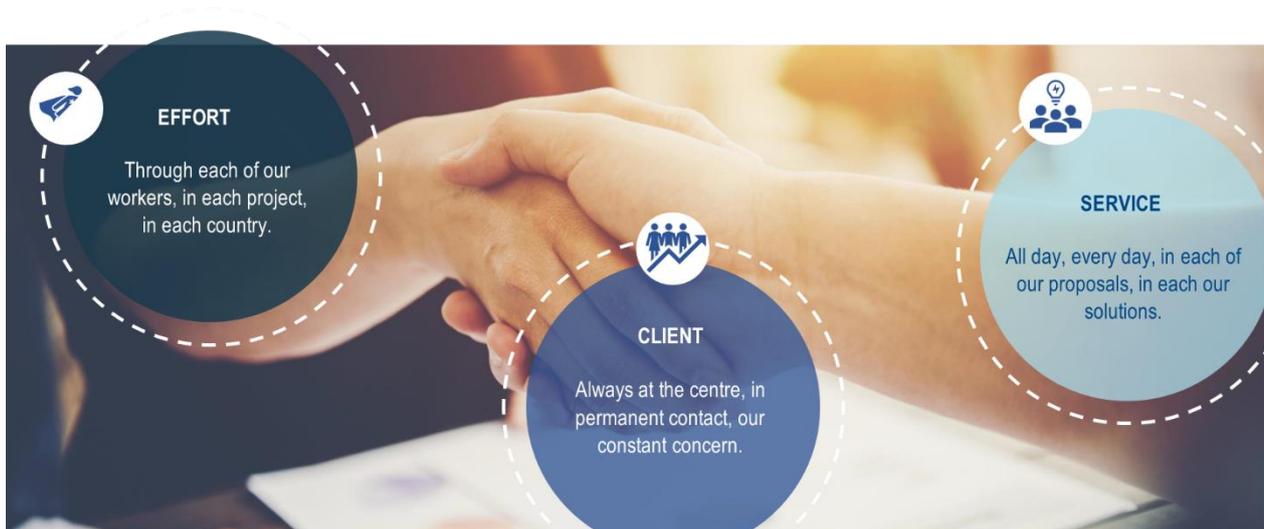
# **POLICY AND STRATEGY**



## Policy and strategy | Mission - Vision - Values

Grupo Sesé is the result of an excellent team, which day after day provides the client with the greatest possible commitment and dedication, and the best service with adequate support and the highest quality. The management philosophy is based on three fundamental principles that have supported the company throughout its 20+ years of existence and are defined in the following sentence:

### “Endeavouring to serve the customer”



Effectively transmitting this **business culture** to all the company's stakeholders stems from eating, sleeping and breathing these principles from day one, from the very first act of management. Grupo Sesé was born and has grown upholding the values of **work, commitment and passion**, but without stopping **researching and innovating**; in this manner what started as a slogan has now become a reality.

But the market, the clients, the environment and even the organisation itself are very different today from when the company was taking its first steps on the path that has turned it into the current Grupo Sesé. For this reason, throughout 2017, Grupo Sesé's Management, as part of its drive for excellence, carried out a profound exercise of strategic reflection, analysing and reviewing both its Business Model and its Management Model, in order to update the pillars of these models to the new times.

As a result of this exercise in self-criticism and improvement, the organisation's current Mission, Vision and Values have been developed, which are a faithful reflection of the organisation's highest aspiration: to passionately bring to life a business that provides real and objective value to its clients, its employees, its suppliers and, in short, to society.

Since 2018, Grupo Sesé has been holding an annual meeting between managers and executives (Global Management Meeting). In this conference, the results of the closing of each year are presented, as well as the strategy and objectives for the following year.

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# MISSION

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



A profitable and robust business model



Teamwork, combining passion and commitment



Creativity and technology applied to innovation



Excellence in processes and management to maintain the highest level of service quality



Solid, comprehensive and transparent relations with its stakeholders

# GRUPO SESÉ VALUES



RESULTS FOCUSED



CLIENT-FOCUSED



EXCELLENCE



A SENSE OF BELONGING



TEAMWORK



ETHICS AND INTEGRITY



INNOVATION



PASSION

# VISION

“To position our company as one of the main **European benchmarks** in the design and development of **integrated solutions for the supply chain**, thanks to a solid and profitable business model that generates sustained value: Provider of innovative integrated logistics solutions”.

INFOGRAPHIC OF THE MISSION, VISION AND VALUES OF GRUPO SESÉ

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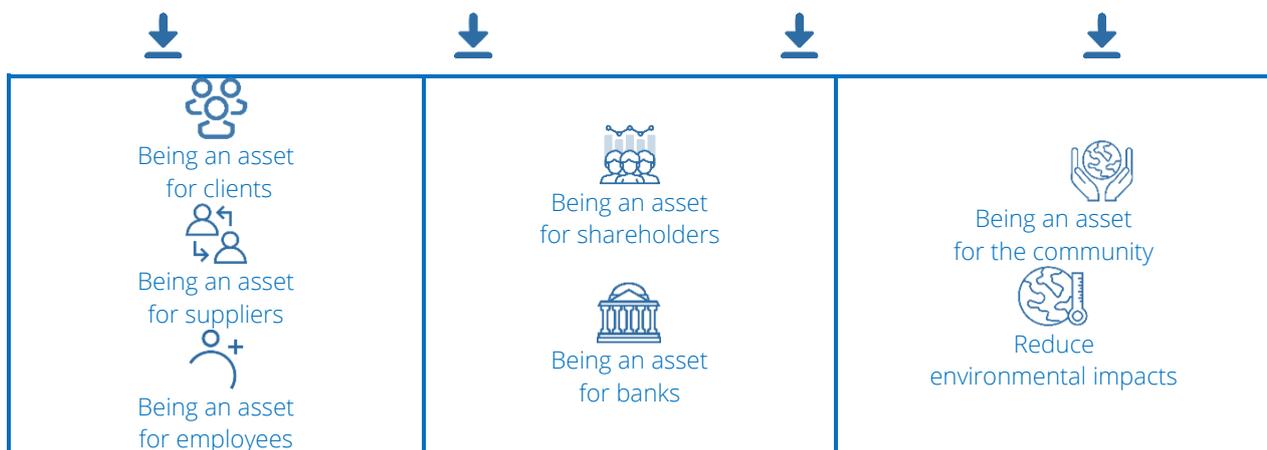
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## Policy and strategy | Policy and strategy

Grupo Sesé has consolidated its position over the years by combining enthusiasm, discipline, effort and innovation, and has therefore gone through several stages before becoming a company totally focused on its clients and on the growth of its team. But reaching a stage does not mean reaching the goal and both the Ownership and the Management Team of the Company share the objective of reaching the very top of the summit: **Leadership in their sector**, a clear and concise goal based on experience, knowledge, instinct and a passion for always doing better.

GROWTH	RENTABILITY	SOLVENCY	SUSTAINABILITY
to ensure that the right results are obtained to enable the organisation to grow in a sustainable manner over time.	that going forward, accredits and establishes those lines of work marked by innovation, but that also guarantees the economic sustainability of the company.	that makes the company a reference within the sector that guarantees not only its activity in the market but also its image as an economic agent in society.	that guarantees value for the community and respectful interaction with its environment.

### "TO CREATE VALUE THROUGH CONTINUOUS AND SUSTAINABLE GROWTH TO ENHANCE PROFITABILITY"



#### OUTLINE OF THE DEPLOYMENT OF THE ORGANISATION'S STRATEGIC

Grupo Sesé's Strategic Plan sets out the general guidelines that align the Group at a global level. The strategic planning process is led by the Board of Directors through the **Strategic Task Force**, which, together with the Presidency, determines the short, medium and long term objectives for the business development of Grupo Sesé. Within this plan, the **strategic lines** aimed at the sustainable growth of the organisation are outlined, through 4 key lines of action, which enable the **creation of value for all stakeholders**, and which are deployed through the management of the organisation's executive team.

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Each of these strategic lines is deployed through **strategic objectives** and compliance indicators that allow for quantitative verification of the degrees of achievement of the lines marked. They are supported by specific initiatives and plans that are set out in an annual programme. Monitoring is done within the company's Balanced Scorecard. The set of elements that make up the policy and strategy of the organisation are transmitted by the senior management to all workers through the different communication channels established, which include periodic dissemination and awareness campaigns.



DEPLOYMENT OF INDICATORS AND FEEDBACK OF RESULTS

The monitoring mechanisms for the evaluation of the effectiveness of our management approaches are fully integrated within the continuous improvement chain of the organisation's Management Systems, and aligned with the strategic plans.

Within these mechanisms, which include internal and external audits, monitoring of indicator results, feedback from our stakeholders, as well as possible complaints and claims, are incorporated as inputs on material issues.

The results of this evaluation are described in the corresponding sections of the report.



ACTION PLAN MONITORING METHOD

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## Policy and strategy | Quality policies |

Since 1999, the year of its first certification under the ISO 9001 standard, Grupo Sesé has been constantly innovating its management processes, adapting them to the changes and demands of the sector and its clients, and making **quality the company's standard**.

The work system has been adapting and improving as the company has grown and changed, taking a radical turn in 2004 when the Management decided to overcome the traditional structure based on functional departments that made it difficult to be client-focused, and decided to establish **management by processes**.

Faithful to a company philosophy based on service quality, being self-demanding and continuous improvement with a clear focus on excellence, Grupo Sesé manages its processes with a permanent focus on the **needs and expectations of its stakeholders**: clients, employees, suppliers, shareholders, banks and society.



**"WE ARE WHAT WE DO REPEATEDLY. EXCELLENCE, THEREFORE, IS NOT AN ACT, IT'S A HABIT"**



The Integrated Management Policy is available on the Corporate Website and on the organisation's Intranet.

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## Policy and strategy | Committed to the SDGs

One of the pillars of Grupo Sesé's strategy is based on active commitment to its stakeholders. This responsible commitment to sustainability is also reflected in the approach and deployment of this business strategy. In 2016, Grupo Sesé **signed up** to both the **Global Compact and the Spanish Network** of the **Global Compact** and since then, it has been actively working to integrate transversal actions and projects into its strategic lines in order to comprehensively address the management of the risks and opportunities derived from the achievement of the 17 Sustainable Development Goals (SDGs) and the 10 principles promoted by the United Nations Global Compact.

In 2015, the UN adopted the 2030 Agenda for Sustainable Development, an opportunity for countries and their societies to embark on a new path to improve the lives of all. Grupo Sesé is currently 1 of the 50 Aragonese companies that already comply with the UN's 2030 Agenda. The 10 Principles of the United Nations Global Compact are the core values since the birth of the initiative in 2000, enjoy universal consensus, and are derived from:

The Universal Declaration of Human Rights.

- ▶ The International Labour Organisation's Declaration on Fundamental Principles and Rights at Work
- ▶ The Rio Declaration on the Environment and Development
- ▶ The United Nations Convention against Corruption

- 1 Support and respect the protection of human rights
- 2 Never be complicit in human rights abuses
- 3 Support freedom of association and collective bargaining
- 4 Support the elimination of all forms of forced labour or performance under coercion
- 5 Supporting the elimination of child labour
- 6 Support the abolition of discriminatory practices
- 7 Maintain a preventive approach that favours the environment
- 8 Encourage the development and dissemination of environmentally friendly technologies
- 9 Encourage initiatives that promote greater environmental responsibility
- 10 Work against corruption in all its forms

### 10 PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT AND THE SPANISH NETWORK OF THE COMPACT

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

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Grupo Sesé considers it essential to uphold the principles of honesty, justice and integrity and is committed in all its activities to respecting human rights and, where necessary, establishing mechanisms to evaluate, verify and guarantee compliance with them. In this way, its **Code of Ethics and Conduct** contains the following points:



To pursue strict **compliance with the law and internal regulations**.



To guarantee **equality, fairness, respect and dignity** in the treatment of all employees, collaborators, partners, suppliers, competitors and other related third parties.



To work for the **protection of the most vulnerable groups**.



To safeguard a responsible commitment to **health and safety**. The prevention of accidents and the assurance of safety in the development of activity will run in parallel to the Group's activity.



To develop activities while showing 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 pursuing economic prosperity without losing sight of social justice and environmental protection.



To ensure **transparency, objectivity and professionalism** in the development of all activities and relations with all stakeholders.



To respect the right to privacy of the Group's employees and collaborators, adopting the necessary measures to preserve the **confidentiality** of personal data and protect the **intellectual and industrial property** of third parties.

The following summary details the interrelationship of the SDGs identified by Grupo Sesé with both the Global Compact Principles and the strategic lines established in the organisation. Throughout the report, you can see in more detail how each SDG is being developed and much more specifically in section 7.

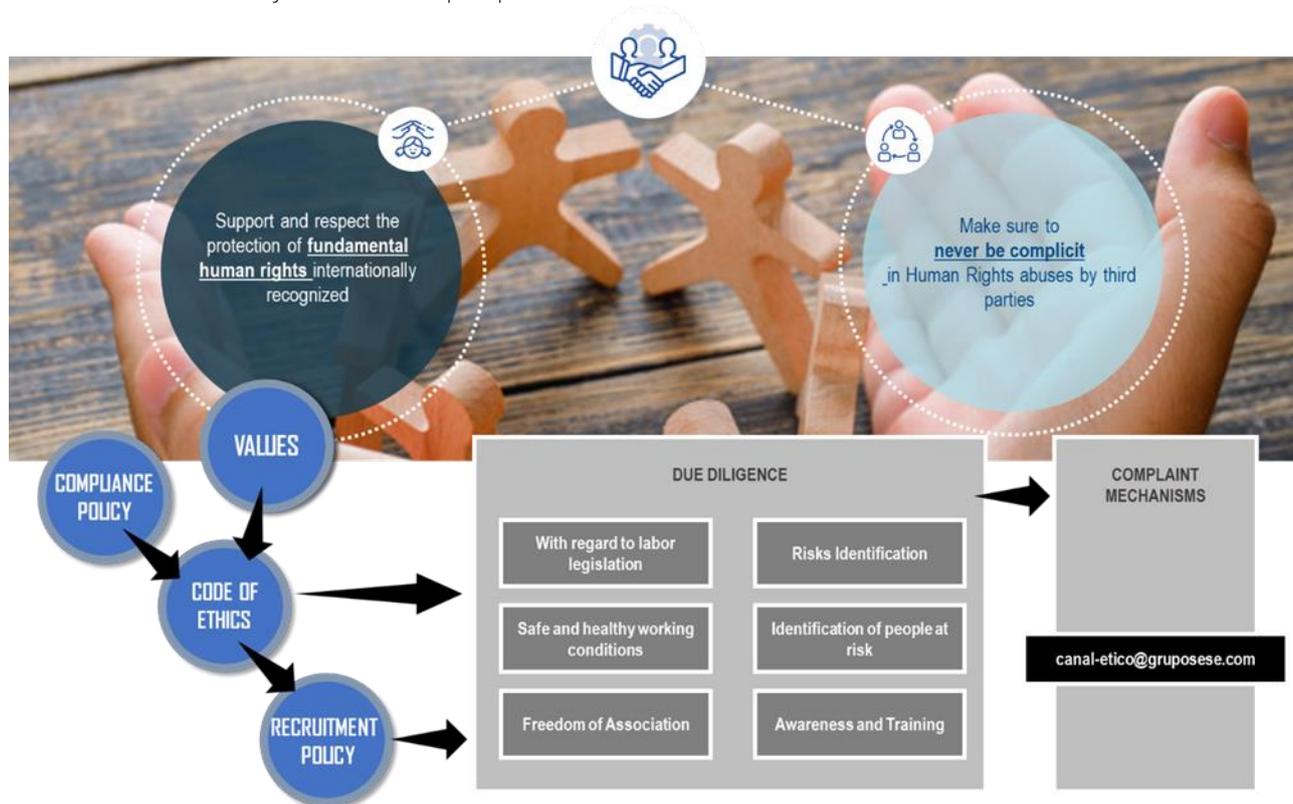


SUSTAINABLE DEVELOPMENT OBJECTIVES IN THE ORGANISATION'S STRATEGY

## Policy and strategy | Respect for human rights

In order to contribute to the agenda set by the United Nations for sustainable development, Grupo Sesé assumes the Sustainable Development Goals as its own. Grupo Sesé recognises the vital importance of respecting Human Rights as a fundamental and essential aspect for a truly sustainable development.

This commitment involves avoiding or, where appropriate, mitigating the negative consequences on human rights of its own activities. This commitment is supported by a corporate culture based on the sustainability of the business model and extends transversally to all the Group's operations and value chain.



OUTLINE OF THE HUMAN RIGHTS STRATEGY

Grupo Sesé's human rights strategy is based on three key elements:

- ▶ The guiding principles set out in both the **Code of Ethics and Conduct** and the **Policies** that develop it, principles that establish the organisation's commitment to reducing negative impacts on its stakeholders.
- ▶ **Due diligence** involving the identification, assessment and prioritisation of risks and/or potential impacts on human rights in the normal course of the Group's business.
- ▶ **Consultation and/or complaint** mechanisms that help identify opportunities for improvement, possible problems or real and/or potential non-compliance.

# MATERIALITY



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## Materiality | Relationship with our stakeholders |

Grupo Sesé establishes its sustainability strategy taking into account the interests, requirements and expectations of its stakeholders.

Its commitment to stakeholders is firm, as can be seen in the implementation of its Strategic Plan and in the fulfilment of the objectives derived from it. The identification of stakeholders was completed in 2013, thanks to a teamwork process led by the Management Committee and in accordance with the following methodology:



### ANALYSIS

Previous analysis by means of interviews with the first level executives that results in a Diagnosis Report.



### TRAINING

Training and awareness-raising actions deployed in cascade



### IDENTIFICATION

The sessions end with the identification of stakeholders at a general level, by area and/or responsibility.



### DIALOGUE

The Directors establish meeting spaces for dialogue and communication that are implemented throughout the organisation.



### SYSTEMATISATION

El método concluye con la sistematización de las prácticas establecidas.

The result of this exercise is Grupo Sesé's **Stakeholders**, a group whose composition, needs and expectations are reviewed and analysed annually as part of the organisation's strategic planning process.

In 2017 both the structure of the stakeholders and their needs and expectations, mechanisms for dialogue and monitoring were reviewed as part of the process of strategic reflection on the Group's Management Model.

As a result, a new stakeholder, the banks, was identified as relevant and incorporated into the corresponding monitoring matrix. In the January 2020 Stakeholders' Review, the "Banks" group has been expanded in scope to include all "Banks and Insurance Companies".

Grupo Sesé has **communication and dialogue** as the basis of its relationship with its stakeholders. The company needs to know the expectations generated with respect to its sustainability performance and, to this end, maintains an ongoing dialogue that enriches its knowledge.

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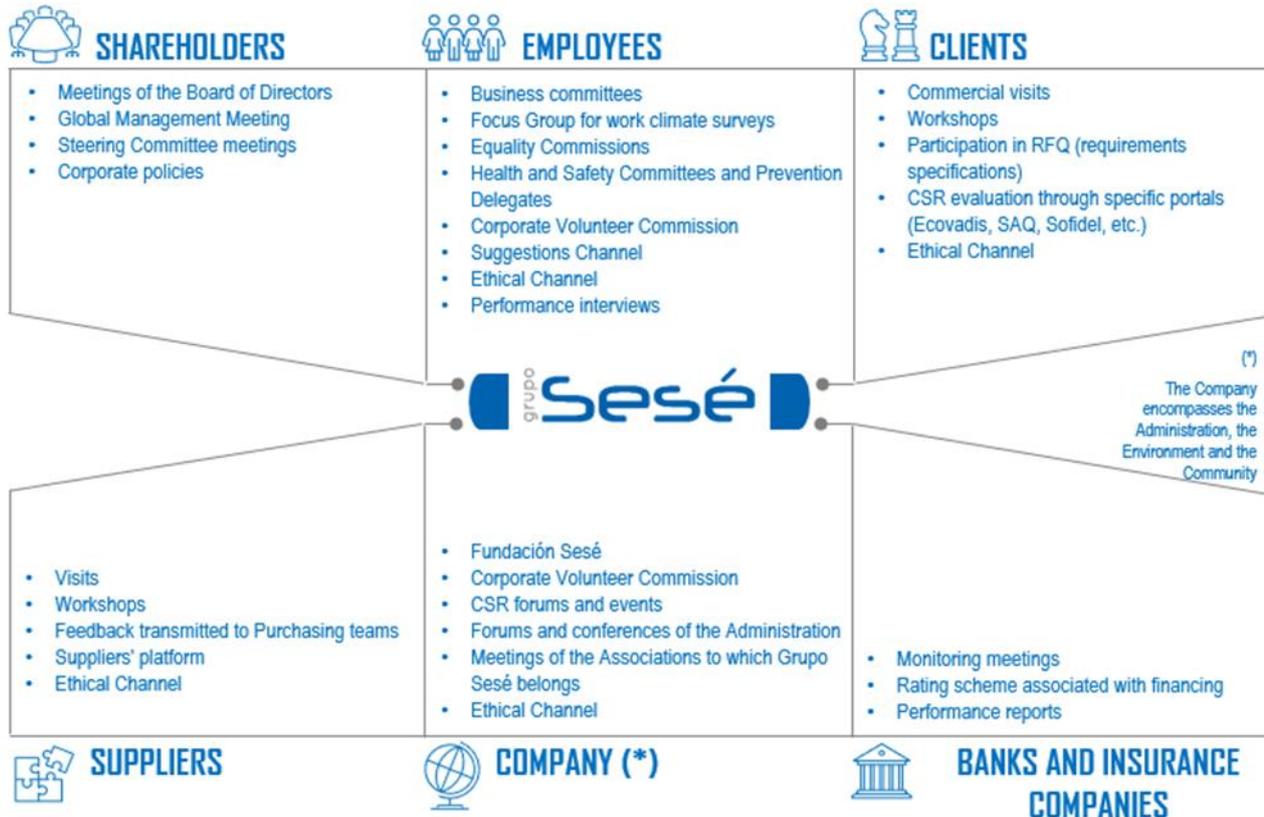
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STAKEHOLDERS AND DIRECT SOURCES OF REQUIREMENTS AND EXPECTATIONS

## Materiality | Materiality analysis

The origin of the information reported in the chapters of this Corporate Social Responsibility Report is based on the materiality study carried out by Grupo Sesé, through the identification of a considerable number of material issues, from which the most relevant ones have been selected, taking into account each of the business lines, which, in turn, reflect the importance of these issues in the context of the organisation.

The Sesé Group uses the methodology of Identification and Prioritisation of material issues and coverage to continuously improve the sustainability of the business and relationships with stakeholders, defined in accordance with the Principles for Determining the Content of the GRI Report in its 2016 guide.

The result is a matrix of materiality or relevant issues, which serves not only to define the contents of the CSR Report for the year, but also to review and ensure that strategies are aligned with those issues of interest.



### IDENTIFICATION

In order to determine which issues can be considered relevant, it is necessary to have an in-depth knowledge and understanding of the business model, as well as the value chain. In this way and in accordance with the Strategic Plan and the Company's business lines, the objective is to identify the material aspects of the organisation and its impact on the value chain, based on two fundamental criteria:

- ▶ Knowledge and analysis of the issues proposed by the GRI Guidelines.
- ▶ Identification of other issues considered potentially relevant by the Organisation and/or stakeholders

Applying this methodology, a total of 34 potential material issues have been identified.



### PRIORITY

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

- ▶ **IMPORTANCE FOR STAKEHOLDERS.**
  - Depending on the participation and information available from the Stakeholders and the level of concreteness: Importance given by stakeholders through expectations in social, environmental and economic criteria, received through the means of dialogue recognised by the Sesé Group; media, reports and other information mechanisms.
  - The requirements and principles of Law 11/2018 of 28 December on non-financial information and diversity are taken into account in the exercise of reviewing the analysis of relevance to stakeholders in this report.

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## ○ SHAREHOLDERS

- Values of the organisation
- Meetings / Strategic thinking sessions
- Monthly meetings of the Board of Directors
- Corporate Volunteering Programme promoted by the Owners
- Guidelines set out in the annual budgets

## ○ EMPLOYEES

- Assessment and prioritisation surveys on aspects of Corporate Social Responsibility.

## ○ CLIENTS

- Client audits with specific requirements.
- Certification in frameworks with specific characteristics.
- Requirements reflected in the contracts and/or bidding documents.
- Requirements reflected in RFQ / RFI.
- Evaluation questionnaires issued to the Sesé Group as supplier.
- Awards or recognitions given to the Sesé Group as a supplier.
- Characteristics of development, innovation and/or improvement projects undertaken jointly.
- Meetings.
- Values, messages and strategies defined on their corporate websites and in their CSR Reports if they have them.

## ○ SUPPLIERS

- Values, messages and strategies defined on their corporate websites and in their CSR Reports if they have them.
- Collaborations, sponsorships or equivalents carried out in initiatives launched by Grupo Sesé or Fundación Sesé.

## ○ BANKS AND INSURANCE COMPANIES

- Annual monitoring meetings
- Values, messages and strategies defined on their corporate websites and in their CSR Reports if they have them.

## ○ COMPANY

- Awards or recognitions for Grupo Sesé.
- Informative conferences in which Grupo Sesé is invited to participate.
- Corporate volunteering actions launched by Grupo Sesé with an impact on society.
- Results / impacts obtained from publications launched on social networks.
- Meetings held with representatives from the Public Administration.

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- ▶ **IMPORTANCE TO SESÉ:** Internal relevance, based on information from the analysis of compliance with the Strategy, functioning of the Management System, direct or indirect impacts of our activities, products or services. Within this evaluation, feedback from the different Stakeholders is obtained through the different mechanisms and sources of information explained in the previous point.



## VALIDATION

In order to assess and validate the material issues identified and prioritised, the Management Committee has gathered information from the different Committees of Grupo Sesé, which provide the internal and external vision of the Company.

Likewise, a review has been carried out of the consistency of the Materiality Matrix with the analysis criteria: list of material aspects and consistency of the results.

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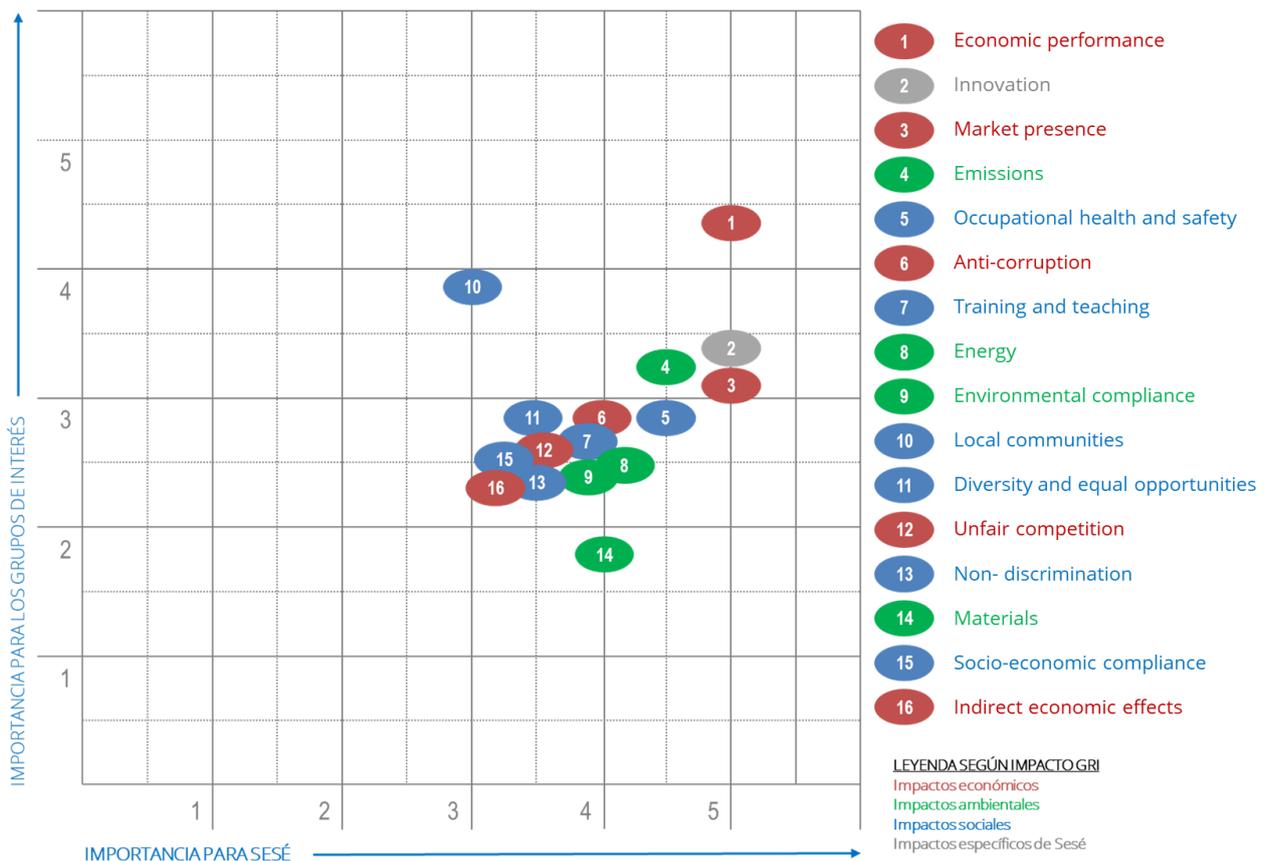
## Materiality | Balance of materiality issues

The results of the materiality analysis are presented in accordance with the "Material Issues Balance", whose structure represents a justification of those issues that have obtained a high level of relevance in the analysis, and at the same time provides a description of the organisation's response to the issue.

The management approach is made clear through the document Mission, Vision and Values, the company's performance policies at a general level and particularly in departments or areas, and through methodology embodied in documents and processes that make it possible to describe and represent how each material aspect is addressed. All the evaluated topics that have obtained a higher relevance are presented below in the Materiality Matrix that establishes a scale from 1 (minimum) to 5 (maximum) for each criterion used.

This prioritisation exercise has revealed the existence of **16 relevant material issues**, which must be addressed within the scope of the organisation's sustainability. Among the possible topics to be analysed, 207 Taxation and the modified 306 Waste are included.

With respect to the previous year, no material issues have been added or removed. However, there was an increase in the issues: 405 Diversity and equal opportunities; 406 Non-discrimination, and; 410 Security practices due to their increased importance from the perspective of internal analysis.



PLOTTED BALANCE OF MATERIAL ISSUES

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No	RELEVANT GRI ISSUES	SELECTED GRI INDICATOR	RELATIONSHIP WITH SDGs
1	201 Economic performance	201-1 Direct economic value generated and distributed	
2	202 Market presence	202-1 Ratio of the standard entry level salary by sex to the local minimum wage.	
		202-2 Proportion of senior executives hired in the local community	
		203-2 Significant indirect economic impacts on the community	
7	205 Anti-corruption	205-1 Corruption cases confirmed and action taken	
11	206 Unfair competition	206-1 Legal actions related to unfair competition and practices that are monopolistic and contrary to free competition	

Nº	RELEVANT GRI ISSUES	SELECTED GRI INDICATOR	RELATIONSHIP WITH SDGs
9	301 Materials	301-1 Materials used by weight or volume	
14	302 Energy	302-1 Energy consumption within the organisation	
3	305 Emissions	305-1 Direct GHG emissions (Scope 1)	
		305-5 Reduction of GHG emissions	
		305-7 Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	
8	307 Environmental compliance	307-1 Non-compliance with environmental legislation and regulations	

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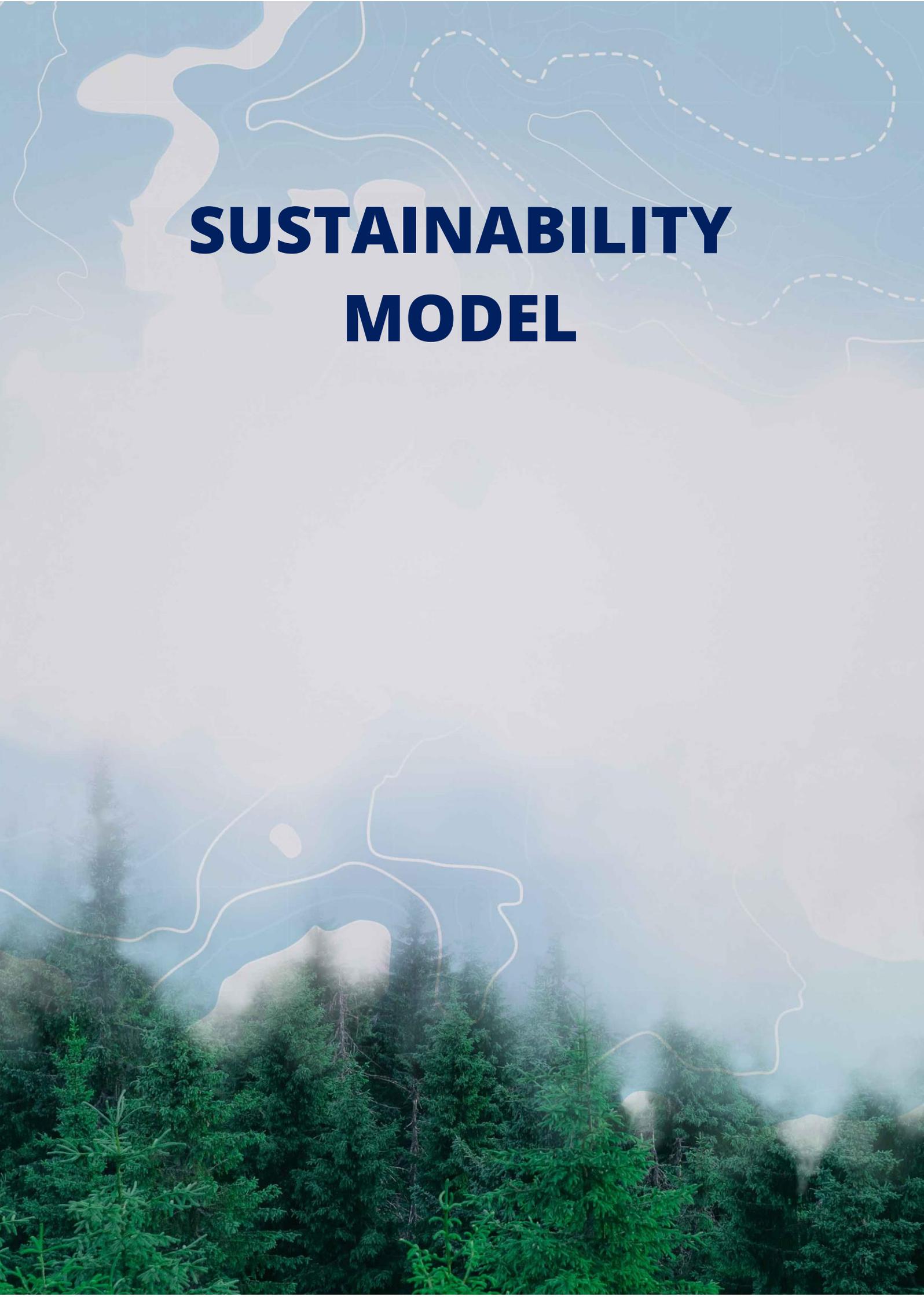
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Nº	RELEVANT GRI ISSUES	SELECTED GRI INDICATOR	RELATIONSHIP WITH SDGs
6	403 Occupational health and safety	403-8 Coverage of the occupational health and safety management system	       
		403-9 Work-related injuries	
		403-10 Occupational ailments and illnesses	
15	404 Training and teaching	404-1 Average hours of training per year per employee	
10	405 Diversity and equal opportunities	405-1 Diversity in governing bodies and employees	
12	406 Non-discrimination	406-1 Cases of discrimination and corrective actions taken	
16	413 Local communities	413-1 Operations with local community participation, impact assessments and development programmes	
13	419 Socio-economic compliance	419-1 Non-compliance with laws and regulations of a social or economic nature	

Nº	RELEVANT GRI ISSUES	SELECTED GRI INDICATOR	RELATIONSHIP WITH SDGs
4	S501(*) Innovation	S501-1 Innovation in figures	  

(\*) Specific to Grupo Sesé, in addition to the GRI topics

GRAPH OF MATERIAL ISSUES: LIST OF INDICATORS PRESENTED, GENERIC INTERACTION WITH THE SDGs



# **SUSTAINABILITY MODEL**

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## Sustainability model | People |



**"YOU CAN'T EXPECT TO BUILD A BETTER COMPANY WITHOUT IMPROVING PEOPLE"**



### SELECTION

Staff selection processes are key and are based on transparent methodologies and **equity** principles. The organisation's policies expressly prohibit the asking of questions regarding religion, sexual orientation or political views during selection processes.

We select **professionals** with a desire to learn, work in teams and develop, capable of aligning themselves with the values of the organisation and the skills required by our sector. We encourage the **access of young people** to their first job through scholarship programmes and other partnership agreements.



### WELCOME

We take care of the **incorporation** of new employees so that they achieve a quick and successful integration within the organisation. In the reception processes we make use of **technologies** and **digitalisation** to standardise the employee's journey in all centres of the organisation.



### TRAINING

At Grupo Sesé, we firmly believe that people must have the necessary skills to respond satisfactorily **to current and future challenges**. For this reason, we promote **continuous training** for all personnel through specific plans that allow them to acquire, update or improve their technical and personal **skills** for better performance, adapting the organisation's human resources to the technological and organisational changes that our clients demand.



### DEVELOPMENT

We identify **talent and potential**, applying appropriate tools in tune with the activity and the market that allow it to grow and develop skills that improve the professionalism and employability of our employees



### WORK-LIFE BALANCE

We promote the **reconciliation** of work and family life of our employees by implementing measures that allow to make the incredible experience of motherhood or fatherhood practical and compatible with a successful professional career, supporting the right to **digital disconnection**



### COMMUNICATION

We adopt the appropriate and necessary channels to provide our employees with **relevant information** about the organisation and their position, and we facilitate upstream communication through channels of opinion gathering and participation.

We provide **suitable climates and environments** so that each of our employees feels that they can express themselves and that their ideas are heard and valued.

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We firmly believe in **equal treatment and opportunities** for women and men, without direct or indirect discrimination on the basis of sex, promoting and encouraging measures to achieve real equality within our organisation.

We are committed to ensuring that these principles are translated into guidelines that naturally govern both the behaviour of the people who make up the organisation and the processes that define the ways of working in the company, from selection to promotion, including wage policy, training, working and employment conditions, occupational health, working time arrangements and the reconciliation of personal and professional life.



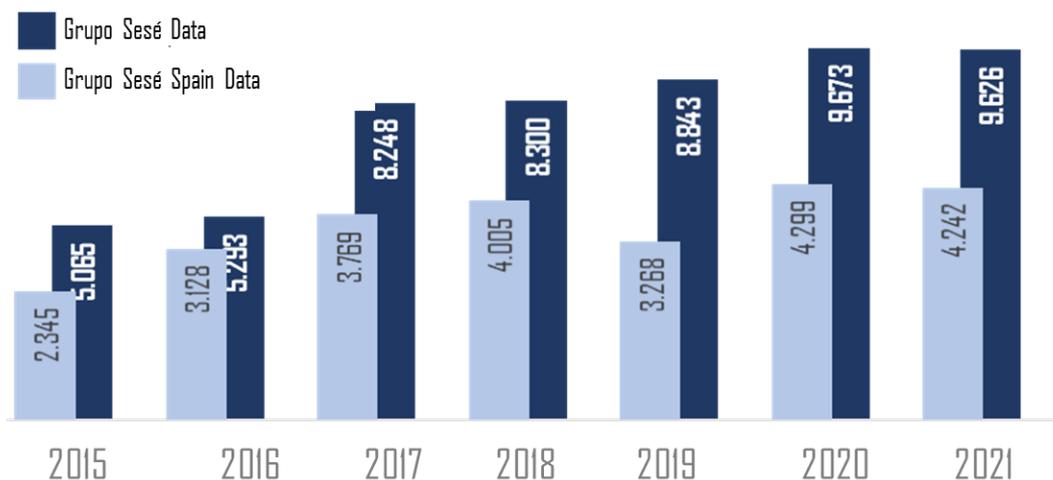
We promote **corporate volunteer** actions that are aligned with the values, principles and idiosyncrasies of our organisation, together with our employees and Fundación Sesé, with the firm purpose of returning to the **local communities** where we operate part of the benefits that we obtain as a company and playing our part in the protection of the **most disadvantaged groups**.

## WORKFORCE PROFILE

The saying ‘a company’s assets are its employees’ has lost some of its meaning by being exploited in different forums, but in the service sector it is a reality; it is the people who allow the company to function, who transmit the values, who represent the face, the voice and the eyes in front of the clients and the rest of the stakeholders.

The relevance of Human Resources management is highlighted in the improvement plans associated with the Group’s Strategic Plan. To understand the characteristics of the people who make up Grupo Sesé is to understand Grupo Sesé. In recent years, Grupo Sesé’s growth has gone beyond Spain’s borders, placing the company’s direct employees in 20 countries.

Throughout the chapter, the segmentation ratios that objectively define the current staff structure will be presented graphically. Later, in the following sections, we will go deeper into the values, competencies and true essence of the basic pillar of the organisation: its employees.



EVOLUTION OF THE WORKFORCE OF GRUPO SESÉ AND GRUPO SESÉ SPAIN

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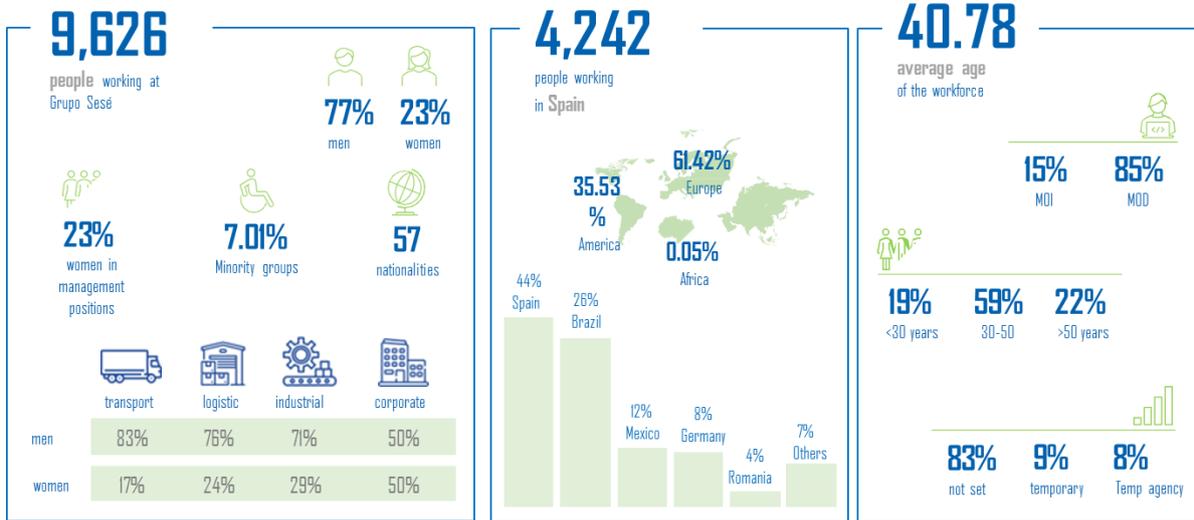
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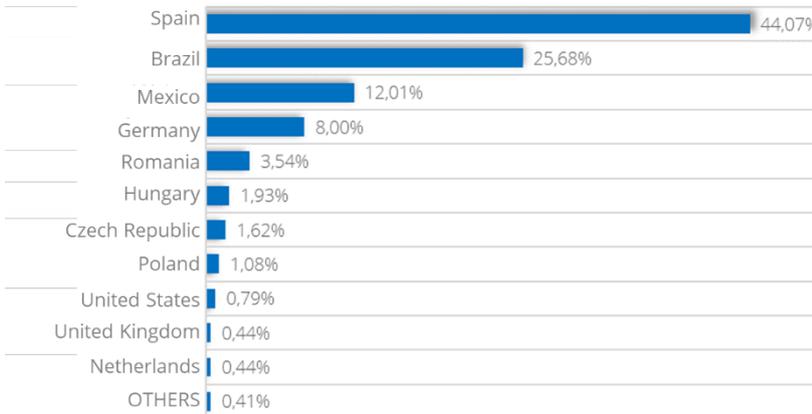
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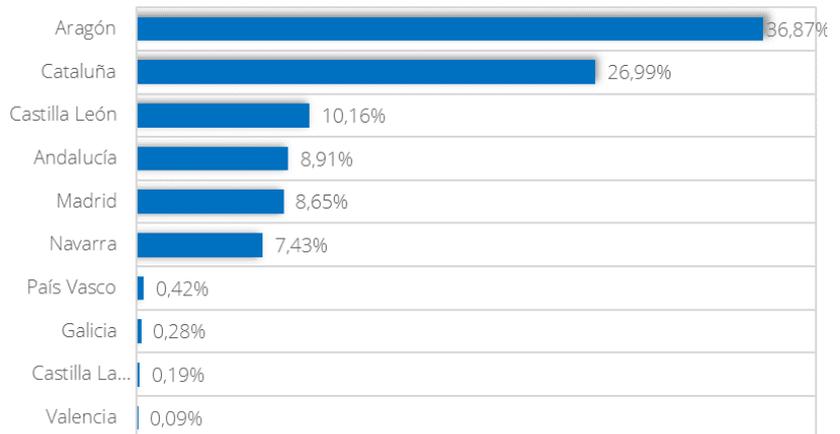


SUMMARY OF THE MAIN FIGURES AT YEAR-END, SCOPE OF THE SESÉ GROUP



DISTRIBUTION OF THE TOTAL WORKFORCE OF GRUPO SESÉ BY COUNTRY

DISTRIBUTION OF THE WORKFORCE IN SPAIN BY AUTONOMOUS COMMUNITY



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	BY BUSINESS LINE				BY CONTINENT			
	Logística	Transporte	Industrial	Central	Europa	América	África	Asia
2021	67%	24%	7%	2%	61,42%	38,53%	0,05%	--
2020	75%	17%	6%	2%	60,65%	39,28%	0,07%	--
2019	70%	20%	5%	5%	54,45%	45,27%	0,28%	--
2018	76%	17%	7%	--	53,5%	46,2%	0,3%	--
2017	67%	26%	7%	--	61%	37%	2%	--
2016	62%	30%	8%	--	59%	41%	--	--

YEAR-ON-YEAR BREAKDOWN OF THE WORKFORCE BY CONTINENT AND BUSINESS LINE, WITHIN THE SCOPE OF GRUPO SESÉ

	GRUPO SESÉ		GRUPO SESÉ SPAIN	
	Men	Women	Men	Women
2021	77%	23%	75%	25%
2020	78%	22%	75%	25%
2019	80%	20%	75%	25%
2018	80%	20%	76%	24%
2017	--	--	75%	25%
2016	--	--	77%	23%

BREAKDOWN OF WORKFORCE BY GENDER  
[GRI 405-1] DIVERSITY OF GOVERNING BODIES AND EMPLOYEES  
Does not include temping staff

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	GRUPO SESÉ			GRUPO SESÉ SPAIN		
	< 30 years	30 – 50 years	> 50 years	< 30 years	30 – 50 years	> 50 years
2021	19%	59%	22%	9%	62%	29%
2020	20%	58%	22%	9%	60%	31%
2019	21%	59%	20%	11%	60%	29%
2018	22%	58%	20%	11%	56%	33%
2017	--	--	--	9%	68%	22%
2016	--	--	--	8%	64%	28%

BREAKDOWN OF WORKFORCE BY AGE RANGE  
[GRI 405-1] DIVERSITY OF GOVERNING BODIES AND EMPLOYEES  
Does not include temping staff



	GRUPO SESÉ		GRUPO SESÉ SPAIN	
	Indirect Structure (MOI)	Direct Structure (MOD)	Indirect Structure (MOI)	Direct Structure (MOD)
2021	15%	85%	15%	85%
2020	18%	82%	24%	76%
2019	14%	86%	24%	76%
2018	17%	83%	19%	81%
2017	30%	70%	20%	80%
2016	30%	70%	20%	80%

BREAKDOWN OF WORKFORCE BY CATEGORY

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## GRUPO SESÉ

Permanent contract  
Temporary contract  
Temp agency

## GRUPO SESÉ

Permanent contract  
Partial day Full day  
Temporary contract  
Partial day Full day  
Temp agency

Year	GRUPO SESÉ			GRUPO SESÉ				
	Permanent contract	Temporary contract	Temp agency	Partial day	Full day	Partial day	Full day	Temp agency
2021	83%	9%	8%	0,59%	82,06%	3,38%	5,87%	8,10%
2020	69%	20%	11%	0,32%	68,20%	3,68%	16,81%	10,99%
2019	72%	23%	5%	0,32%	71,24%	0,11%	23,26%	5,07%
2018	77%	13%	10%	0,27%	76,99%	0,11%	12,49%	10,14%
2017	--	--	--		57%		20%	23%
2016	--	--	--		62%		19%	19%

BREAKDOWN OF WORKFORCE BY CONTRACT TYPE



## GRUPO SESÉ

Details of indefinite partial contracts

Details of temporary partial contracts

Men Women < 30 años 30-50 años > 50 años Men Women < 30 years 30-50 years > 50 years

Year	Details of indefinite partial contracts					Details of temporary partial contracts				
	Men	Women	< 30 años	30-50 años	> 50 años	Men	Women	< 30 years	30-50 years	> 50 years
2021	30	27	16	32	9	214	111	145	145	35
2020	8	23	1	22	8	265	91	115	186	55
2019	6	22	3	21	4	8	2	2	1	7
2018	6	16	1	4	17	9	0	2	0	7

DETAILS OF PART-TIME STAFF CONTRACTS BY TYPE OF CONTRACT  
Since the year 2020, the analysis has Grupo Sesé as the scope

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	<b>GRUPO SESÉ</b> Nationalities		<b>GRUPO SESÉ SPAIN</b> Minority groups
2021	57	2021	7,01%
2020	48	2020	7,81%
2019	45	2019	7,22%
2018	43	2018	6,29%
2017	27	2017	7,03%
2016	23	2016	6,84%

[GRI 405-1] DIVERSITY OF GOVERNING BODIES AND EMPLOYEES  
Does not include temping staff

	<b>GRUPO SESÉ SPAIN</b>						
	Corporate	Transport			Logistics and Distribution		Industrial services
		Canvas	Carrier	Forwarding	Logistics	E-Comm.	
2021	3,00%	3,89%	1,11%	8,77%	10,93%	1,24%	16,08%
2020	2,17%		4,86%			8,66%	13,81%
2019	1,92%		2,67%			6,86%	10,08%
2018	2,82%		2,99%			5,87%	5,06%
2017	--		2,95%			5,39%	4,54%
2016	--		1,97%			5,53%	6,31%

ABSENTEEISM DETAILS. Does not include temping staff.

Note regarding 2020 and 2021: the high rate of absenteeism compared to previous years is due to the incidence of Covid-19

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GRUPO SESÉ 2021							
	Men	Women	< 30 years	30 – 50 years	> 50 years	Indirect Structure (MOI)	Direct Structure (MOD)
Germany	78%	22%	14%	57%	29%	24%	76%
Brazil	86%	14%	29%	60%	11%	4%	96%
Colombia	100%	0%	0%	100%	0%	100%	0%
EEUU	72%	28%	12%	63%	25%	53%	47%
Spain	75%	25%	9%	62%	29%	15%	85%
France	94%	6%	0%	41%	59%	18%	82%
Hungary	57%	43%	17%	53%	29%	7%	93%
Morocco	80%	20%	0%	80%	20%	100%	0%
Mexico	64%	36%	32%	47%	21%	33%	67%
The Netherlands	67%	33%	21%	62%	17%	45%	55%
Panama	33%	67%	0%	100%	0%	100%	0%
Poland	89%	11%	16%	53%	31%	16%	84%
Portugal	67%	33%	8%	92%	0%	50%	50%
United Kingdom	100%	0%	7%	50%	43%	17%	83%
Czech Republic	56%	44%	32%	53%	15%	16%	84%
Romania	84%	16%	30%	57%	13%	3%	97%

[[GRI 405-1] DIVERSITY OF GOVERNING BODIES AND EMPLOYEES  
DISTRIBUTION OF STAFF BY GENDER, AGE AND CATEGORY  
Does not include temping staff

GRUPO SESÉ SPAIN 2021							
	Men	Women	< 30 years	30 – 50 years	> 50 years	Indirect Structure (MOI)	Direct Structure (MOD)
Aragón	76%	24%	12%	60%	29%	78%	22%
Cataluña	74%	26%	4%	59%	37%	89%	11%

[[GRI 405-1] DIVERSITY OF GOVERNING BODIES AND EMPLOYEES  
DISTRIBUTION OF STAFF BY GENDER, AGE AND CATEGORY  
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## ► EQUALITY



In 2012 the first Grupo Sesé equality policy was signed, as well as protocols for action against sexual harassment and discrimination in the workplace. Grupo Sesé develops, documents and implements Equality Plans to ensure that there are no discriminatory attitudes or behaviours within the framework of its organisation.

Throughout 2016 and 2017 these commitments were renewed and new Equality Plans were launched for the companies Hermanos 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 index).

Following the publication of new legislation on equality (**Spanish Royal Decree-Law 6/2019, of 1 March**, regarding urgent measures to guarantee equal treatment and opportunities between women and men in employment and occupation), Grupo Sesé is reviewing and adapting its Equality Plans to the new criteria and requirements set out in the aforementioned Decree.

So much so, that the management of Grupo Sesé bases its **equality policy** on the following principles and commitments:

- ▶ All staff have the right to have their dignity respected and are also obliged to treat people with whom they interact for work reasons (clients, suppliers, etc.) with respect. Therefore, the Management of the company, declares that sexual harassment and/or harassment on the grounds of sex will not be allowed or tolerated under any circumstances. It must not be overlooked. And it will be robustly sanctioned.
- ▶ The company is committed to establishing mechanisms for the detection of new inequalities, as well as to implementing the necessary procedures that contribute to continuous improvement within the area of equality.
- ▶ The new regulations are very active in terms of additional provisions in the field of labour and social security, compliance with legal regulations and internal company rules, which is one of the priority objectives for the company in terms of equality and gender-based violence.
- ▶ Establish a culture of continuous improvement, through the establishment of equality objectives that will be periodically reviewed.

With the aim of continuing to make progress in equality management, the Equality Policy is regularly reviewed for its continuing suitability, communicated and passed on to all those working for the organisation and kept available to stakeholders.

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This is the status of the Equality Plans according to the applicable legislation in force:

COUNTRY	LEGAL REQUIREMENT FOR THE DEVELOPMENT OF EQUALITY PLANS	STATUS
Spain	As of 07/03/2020, companies with more than 150 employees. As of 07/03/2021, companies with more than 100 and up to 150 employees. As of 07/03/2022, companies with more than 50 and up to 100 employees.	The Group companies that comply with this requirement have their respective equality plans. The process of adaptation to the new requirements of Spanish Royal Decree-Law 6/2019 has already begun.
Romania	This is not required	
Bulgaria	This is not required	Not applicable, we do not have a workforce
Czech Republic	This is not required	
México	This is not required	
Germany	The amendment to the Federal Constitution in 1994 establishes that the government will promote equal opportunities at all levels of its administrative, legislative and social structure. The Federal Act regarding Equality for the Public Sector of 2001 provides for the establishment of specific equality plans for each public office, preferential treatment (quotas) for women in areas where representation is insufficient, and gender mainstreaming initiatives.	Not applicable because of the sector to which the company belongs - Grupo Sesé does not have public sector companies.
Brasil	This is not required	
Portugal	This is not required	
France	Companies with more than 50 employees	Not applicable by company size
Poland	Written information on legal regulations on equality	All employees are informed at the time of recruitment
EEUU	This is not required	
United Kingdom	Companies with more than 250 employees	Not applicable by company size
Morocco	This is not required	
Algeria	This is not required	Not applicable, we don't have a workforce
Hungary	This is not required	
Pakistán	This is not required	Not applicable, we don't have a workforce
The Netherlands	Companies with more than 250 employees	Not applicable by company size
India	This is not required	Not applicable, we don't have a workforce
Colombia	Having protocols available for the prevention and management of sexual harassment	Not applicable by company size
Panamá	This is not required	

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## GRUPO SESÉ

	Average data	Comparison with local minimum wage		Wage gap Woman vs. Man
		Men	Women	
2021	x 3,67 times	x 4,33 times	x 2,5 times	-11%
2020	x 2,9 times	x 3,0 times	x 2,5 times	-13%
2019	x 2,6 times	x 2,8 times	x 2,0 times	-16%
2018	x 2,6 times	x 2,8 times	x 2,1 times	-26%
2017	x 2,7 times	--	--	--
2016	x 2,5 times	--	--	--

COMPARATIVE AVERAGE GROSS WAGE VS. MINIMUM INTERPROFESSIONAL WAGE BY SEX [GRI 405 -2 RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN COMPARED TO MEN]

Note: until 2018 the details only correspond to Grupo Sesé Spain. Since 2019 the details correspond to Grupo Sesé

GRUPO SESÉ 2021	Comparison with local minimum wage (x times)		
	< 30 years	30 – 50 years	> 50 years
Germany	1,31	1,43	1,58
Brazil	1,58	1,97	2,00
Colombia	--	16,43	--
EEUU	2,41	4,75	4,05
Spain	1,42	1,76	1,80
France	--	1,73	1,77
Hungary	1,61	1,71	1,75
Morocco	--	3,69	5,43
Mexico	1,64	2,18	2,40
The Netherlands	1,45	1,75	2,30
Panama	--	12,17	--
Poland	2,23	1,66	1,54
Portugal	1,08	3,11	--
United Kingdom	1,34	1,77	1,92
Czech Republic	1,68	1,79	1,62
Romania	1,32	1,26	1,16

COMPARATIVE AVERAGE GROSS WAGE VS. MINIMUM INTERPROFESSIONAL WAGE BY AGE [GRI 202-1] RATIO OF ENTRY LEVEL WAGE TO LOCAL MINIMUM WAGEE

(\*) Includes staff with reduced working hours that distort the data

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## GRUPO SESÉ - ANALYSIS BY CATEGORY AND AGE RANGE

Comparison with local minimum wage

	< 30 years	30 – 50 years	> 50 years	Indirect Structure (MOI)	Direct Structure (MOD)
2021	x 1,6	x 3,7	x 2,3	x 4,7	x 1,6
2020	x 2,4	x 2,8	x 3,0	x 4,4	x 2,2

COMPARATIVE AVERAGE GROSS WAGE VS. MINIMUM INTERPROFESSIONAL WAGE BY CATEGORY AND AGE RANGE  
[GRI 202-1] RATIO OF ENTRY LEVEL WAGE TO LOCAL MINIMUM WAGE

GRUPO SESÉ 2021	Comparison with local minimum wage (x times)	
	Indirect Structure (MOI)	Direct Structure (MOI)
Germany	1,97	1,31
Brazil	4,26	1,77
Colombia	16,43	--
EEUU	5,94	2,47
Spain	2,84	1,55
France	2,03	1,70
Hungary	3,09	1,60
Morocco	4,04	--
Mexico	3,41	1,37
The Netherlands	2,36	1,30
Panama	12,17	--
Poland	3,54	1,53
Portugal	4,07	1,82
United Kingdom	4,03	1,36
Czech Republic	2,73	1,54
Romania	3,06	1,20

COMPARATIVE AVERAGE GROSS WAGE VS. MINIMUM INTERPROFESSIONAL WAGE BY CATEGORY  
[GRI 202-1] RATIO OF ENTRY LEVEL WAGE TO LOCAL MINIMUM WAGE

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## GRUPO SESÉ - Distribution by category and sex

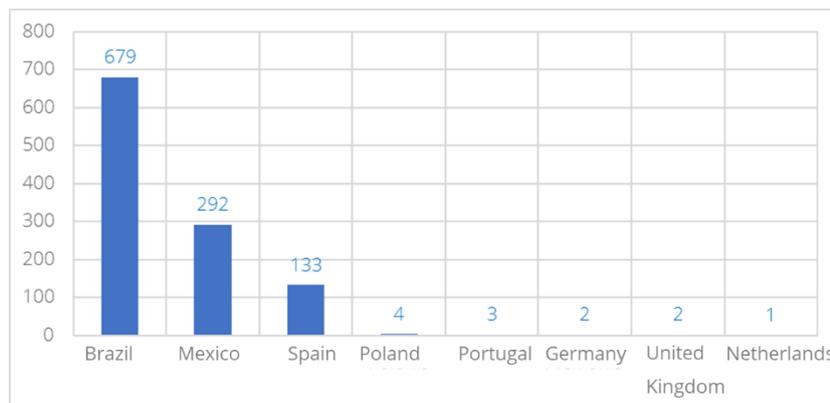
	Women		Men	
	Direct structure (MOD)	Indirect structure (MOI)	Direct structure (MOD)	Indirect structure (MOI)
2021	134	34	878	70
2020	173	63	1.158	164
2019	67	45	159	63
2018	7	17	43	12



## GRUPO SESÉ - Distribution by age range and sex

	Women			Men		
	< 30 years	30-50 years	> 50 years	< 30 years	30-50 years	> 50 years
2021	59	89	20	311	508	129
2020	67	153	16	427	753	142
2019	17	78	17	32	149	41
2018	1	20	3	6	34	15

## GRUPO SESÉ - Distribution by country- 2021



### DISTRIBUTION OF DISMISSALS BY AFFECTED GROUPS, WITHIN THE SCOPE OF GRUPO SESÉ

In 2021, no cases of discrimination were reported or detected  
**[GRI 406-1] CASES OF DISCRIMINATION AND REMEDIAL ACTION TAKEN, WITHIN THE SCOPE OF GRUPO SESÉ**



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## » OCCUPATIONAL HEALTH AND SAFETY



**"THE BIGGEST REASON TO WORK SAFELY MAY BE THE SMALLEST"**

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

In 2018, in its 7th edition, the jury - made up of the Directorate General of Labour, the Directorate General of Public Health, the Territorial Directorate of Labour and Social Security Inspection, CEOE, CEPYME, UGT and CCOO - agreed to award the work of Grupo Sesé in the **"Best career or action in occupational risk prevention for companies with more than 50 workers"** category.

On a voluntary basis, in 2019 Grupo Sesé certified its transport activities according to the ISO 45001 standard (see details of certified companies, page 161). In the same year, the company Hnos. Sesé Asensio S.L. set up its own Prevention Service, whose legal audit was carried out in 2020 in accordance with the provisions of Law 31/1995, Law 54/2003 and RD 39/1997.

## GRUPO SESÉ'S BUSINESS GOAL IS TO ACHIEVE ZERO ACCIDENTS



An accident prevention system in line with standard UNE 45001.



Training in ORP, also carrying out awareness campaigns, recycling and specific training activities for groups at greater risk. At Grupo Sesé, specific road safety training is carried out using virtual simulators to ensure that drivers adopt safe practices and positive driving habits.



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



Elaboration of preventive manuals per job based on risk assessments, in which preventive measures are developed to avoid risks.



Teamwork with both clients and collaborators, carrying out specific workshops on safety matters.



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



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



Medical examinations and health surveillance.



The Integrated Management Policy is available on the Corporate Website and on the organisation's Intranet.

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	GRUPO SESÉ					
	Employees controlled by the DRP Management System		Employees under internal DRP audit		Employees under external DRP certificate	
	No. employees	% employees	No. employees	% employees	No. employees	% employees
2021	8.714	98,51%	2.771	31,32%	832	9,41%
2020	8.167	94,85%	817	9,49%	805	9,35%

[GRI 403-8] OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM COVERAGE, GROUP SESÉ SCOPE



EVOLUTION OF THE SEVERITY INDEX, GRUPO SESÉ SCOPE. Does not include data from van Eupen companies. Does not include temping staff. METHOD OF CALCULATION (No. days lost / No. hours worked) x 1000

	GRUPO SESÉ					
	Number of deaths due to accidents at work			Death rate due to occupational accidents		
	Total workforce	Men	Women	Total workforce	Men	Women
2021	0	0	0	0,00	0,00	0,00
2020	0	0	0	0,00	0,00	0,00
2019	0	0	0	0,00	0,00	0,00
2018	2	2	0	0,30	0,39	0,00

[GRI 403-9] WORK-RELATED INJURIES. WITHIN THE SCOPE OF GRUPO SESÉ. Does not include temping staff. METHOD OF CALCULATION RATE (No. fatalities per accident / No. hours worked) x 1,000,000

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## GRUPO SESÉ

	No. serious accidents			Serious accident rate		
	Total workforce	Men	Women	Total workforce	Men	Women
2021	0	0	0	0,00	0,00	0,00
2020	1	1	0	0,06	0,09	0,00
2019	3	3	0	0,20	0,24	0,00
2018	1	1	0	0,15	0,20	0,00

[GRI 403-9] WORK-RELATED INJURIES, WITHIN THE SCOPE OF GRUPO SESÉ. Does not include temping staff.  
METHOD OF CALCULATION RATE (No. serious accidents / No. hours worked) x 1.000.000



## GRUPO SESÉ

	No. accidents with sick leave			Rate of accidents with sick leave (F.I.)		
	Total workforce	Men	Women	Total workforce	Men	Women
2021	203	157	46	11,95	12,01	11,76
2020	284	194	90	16,38	16,21	27,47
2019	309	196	77	20,16	15,97	25,22
2018	215	161	54	32,22	31,57	34,37

[GRI 403-9] WORK-RELATED INJURIES, WITHIN THE SCOPE OF GRUPO SESÉ. Does not include temping staff.  
METHOD OF CALCULATION F.I. RATE (No. accidents with sick leave / No. hours worked) x 1,000,000



## GRUPO SESÉ

	Severity index (SI)			Hours worked		
	Total workforce	Men	Women	Total workforce	Men	Women
2021	0,44	0,41	0,53	16.984.320	13.073.280	3.911.040
2020	0,57	0,62	0,71	16.057.680	11.043.680	3.058.080
2019	0,63	0,51	0,91	15.329.040	12.276.480	3.052.560
2018	1,13	1,11	1,21	6.671.840	5.100.480	1.571.360

[GRI 403-9] WORK-RELATED INJURIES, GRUPO SESÉ SCOPE. Does not include temping staff.  
METHOD OF CALCULATION SI RATE (No. days lost / No. hours worked) x 1000

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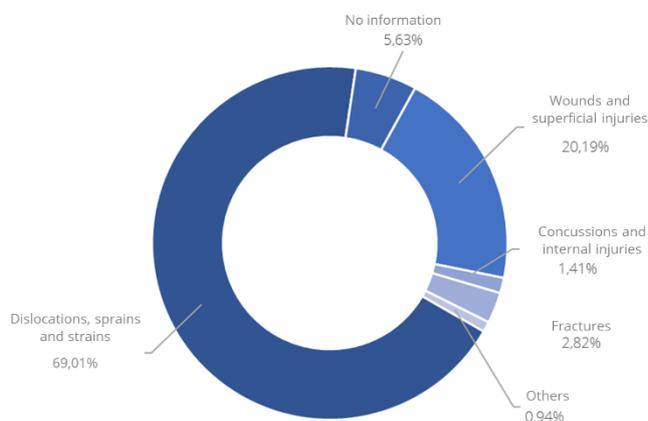
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	GRUPO SESÉ								
	No. deaths due to occupational disease			Death rate due to PE			No. occupational illnesses		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
2021	0	0	0	0,00	0,00	0,00	6	5	1
2020	0	0	0	0,00	0,00	0,00	3	3	0
2019	0	0	0	0,00	0,00	0,00	25	13	12
2018	0	0	0	0,00	0,00	0,00	25	20	5

[GRI 403-10] OCCUPATIONAL DISEASES AND ILLNESSES. WITHIN THE SCOPE OF GRUPO SESÉ. Does not include temping staff.  
METHOD OF CALCULATION RATE (No. deaths due to PE / no. hours worked) x 1.000.000

	GRUPO SESÉ											
	Transport				Logistics				Industrial Services			
	Fatal Accidents	SI	FI	No. PE	Fatal Accidents	IG	IF	No. PE	Fatal Accidents	SI	FI	No. PE
2021	0	0,43	8,16	0	0	0,32	10,60	2	0	1,70	39,74	4
2020	0	1,10	29,79	0	0	0,38	12,83	2	0	1,25	30,09	1
2019	0	0,85	11,11	1	0	0,46	18,38	12	0	1,50	46,39	12
2018	2	0,89	15,68	0	0	1,53	46,91	20	0	1,35	30,05	5

[GRI 403-9] WORK RELATED INJURIES, [GRI 403-10] OCCUPATIONAL DISEASES AND ILLNESSES. WITHIN THE SCOPE OF GRUPO SESÉ.  
Does not include temping staff.



[GRI 403-9] WORK-RELATED INJURIES, TYPES OF INJURIES. WITHIN THE SCOPE OF GRUPO SESÉ  
Does not include temping staff



## GRUPO SESÉ

### Serious accident rate

### Rate of accidents with sick leave (I.F.)

Total workforce

Men

Women

Total workforce

Men

Women

2021

0,00

0,00

0,00

50,75

44,23

72,58

[GRI 403-9] WORK-RELATED INJURIES. WITHIN THE SCOPE OF GRUPO SESÉ TEMPORARY STAFF.  
 METHOD OF CALCULATION RATE (No. fatalities per accident / No. hours worked) x 1,000,000  
 METHOD OF CALCULATION F.I. RATE (No. accidents with sick leave / No. hours worked) x 1,000,000



## GRUPO SESÉ

### Severity index (SI)

### Severity index (SI)

Total Workforce

Men

Women

Transport

Logistics

Industrial

2021

0,16

0,14

0,22

0,08

0,19

0,13

[GRI 403-9] WORK-RELATED INJURIES. WITHIN THE SCOPE OF GRUPO SESÉ TEMPORARY STAFF.  
 METHOD OF CALCULATION SI RATE (No. days lost / No. hours worked) x 1000



## GRUPO SESÉ

### Death rate due to OI

### No. occupational illnesses (OI)

Total Workforce

Men

Women

Total Workforce

Men

Women

2021

0,00

0,00

0,00

0

0

0

GRI 403-10] OCCUPATIONAL DISEASES AND ILLNESSES. WITHIN THE SCOPE OF GRUPO SESÉ TEMPORARY STAFF.  
 METHOD OF CALCULATION RATE (No. deaths due to PE / no. hours worked) x 1.000.000

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**HEALTH SURVEILLANCE** – The medical services in the area of occupational medicine are key to identifying potential areas for improvement in the work environment, both in terms of health and safety. For this reason, the prevention technicians work closely with these professionals with the clear objective of improving the workplaces and the quality of life of Grupo Sesé's staff.

Access to medical examinations is universal and voluntary within the organisation, and the results of these examinations are confidential and privacy is respected.



## HEALTH SURVEILLANCE PROCESS

During 2020 and 2021, due to the pandemic, this area has been a main player and provided essential support for the organisation, collaborating in the identification of personnel vulnerable to Covid-19 and supporting the definition and implementation of safety protocols against coronavirus in the Sesé Group

**HEALTHY BUSINESS PLAN** - Since 2018, as part of its organisational strategy, Grupo Sesé has been working on a Healthy Company Plan through both activities and continuous communication with its employees, with the aim of making them aware of the importance of leading a healthy life, both in the workplace and outside it. In 2018, Grupo Sesé pioneered the implementation of a Corporate Mindfulness programme in collaboration with Javier García Campayo. The objective was to implement a training programme in mindfulness exercises as a tool to improve the management of perceived stress and increase psychological well-being and job satisfaction.

Through the documented evaluations it has been shown that the intervention group has obtained significant improvements in the evaluations of perceived stress, psychological well-being and job satisfaction in comparison with the results evaluated in the control group. The intervention group has also significantly improved in all areas of mindfulness.



12%  
reduction of perceived  
work stress  
laboral

7%  
improvement in job  
satisfaction

The results of this study were published in the European Journal of Work and Organisational Psychology under the title "Feasibility and effectiveness of an adapted mindfulness-based intervention to reduce stress in the workplace of a private company: a non-randomised controlled pilot trial".

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## MILESTONES ON THE ROAD TO A HEALTHY COMPANY



## PILLARS OF THE SESÉ GROUP'S HEALTHY BUSINESS PLAN

In 2019, Grupo Sesé signed up to the Aragonese Network of Healthy Companies (RAES). The Government of Aragón launched this initiative in 2018 with the aim of promoting a health culture among companies, the exchange of business experiences and the recognition of the work of companies in the field of improving the health and welfare of their workers.

In 2019, Grupo Sesé joined the Por Ti (For You) programme to promote health in companies and society. The Ibercaja Foundation and Quirónsalud launched the Por Ti programme, which took over from a previous Corporate Social Responsibility initiative promoted by this second entity to promote the health of the workers of the participating companies and which is now being extended with sessions open to society, as well as increasing training actions and measuring results



Within the organisation's strategy, Grupo Sesé began its journey in the field of health and safety with a key objective: Zero Accidents. Over time, and after a long journey, this goal has evolved and has been integrated with SDG 3, "Health and Well-being" and SDG 8, "Decent Work" within the people's development plan.



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As part of the collaboration with SPMAS to promote a healthy company, we have developed the "Get in Shape" challenge, a project that promotes physical exercise, proper nutrition and monitoring by medical specialists during the duration of the challenge for proper adaptation to the changes.

In addition to one's own personal well-being, teamwork is encouraged in order to achieve the objectives.

## COUPLE THERAPY

Sesé Mexico has launched, within the Emotional Salary Programme, the "Couples Therapy" initiative, offering employees the opportunity to receive professional care.



## DENTAL HEALTH

At Sesé Mexico, within the Emotional Salary Programme, employees are offered free dental evaluations, in addition to an attractive discount on dental consultations and treatments for their direct family members.



## BREAST CANCER PREVENTION

Both in Spain and in our subsidiaries in Mexico and Brazil, we have launched awareness campaigns for the prevention of breast cancer.



## HEALTH WEEK

Sesé Mexico has celebrated the II Annual Health Week, a meeting that seeks to promote health in general, offering dental, visual and psychological services.



## SUICIDE PREVENTION



In Sesé Brasil, wearing a yellow garment, a day of visibility for mental illnesses and suicide prevention has taken place.

## PROSTATE CANCER PREVENTION

Both in Spain and Brazil, awareness campaigns have been launched for the prevention of prostate cancer.



In Spain, in addition, PSA analysis has been included free of charge in the medical check-ups of employees at risk age.

## EMOTIONAL WELL-BEING

During the year, Sesé México schedules virtual chats on different topics of interest, with the purpose of orienting our employees in different emotional issues.



### INITIATIVES IN SPAIN, MEXICO AND BRAZIL FOR THE PROMOTION OF HEALTH AND THE PREVENTION OF PHYSICAL AND MENTAL ILLNESSES

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**UNITED FOR ROAD SAFETY** - Grupo Sesé is fully aware that one of the most serious risks associated with its operations is that of road accidents. Due to the proximity of our drivers to clients on a day-to-day basis, they are considered part of the organisation's sales force. Thanks to both internal and external training campaigns, accident rates are continuing to improve. Road safety training is essential to ensure that drivers adopt safe practices and positive driving habits.

As part of this training plan, all drivers on their first day of work receive training on the risks associated with their job and all aspects necessary for efficient and safe driving are explained to them through the Driver's Manual.



This Manual is available through the tablet carried in the lorry by the driver.



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Fuente para la elaboración de este Manual:

- Buena práctica carga-descarga segura CPAC / ECHA.
- Guía europea de mejores prácticas sobre la sujeción de cargas para el transporte por carretera.
- VOI 2700 891 2 Aseguramiento carga.
- ADR80-024.
- Planes de contingencia y emergencia de Grupo Sesé.

Julio 2017 # Revisión 12

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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 EPIs (equipos de protección individual) obligatorios. Además, para carga verificar que tiene a mano todos los elementos de aseguramiento de carga necesarios.

No está permitido acceder con acompañantes (salvo camión de doble conductor) o mascotas.

Respetar las normas de circulación dentro de las instalaciones. Especial atención al uso de las plazas 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 (carretillos, transpaletas, etc.) de los puntos de carga / descarga salvo autorización expresa por parte del cliente y que cuente 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 reñar y colocar las barras laterales.

Hacer uso de las 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 traseras, colocar siempre las catras.

Situarse en la zona de seguridad de conductores.

• **Carga / descarga trasera:** Carretillo y conductor no pueden estar a la vez dentro de la plataforma ni en la zona de influencia.

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



As a complement to the Training Plan, theoretical and practical training activities are launched annually for drivers (both efficient driving and road safety), the group most exposed to this type of accident. In 2015 a virtual simulator was launched to test different driving scenarios and train the driver in best driving practices.



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

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It is precisely within the framework of road accident prevention, specifically those occurring in-itinere, that the ORP Department of Grupo Sesé has marked **WORLD ROAD SAFETY DAY** since 2014 with competitions for the Group's personnel which seek, among other aspects, to raise awareness of the importance of this issue and to promote good practices during in-itinere driving, the source of many of the occupational accidents that occur in Spain.



2014 AND 2015 EDITION POSTERS TO PROMOTE ROAD SAFETY DAY

In 2016 a qualitative and quantitative leap was made, turning this competition into a full week full of activities for all the organisation's stakeholders, thus creating the **Road Safety Week**, which since then has been repeated every June at one of the Sesé venues with the following objectives:

- A global scope. **To integrate and involve all the stakeholders** of the organisation so that they themselves become receivers and, consequently, active disseminators of the messages behind this initiative.
- **To raise awareness** of the importance and impact of road accidents on the life of any person, focusing on those that occur on the way to or from work and which are known as in-itinere accidents.
- And - lastly - to lay the foundations for the future **Grupo Sesé Mobility Plan**.
- The event always includes a series of varied, complementary activities.



**AWARENESS CHATS**

(road safety, efficient driving and healthy diets) dedicated to employees and taught from Monday to Thursday during working hours.

Together with MAZ, simulators are installed to raise awareness of the risks of driving on the road



**ROUND TABLE**

The main stakeholders of Grupo Sesé (ISSLA, the Labour Inspectorate, the Guardia Civil, other public administration entities, clients, suppliers, employees, etc.) come together to discuss and share relevant security issues. **Mobility plans** or **intelligent driving** are a regular part of the content of these talks



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Grupo Sesé is currently immersed in the definition and implementation of its own Mobility Plan. That is why, with the foundations already laid in its management to improve road safety, it decided to go a step further and open up the range to integrate the rest of its stakeholders in this dissemination and awareness raising exercise, thus joining forces to achieve the goal of zero road accident victims.

In Spain, In 2020 and 2021, due to the preventive protocols established due to Covid-19, it was not possible to hold Road Safety Week.



In **Brazil, SIPAT week** - SIPAT's Internal Accident Prevention Week is held on an annual basis.

Throughout the week, talks and conferences are given by the work centres' Occupational Risk Prevention team, refreshing and promoting the main guidelines on safety at work.

This year, in addition, the message of inclusion in the workplace for people with disabilities was reinforced.

**SAFE AREA SEAL** - The Covid-19 pandemic has forced all entities and organisations to reinvent themselves, to digitise and improve their work processes, and to reinforce preventive measures aimed at protecting workers. In 2020, Grupo Sesé obtained the "Safe Area Seal", in its Corporate Building, for the Health and Safety Protocols implemented against Covid-19, awarded by MÁS PREVENCIÓN - A PREVENTION SERVICE. This seal was renewed in 2021.

This award recognises the involvement and management undertaken by all levels of Grupo Sesé where there is full commitment to ensure, from the outset, the health and safety of all staff against Covid-19. An enormous effort has been made to achieve Safe Work Areas, with the implementation of preventive measures providing workers with the necessary protective equipment to move forward, providing adequate training and information on safety protocols and guaranteeing the safety distance, implementing teleworking and/or protecting vulnerable people, among other things.



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## ▶ TRAINING AND SKILLS

Grupo Sesé firmly believes that people must have the necessary training to respond satisfactorily to current and future challenges, and therefore in each exercise, these needs are identified in order to plan the training action and ensure the maximum effectiveness of each course or training programme.

The different work centres have **training plans** aimed at:

- ▶ acquiring the necessary workplace skills,
- ▶ or allowing us to be more effective, within our philosophy of continuous improvement,
- ▶ or keeping the knowledge and skills required in our sector up to date.



The following channels exist to determine the training needs of workers:

- ▶ At the end of the reception process of a new worker, his/her tutor and the person in charge evaluate how the incorporation process has gone, the assimilation of knowledge and the degree of competence achieved. If a competence gap is detected, the person responsible for the employee contacts the Human Resources Department and makes a request for training, which may be either external or internal.
- ▶ At the end of each year, Department Directors and Area/Centre Managers complete the Training Needs Form and submit it to the Human Resources Department.
- ▶ The Human Resources Department proactively launches training offers that it believes may be of interest to employees via corporate e-mail and the information boards of each centre.
- ▶ By reviewing the changes in the legislation, the Quality and ORP staff report to the Human Resources Department regarding any needs in terms of new training actions or retraining courses to meet these legal requirements, indicating which groups should carry them out.
- ▶ The Human Resources Department keeps a record of those statutory training activities that must be carried out periodically in order to incorporate them into the Training Plan.



In 2016 Grupo Sesé inaugurated **CAMPUS SESÉ**, an on-line training platform with self-developed training.

Within this platform, different training initiatives have been launched, which are fundamental for the professionalisation of the staff and the deployment of the corporate culture

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In 2020, a complete redesign of the Campus was carried out, expanding the modalities and functionalities of the platform:

-  On Demand Training
-  On Boarding.
-  Development of the Training Plan
-  Recycling Training.

Áreas → Sesé Prime → CAD

  
Ofimática

  
Idiomas

  
Gestión

  
RRHH

  
PRL

  
CAD

  
Social Media

Seleccione un idioma ▼    Buscar:

	TÍTULO <span style="float: right;">↑ ↓</span>	FECHAS DE PUBLICACIÓN	HORAS <span style="float: right;">↑ ↓</span>	IDIOMA <span style="float: right;">↑ ↓</span>	DESTACADO <span style="float: right;">↑ ↓</span>	ESTADO
	Geometrías sencillas con AutoCAD	Abierto durante 30 días	1			<span style="border: 1px solid gray; padding: 2px;">ⓘ</span> <span style="background-color: #007bff; color: white; padding: 2px 5px;">Activar</span>
	Primeros pasos con AutoCAD	Abierto durante 30 días	1			<span style="border: 1px solid gray; padding: 2px;">ⓘ</span> <span style="background-color: #007bff; color: white; padding: 2px 5px;">Activar</span>

## CAMPUS SESÉ

Grupo Sesé 's management philosophy makes each of the Department Managers, Area Managers and/or Centres an extension of the organisation's Human Resources staff, and they help to determine the training needs of employees at all times, test their expectations and facilitate integration and development processes within the Group.

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## GRUPO SESÉ EUROPE

Hours/year/person

	Total	Men	Women	Direct Structure (MOD)	Indirect Structure (MOI)
2021	10,50	7,08	12,21	5,66	26,47
2020	5,92	6,32	4,47	5,24	8,90
2019	11,94	13,15	14,18	10,23	17,68
2018	12,29	10,43	17,51	7,77	31,93
2017	10,24	10,07	10,77	9,95	11,02
2016	11,60	11,49	11,94	6,81	19,36

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

› Business management	23,89%
› Occupational risk prevention	23,03%
› Languages	17,41%
› Safety during transport	15,19%
› Personal development	5,42%
› Equality	3,19%
› Information security	2,44%
› Quality and environment	1,38%
› Others	7,97%



DISTRIBUTION OF TRAINING HOURS BY KNOWLEDGE AREA WITHIN THE SCOPE OF GRUPO SESÉ EUROPA



PHOTOGRAPHS OF AWARENESS-RAISING TALK ON HEALTHY EATING HABITS

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The effects of the pandemic caused by Covid-19 and its socio-economic impacts have also affected the normal development of training plans within the company. In any case, Training in Safety - Risk Prevention accounted for a higher percentage of training hours, a figure that reveals the importance of occupational risk prevention and health promotion for the organisation.

As such, training related to risks in the workplace has a practical nature, combining theory with practical training, which is where we understand that knowledge and good practices in safety are consolidated and internalised. To develop these courses we collaborate with experts in the field, which has given them a differentiating character and caused them to be very well received by employees, who have given positive feedback on the development and knowledge acquired during training activities.

During the training activities carried out with the workers, the effectiveness and their degree of satisfaction with the mentioned course is valued. This data is incorporated as a KPI within the organisation's Balanced Scorecard. As a result of these initiatives, it may be determined whether or not there are any deficiencies in the groups evaluated. If so, actions are determined and implemented to eliminate/reduce the deficiency.

## Assessment of training effectiveness

2017	2018	2019	2020	2021
<b>3,43</b> [score out of 4]	<b>3,54</b> [score out of 4]	<b>3,45</b> [score out of 4]	<b>3,53</b> [score out of 4]	<b>3,18</b> [score out of 4]

### SCOPE OF GRUPO SESÉ EUROPA

An example of ad hoc, internal training design to meet the business needs is the **Driving School** that was launched in 2020, in one of the operational centres of Grupo Sesé in **Mexico**. It is a school with almost 300m<sup>2</sup> of floor space and 130 people pass through it every year. This school was founded with a twofold objective:

- ▶ To train new personnel in the critical processes of handling finished vehicles.
- ▶ To provide staff with a regular recycling point with the focus on reinforcing the most relevant aspects of safety and respect for the product.



OUTLINE OF MEXICO DRIVING SCHOOL APPRENTICESHIP PROGRAM

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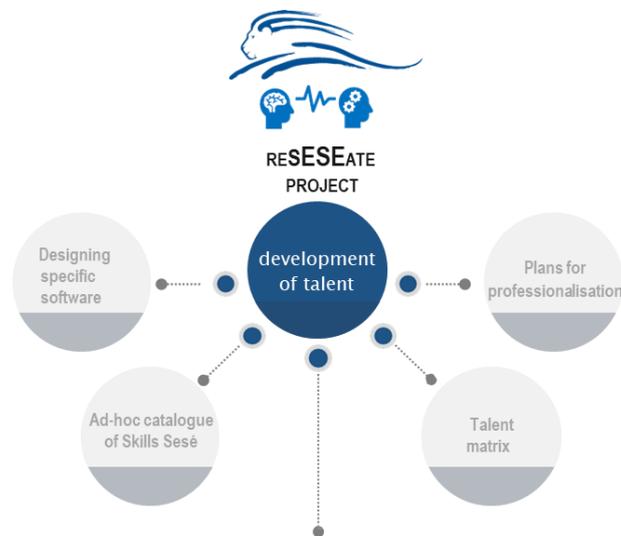
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In 2017 the **Talento Sesé project** was born: **reSESEate**. Since then, the project has continued to grow in order to gradually reach the global projection pursued as regards *El crecimiento personal y profesional*

- ▶ Personal and professional growth
- ▶ Efficiency in performance and management
- ▶ Improvements in organisation competitiveness
- ▶ The alignment of corporate culture and values
- ▶ Promotion of the talent of Grupo Sesé's professional team

The defined work process has been extended and enriched by different steps that are detailed at a general level, referring to the analysis of the data obtained from the evaluation and its management, which will generate commitments to action to achieve the points mentioned above.



## WORK PROCESSES

- ▶ Providing **training** for new recruits and refresher and update training for those who have already undergone this process in the past.
- ▶ **Individualised questionnaires** are carried out to assess the development of the skills detected for the position, both by the employee and by the manager, separately.
- ▶ The personal **face-to-face interview** is conducted, where we discuss how the year has gone in terms of performance, the status of personal objectives, difficulties encountered, evolution with respect to the previous year and what the following year should be like. A **consensus is reached on the final evaluation** of skills and from there the necessary training is evaluated to ensure continual professional growth.
- ▶ **New objectives and action plans for personal improvement** are established, with six-monthly follow-up.
- ▶ Once the period is closed, joint information is obtained, such as the **talent map** of each department, area and company, which provides knowledge on the potential of our workforce and to manage it from the perspective of succession etc.

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This project has been deployed in phases throughout the organisation:

	GRUPO SESÉ		
	Persons evaluated		
	Total	Men	Women
2021	466	218	248
2020	--	--	--
2019	301	158	142
2018	70	42	28

During 2020, it was intended to complete all the indirect staffing in Spain and start the process in Brazil and Mexico, but the situation generated by COVID-19 forced the temporary postponement of part of the activities.

In 2021, the activities were resumed through a mix of face-to-face and telematic tools.

[GRI 404-3] PERCENTAGE OF EMPLOYEES RECEIVING PERIODIC PERFORMANCE AND PROFESSIONAL DEVELOPMENT APPRAISALS WITHIN THE SCOPE OF STAFF IN THE STRUCTURE OF GRUPO SESÉ SPAIN

## ▶ YOUNG TALENTS

One of the aspects that characterise Grupo Sesé's human resources policy is the clear and direct commitment to create its own talent pool, to give young people the opportunity to grow and develop within the organisation's work teams, in 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 approach training centres: universities, business schools and professional training centres are regular meeting points for the youngest members of local communities.

**DUAL TRAINING** - In 2017, Grupo Sesé was once again a pioneer, designing a project in Spain that adapts training contents to the real functions to be performed in the company within a Dual Vocational Training plan, aimed at young people between 16 and 30 years old. This programme, specially designed by the HR and IT departments, makes it clear that the advantages are both for the company and for the students, future workers of the company, since the young people move in a real environment and acquire professional experience that facilitates their entry into the labour market, with the relationship between company and worker being regulated by a financially paid employment contract.



2017 EDITION



2018 EDITION

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The company aligns the competences of the students to the specific processes and technologies, training them in its business culture. Once they have completed this training programme, they will obtain the Level 3 Professional Certificate, known as Object- and Basis-Oriented Language Programming, and will be able to join the group full-time.

In addition to the dual training programmes developed in the IT Department, on an annual basis, the Transport Department also welcomes students from training centres specialised in Logistics and Transport.

 <b>Dual Training Programming</b>	GRUPO SESÉ SPAIN				
	2017	2018	2019	2020	2021
Participating students	8	10	8	--	18

(\*) In 2020, due to COVID, no Dual training program was launched.

**BECARI@S (Scholarships)**- Grupo Sesé takes part every year in **"Talento Joven Aragón"** ("Young Talent of Aragón"), a training programme created by Heraldo and the ESIC business school that aims to facilitate the access of young people to companies. For this purpose, and after a previous selection process, a group of young people live together for three days in a hotel in Zaragoza with the purpose of obtaining one of the scholarships offered by the participating companies.



2017 EDITION



2018 EDITION



2019 EDITION

Every year, Grupo Sesé participates in trade shows and job fairs, fostering a more direct relationship through interaction and the exchange of purposes and interests. Among others, these are some of the unmissable events attended by the Human Resources team, either in face-to-face or virtual format:

- Unizar "ExpoTalent" Job Fair.
- Chamber of Commerce Job Fair.
- USJ Connecta meeting.
- CPIFP Los Enlaces Fair.
- Dynamic Zaragoza Fair
- Feria Inicia Huejotzingo (Mexico).

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SCENES FROM THE PARTICIPATION OF GRUPO SESÉ IN JOB FAIRS

More than 200  
applications  
received each  
year



## GRUPO SESÉ SPAIN

	Total	Men	Women	% Recruitment (*)
2021	48	65%	35%	8%
2020	46	59%	41%	20%
2019	57	60%	40%	18%
2018	36	--	--	--
2017	24	--	--	--
2016	25	--	--	--

For Grupo Sesé, the internship programme through grants is an invaluable source as a quarry for the organisation's new employees, which is why it is committed to quality programmes, the application of rigorous tutoring and the development of the personnel who participate in these programmes.

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**PRESENCE AMONG YOUNG PEOPLE AND EDUCATIONAL CENTRES** - In 2020, Grupo Sesé was fortunate enough to collaborate, as a sponsor, in the organisation of the FIRST LEGO League in Zaragoza. This is **the largest international science and technology programme, with 14 editions**, and this was the first time it was held in Aragon. This Tournament was created with the aim of contributing towards the awakening of vocations in science, technology and engineering among the youngest ones. The competition is based on themed challenges to engage children aged from 6 to 16 in research, problem solving, coding and engineering.

The event, attended by more than 900 people, was organised by the Technological Institute of Aragón ITAINNOVA. The positive impact that *FIRST LEGO League* has on the participants is rewarding: more than 88% of the participants show more motivation to continue studying, and 87% are more interested in attending university (\*).



(\*). Data source: <https://www.itainnova.es/blog/eventos/torneo-first-lego-league-aragon-temporada-2019-2020/>

## » SUPPORTING THE BIRTH RATE

In 2018, Spain experienced the lowest number of births in history. With the aim of increasing this rate, and focusing on family conciliation, Grupo Sesé has become the first **Baby Friendly** company in the Spanish logistics sector, through the agreement signed by Ana Sesé, Vice-president of Grupo Sesé and President of Fundación Sesé, and Elena Gómez del Pozuelo, CEO of BebeDeParis.

Baby Friendly programmes make employees feel supported by their company during one of the most important moments of their lives: when they have a child. In this way, the company shows that it cares not only for the professional development of people, but also for the personal and family development. This programme begins with the presentation of a copy of *Vamos a ser padres* (We're Going to be Parents), a classic book on parenting, and continues with the gift of a set of baby clothes and accessories after the birth.



SESÉ PRIMERA EMPRESA LOGÍSTICA EN ESPAÑA CON SELLO BABY FRIENDLY

In our **Mexican subsidiary**, in order to support and encourage our employees, we have agreements with the Mexican Social Security Institute (IMSS) to **provide free daycare centres**, so that employees who need to leave their children in a safe place while they work can request this service at no cost.

## » CONCILIACIÓN

For staff with children, whether male or female, measures are generally established to facilitate a work-family life balance in accordance with the provisions of the legislation in force and above the level shown in benchmark laws.

- Measures for all staff:
  - Reduced working hours for child care, making the schedule more flexible to meet the needs of the mother or father.
  - Reception of mothers / fathers in posts with schedules that are easier to reconcile with the reduction of the working day.
  - Flexible starting times, making it possible to take children to school / day care centres.
  - Mobility between centres closer to the home to facilitate conciliation.
  - In general, labour agreements have been established on top of regional or general agreements for accompanying relatives to doctors and/or specialists.

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- Measures for staff working in shifts:
  - o o Facilitate shift changes for family/personal reasons on a temporary and/or permanent basis.
  - o o Voluntary night shift; those workers who cannot reconcile this shift with their family life are not obliged to do so.

## ▶▶ EASING PAPERWORK ON THE PART OF EMPLOYEES

In 2016, the **Employee Portal** was launched, with the aim of automating all procedures related to personnel administration and providing each employee with access to his/her personal information, payroll and other relevant documents, thanks to its connection with human resources' software. The implementation continues to be carried out in layers until it reaches all the staff of the organisation and covers all the personnel administration processes, thus improving the communication flow between the company and the employee.

In 2020, **Linking Sesé** was launched, an integrated platform where employees of Grupo Sesé can access all relevant information for the optimal development of their job, from informative itineraries to learning about the organisation through direct access to internal promotions within the organisation or the entire training on offer at Campus Sesé, the company's online training platform



OUTLINE OF CONTENTS OF SESÉ'S LINKING PLATFORM

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## ▶▶ INTERNAL PROMOTION

At Grupo Sesé there is a process called **Job Posting** whereby job vacancies are published internally to be filled by Group employees, either by horizontal or vertical promotion, which encourages **internal promotion** and career development of Grupo Sesé employees.

## ▶▶ SUPPORTING OUR DRIVERS

In 2017, the first of the facilities intended for Grupo Sesé's fleet of drivers was opened. These are the so-called **KILOMETRE ZERO ZONES** and are equipped with different services (washing machines, dryers, showers, rest areas...) that seek to facilitate the performance of daily tasks and activities during the journeys of this group. The Group currently has two such facilities, one in Zaragoza and the other in Romania.



PHOTOGRAPHS OF THE "KILOMETRE ZERO" FACILITIES AT THE ZARAGOZA LOGISTICS PLATFORM

## ▶▶ WORK ORGANISATION

At all production centres, whether proprietary or in-house, the work centre schedules are adapted to the time organisation of the clients for whom we are working in a personalised manner. They are also adapted to the holidays and production days of these clients.

- In all production centres and the vast majority of logistics centres, work is organised in 3 rotating shifts.
- In two of the work centres in Spain we work 5 shifts.
- In the central offices, the general working hours are Monday to Thursday from 08:30 to 18:30 and Friday from 08:30 to 16:00.

Grupo Sesé is starting to take the first steps to support the digital switch-off of its employees through highly focused initiatives at the points where the greatest potential risk exists:

- Guards on rotating incentive-based shifts for nights and holidays.
- Night shift coverage of a specific team for follow-ups and contacts with both clients and drivers.
- Office positions structured specifically for rotating shifts.
- The corporate website has a robotic chat feature that allows queries and requests for simple procedures from clients, suppliers and the general public to be channelled at any time and in an automated manner, regardless of the time zone in which the query is made, without affecting the teams that usually handle such requests.

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## UNIVERSAL ACCESSIBILITY

In its work processes, Grupo Sesé upholds the greatest respect for personnel with different abilities. Through Fundación Sesé, it is an active player that participates in the labour inclusion of disabled personnel and those at risk of exclusion.

But the support does not end at this point - once new recruits are incorporated into the organisation's centres, the Occupational Risk Prevention teams are in charge of constantly monitoring their adaptation to the positions they hold. These are just a few examples of the results achieved:

- The corporate offices have full accessibility on all floors, specific parking spaces for the disabled and adapted toilets.
- In production and logistics centres where there is the possibility of interaction between mobile equipment with hearing impaired personnel, these workers wear a vest of a specific colour that allows the operators of the mobile equipment to identify them and be aware that they cannot hear acoustic signals.
- The EWC in Martos (Jaén), which has a high percentage of hearing impaired staff, has staff who are fluent in sign language. Likewise, this centre has a Social Worker on staff for the individualised monitoring of each of the workers.

In Spain, the country where the Group has the greatest concentration of staff with functional diversity, personalised studies are carried out on the jobs they perform in order to implement the necessary adaptations. This type of study also applies to personnel who are not disabled but who have conditions for the normal development of their daily activities.

	GRUPO SESÉ			
	2018	2019	2020	2021
 10 ANIVERSARIO DE LAS LEYES DE IGUALDADE post adaptations / improvements	136	169	222	226

## WORK ENVIRONMENT

Over the last few years, work environment surveys have been gradually implemented in the different centres. In 2017, a climate survey was conducted covering 35% of the staff in Spain, i.e. 17% of the total Group team.



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## DATOS GENERALES

- **Periodo de encuesta:** 24/04/19 – 31/05/19
- **Personal encuestado:** 403 Corporativo (Agrupa todo el personal del edificio [España])  
2.602 Centros
- **Participación:** 285 (70,7%) Corporativo  
807 (31,0%) Centros [España]
- **Escala de valoración:** 0 a 10 (0 "nada de acuerdo" y 10 "totalmente de acuerdo")

In April 2019, the "Sesé People Satisfaction and Motivation Measurement Project" was launched, the first global survey encompassing all personnel in Spain (3,005 employees). The aim is to extend them gradually to all groups and to carry them out on a biennial basis.

The objectives of this project are:

- To identify the main aspects to improve the internal services of people management that determine the experience of Sesé's people.
- To determine the degree to which this experience is positive.
- To pass this knowledge down in order to facilitate the improvement of the leadership of the people in charge.

### SATISFACCIÓN [factores higiénicos]

- Recursos y medios para trabajar
- Prevención y Salud Laboral
- Condiciones laborales
- Relación con los compañeros
- Relación con Responsable Departamento
- Relación con Director Departamento
- Información y comunicación interna
- Retribución

Generan insatisfacción cuando están **AUSENTES**

### MOTIVACIÓN [factores motivacionales]

- Contenido del trabajo diario
- Formación
- Promoción y desarrollo profesional
- Reconocimiento y participación
- Gestión responsable de las personas
- Política de Empresa y RSC

Generan motivación cuando están **PRESENTES**

- To determine the relevant issues that impact upon the commitment of Sesé's people
- To activate actions that improve the satisfaction and motivation of Sesé's people.

In designing the questionnaire, a series of Focus Groups were created to identify the expectations of Sesé's people, as employees of the Group. These Focus Groups have included personnel from the Central Services and the Operational Centres in Aragon, Catalonia, Navarre and Andalusia.

GROUP STUDIED	STRENGTHS	AREAS FOR IMPROVEMENT
Central Services and Structure Transport	Occupational risk prevention Working conditions Contents of daily work Relationship with Department Director	Promotion and development Training Responsible management of people Internal communication
Logistics Distribution Industrial Services	Contents of daily work Occupational risk prevention Working conditions Relationship with Centre Manager	Promotion and development Working resources and means Training Recognition and participation

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## ▶ CORPORATE VOLUNTEERING

2019 was the year in which Grupo Sesé Corporate Volunteer Programme (PVGS) was launched, an initiative promoted by the Sesé family directly which seeks to complement the social action developed by Fundación Sesé. The objectives with which this Programme is launched are:

- ▶ To promote and support the exercise of the spirit of solidarity of the workers of Grupo Sesé, facilitating their participation in causes and projects that improve the quality of life and the integration of disadvantaged groups or those at risk of exclusion.
- ▶ To reinforce the commitment of Grupo Sesé employees to the values of excellence, a sense of belonging and teamwork.
- ▶ To help workers develop skills that will help them in their personal and professional growth.
- ▶ To support the achievement of the 17 Sustainable Development Goals (SDGs) approved within the United Nations 2030 Agenda for Sustainable Development.

In order to structure the actions of the PVGS, a **Volunteering Policy** has been developed and there is a joint management committee, the **Volunteering Committee**, made up of staff from the CSR area, HR, the Sesé Foundation and the elected representatives of the volunteers.

	GRUPO SESÉ		
	Number of volunteer actions	No. volunteers	Volunteer hours
2021	5	225	1.308
2020	13	94	5.203
2019	12	160	1.590



LIST OF CORPORATE VOLUNTEER HOURS IN 2021 WITH THE SUSTAINABLE DEVELOPMENT GOALS DEVELOPMENT

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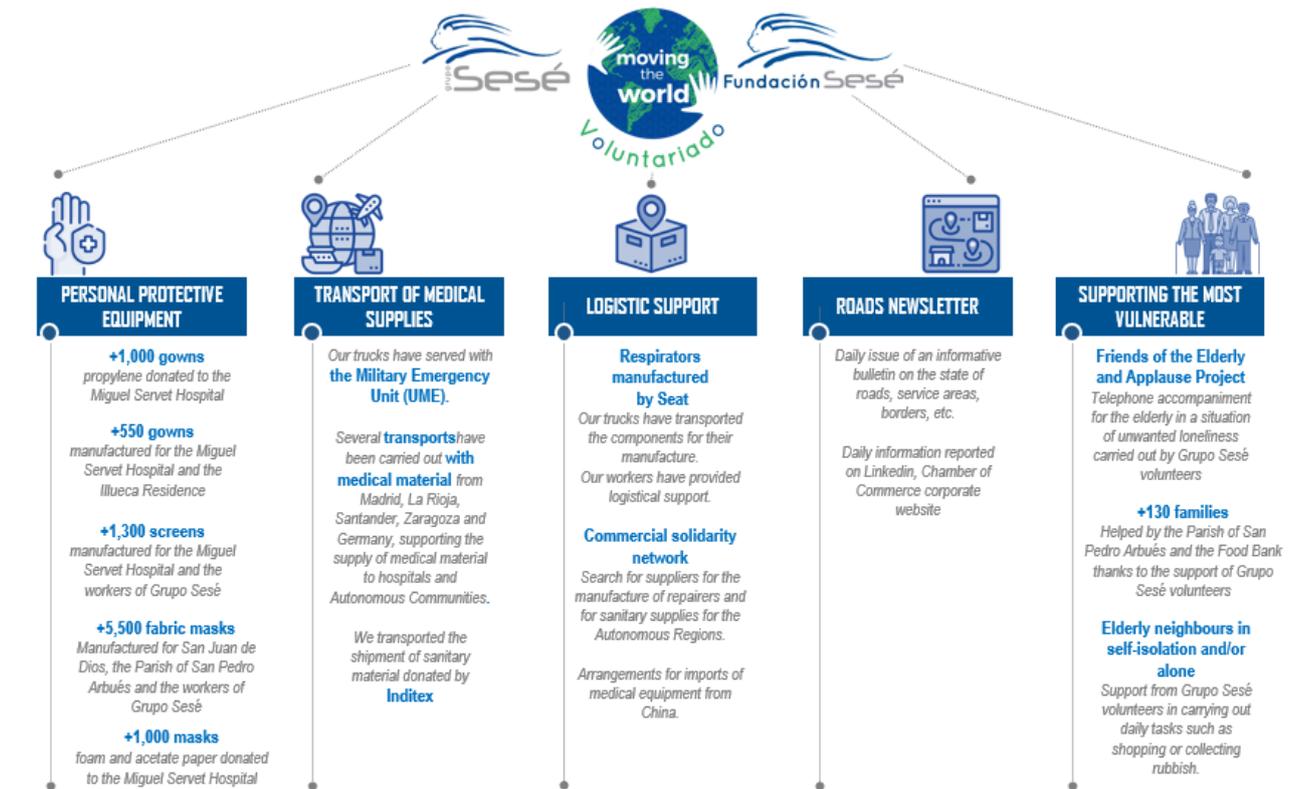
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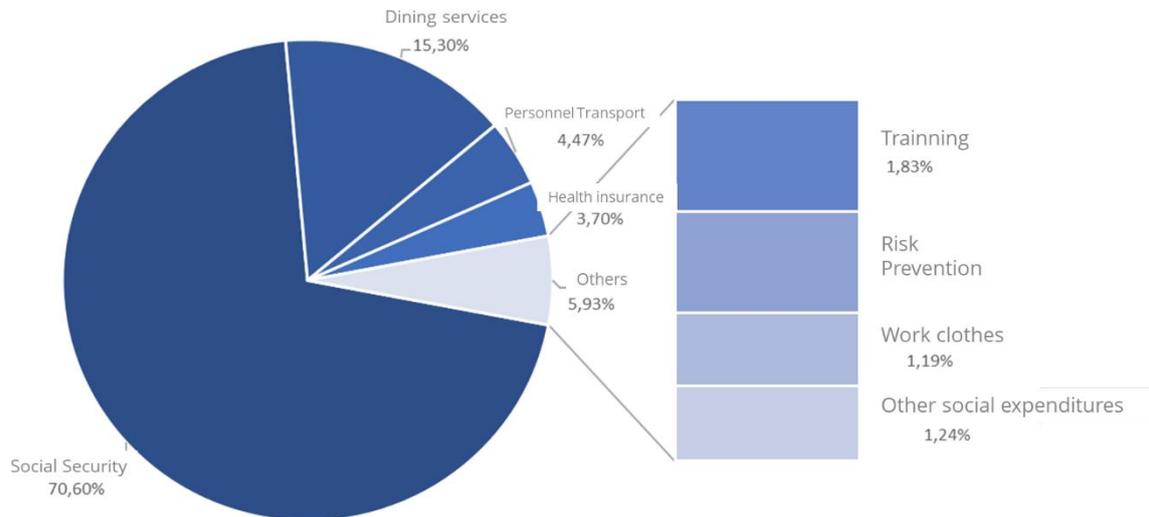
2020 was a year marked directly by the impact of COVID-19 in all aspects: health, economic and social. But it has also been the year when the workers and volunteers of Grupo Sesé united more than ever to fight against the common adversary. Sesé Foundation and Sesé Group have joined forces in the fight against COVID-19, offering their operational, logistical and human resources to entities and organisations that have needed them.



## SUMMARY OF THE MAIN SOLIDARITY INITIATIVES IN THE FIGHT AGAINST COVID-19 DURING 2020

## » SOCIAL EXPENDITURE

The attached figure shows the breakdown of Grupo Sesé's social expenditure (EUR 63.30 million).



BREAKDOWN OF SOCIAL EXPENDITURE, WITHIN THE SCOPE OF GRUPO SESÉ

## » DIALOGUE AND PARTICIPATION

Grupo Sesé carries out its human resources management in accordance with the legislation in force and the agreements that apply to each of the activities it carries out. It also supports and facilitates the training and operation of the Health and Safety Committees.



**100 %**  
workers represented  
in Collective Bargaining  
Agreements

### % employees represented in Health and Safety Committees

2016	2017	2018	2019	2020	2021
89,42%	83,14%	86,02%	92,48%	91,00%	<b>90,38%</b>

WORKERS' REPRESENTATION IN FORMAL WORKER-BUSINESS HEALTH AND SAFETY COMMITTEES, WITHIN THE SCOPE OF GRUPO SESÉ

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Communication and responsible relationships are a guarantee for the success of the organisation in the search for a triple benefit: business - people - society. The boundaries of Grupo Sesé are expanding inwards and outwards, and with them its communication, which is why its leaders are a fundamental part of this puzzle of Social Responsibility.

The objective is to generate and manage the trust of all the members of the organisation in their relationships both vertically (ascending - descending) and horizontally (transversal), through the design of processes of participation, motivation and the use of accessible channels that facilitate information and contributions - in general terms, the necessary feedback for decision making.



## OUTLINE OF COMMUNICATION, DIALOGUE AND WORKER PARTICIPATION CHANNELS

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

- **Corporate Web** ([www.gruposese.com](http://www.gruposese.com)) and its news channel.
- **Linking Sesé**, a platform launched in 2020, is a comprehensive communication tool designed to contain all relevant corporate information for employees.
- **Employee Portal:** A tool hosted on a Web portal and connected to the HR management programme that allows each employee to access all relevant information for their day-to-day work (personal data, payroll, absences and holidays, etc.).
- **Corporate mail** in the icloud environment where Apps are used to improve internal communication, event organisation and access to shared documentation.
- Additionally, the organisation has **internal departmental portals** to pool together information/documentation. You only need to have a corporate email account to access it.



**Quality, Environment and Risk Prevention WEBSITE:** Management System Documentation accessible online.

**Compliance Website.** Intranet developed to bring Compliance closer to employees in a simple and understandable way

- **Microsoft Teams:** As tools for communication with other national or international branch offices.

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- **Information boards:** A corporate information manager has been appointed at each Grupo Sesé work centre. The Human Resources Department periodically sends its network of managers the news, points of interest and new items that make up the Group's information board.

Likewise, Grupo Sesé promotes meetings with its employees at all levels both to transmit the organisation's strategy and to spread the corporate culture and values.

At the **3rd Global Management Meeting**, attended by over 140 employees from the worldwide top management of Grupo Sesé and spread across 2 exciting days alongside the Ownership and the Management Committee. In 2021 and 2022, due to the restrictions set by COVID-19, it was not possible to hold this meeting.



SNAPSHOTS FROM THE 3rd GLOBAL MANAGEMENT MEETING



### 2ND MEXICAN PRIDE CONTEST

Employees submit a photo of themselves wearing a typical Mexican costume with a short essay explaining why they are proud to be Mexican.



### 3RD LITERARY LITTLE SKILLS CONTEST

A contest in which employees participate with short and humorous poems in which imaginary situations and a character's encounter



### 1ST "DAY OF THE DEAD"

Employees submit a photo of themselves wearing a typical Mexican costume with a short essay explaining why they are proud to be Mexican.



### 2ND MEXICAN PRIDE CONTEST

A contest in which employees participate with short and humorous poems in which imaginary situations and a character's encounter

## COLLABORATION AND EMPLOYEE PARTICIPATION INITIATIVES AT SESÉ MEXICO

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## Sustainability model | Society

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

In 2010, the first **Special Employment Centre** was created under the name Sesé Integra, serving as the seed for the creation of the Fundación Sesé in 2013, which was set up to support the various actions for integrating disabled and/or at-risk personnel into the workplace and to direct and unite all of Grupo Sesé's Social Responsibility activities.



In the year 2016, in an initiative coordinated by the Government of Aragón, CREA, Cepyme Aragón, UGT and CCOO, the Social Responsibility Plan of Aragón was launched, with the aim of ensuring that companies in the community strengthen their commitment to CSR, integrating this commitment into their policies and strategies.

As a result of its participation in this plan, Grupo Sesé was recognised by various promoters of the Social Responsibility Plan of Aragón through the granting of the **RSA Company Seal**, which has been renewed annually since then.

In 2016, the town of **Urrea de Gaén** in Teruel named the siblings **Alfonso and Ana Sesé** as its **Favoured Children** in a ceremony in which the president of Aragón, Javier Lambán, praised the success of the company, which is fundamental for logistics, the most important strategic sector in the community.



Supported by family members, representatives of the business world, friends and neighbours, both siblings received the highest institutional honour that the town can bestow from the mayor, who recalled the history and business career of the family and the commitment that the two siblings have "always" shown for their town".

For the last 7 years, and as a result of its commitment to promoting improvement policies in the management of occupational risk prevention, the Aragonese Council for Safety and Work has been awarding **"Aragón, committed to prevention"** prizes to those companies that are notable for their achievements in the field of occupational risk prevention.

In 2018, in its 7th edition, the jury - made up of the Directorate General of Labour, the Directorate General of Public Health, the Territorial Directorate of Labour and Social Security Inspection, CEOE, CEPYME, UGT and CCOO - agreed to award the work of Grupo Sesé in the **"Best career or action in occupational risk prevention for companies with more than 50 workers"**.

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This award is the greatest prize that can be achieved in Aragón in terms of safety at work, but we must not forget that this is just one more step towards the objective of Zero Accidents: even one accident is one too many, since it deprives a company of its most valuable asset - its workers.



The Social Responsibility Board of Aragón, which coordinates the implementation of the RSA Plan, approved the creation of the RSA+ Seal, which seeks to encourage organisations that hold the RSA Seal to go deeper into key aspects of Corporate Social Responsibility, promoting concepts such as awareness, commitment, training and transparency.

In the initial 2018 edition, Grupo Sesé was one of the companies awarded with this **RSA+ Company Seal**. Since that initial edition, Grupo Sesé has had the honour of annually renewing the seal.



This seal is a step forward in the framework of Social Responsibility, which promotes four aspects:

- The reconciliation of personal, family and working life.
- The drive for equality.
- Volunteering.
- Involvement in the promotion of culture in Aragón.
- The development of the Sustainable Development Goals.

In order to obtain the RSA+ Seal, in addition to having a current and valid RSA seal it is necessary to meet the requirements of the four aspects mentioned.



In 2021, **Fundación Sesé** obtained the **RSA Seal** in the **Company category** for the first time, taking another step forward along the path towards consolidating the direction it is taking by increasing the Group's Social Responsibility strategy and supporting the local communities where it operates.

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**"SOCIAL RESPONSIBILITY IS NOT PREACHED, IT IS PRACTICED"**

## ▶ GROUP SESÉ, COMMITTED TO ITS STAKEHOLDERS

In the corporate volunteering section we have already exposed the numerous initiatives developed by Grupo Sesé, the Sesé Foundation and the volunteers of Grupo Sesé in the fight against COVID-19.

The pandemic has made it necessary to reinvent the ways in which Grupo Sesé relates to its stakeholders, seeking new ways to remain faithful to the values represented by them as an organisation and as a team.



46 of our female employees have participated in the various editions of the Women's Race held in Spain, their efforts once again offering support.

The 2021 Asturian Central Dairy Women's Race closes with more than 50,000 participants throughout Spain and the donation of more than €85,000 to charitable causes



The "Sesé Runners" team left the flag flying in the ESIC Business Race in Zaragoza. The fastest Sesé team completed the 8 kilometres in 40 minutes and 10 seconds. The 24 participants finished the course in less than one hour. Really high flyers!!!

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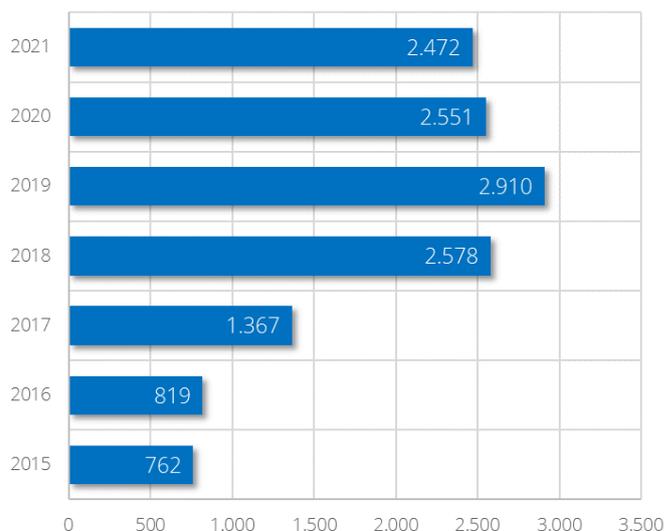
## ▶ GROUP SESÉ, SUPPORTING THE LOCAL COMMUNITIES WHERE IT OPERATES

One of the bases of Grupo Sesé's strategy has been and still is growth, diversification and international expansion, but upholding the greatest respect and commitment to the local communities where it is established at all times. Thus, as a personnel policy in the countries where it is positioned, Grupo Sesé supports local development initiatives, always counting on personnel local to the country to aid their establishment.

The aim is to create quality and sustainable employment regardless of the region and thus contribute to the industrialisation of the environments with which it interacts. Two significant examples are Mexico and Brazil, countries where Grupo Sesé employs more than 3,600 people.

### EVOLUTION OF THE WORKFORCE IN BRAZIL

[GRI 203-2] SIGNIFICANT INDIRECT ECONOMIC IMPACTS ON THE COMMUNITY, [GRI 413-1] OPERATIONS WITH LOCAL COMMUNITY INVOLVEMENT



Of Grupo Sesé's staff outside Spain, only 0.08% are non-local, having been transferred from another team in the organisation to participate in the management of local operations.

Note: the concept of "senior executives" encompasses the positions of the Board of Directors, Management Committee and Country Directors. It is considered "local" when the nationality of the executive is the same as that of the country in which it exercises its function.

**89%**

Proportion of senior executives hired in the local community.

[GRI 202-2] PROPORTION OF SENIOR EXECUTIVES RECRUITED FROM THE LOCAL COMMUNITY, WITHIN THE SCOPE OF GRUPO SESÉ

Grupo Sesé is a company from Aragón where it has deep roots. It carries out a large part of its activities in Aragón. This reality is accompanied by consequences that directly influence the economic and social panorama of the Autonomous Community, as shown in the attached figures.

**+60%  
TURNOVER**

62% of Grupo Sesé's total turnover belongs to Group companies with headquarters in Aragón.

**+1.500  
PEOPLE**

37% of the workforce in Spain is employed in Aragón. With these figures, it is one of the 20 Aragonese companies that generates the most direct employment in Aragón.

[GRI 203-2] SIGNIFICANT INDIRECT ECONOMIC IMPACTS ON THE COMMUNITY,  
[GRI 413-1] OPERATIONS WITH LOCAL COMMUNITY INVOLVEMENT

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## » FUNDACIÓN SESÉ

Grupo Sesé channels all of its social strategy through Fundación Sesé, a statewide non-profit organisation. Fundación Sesé defines its principles by focusing on the equality of all people and establishes its goals in terms of:



- mediation,
- education and training,
- consultancy,
- accessibility
- and the creation of companies,

for people with different abilities and/or a risk of exclusion, focusing on a 'without barriers' mentality and developing people's potential.



The objective is to promote CHANGE in companies, and a change in society, a new FOCUS on workers with high adaptation and performance capacities, seeking maximum COMPATIBILITY between profiles and positions, and qualified TRAINING.

The **SOLIDAR Exceptional 3-Star Certificate** was issued to Fundación Sesé for actions carried out to favour labour insertion of disabled people in the labour market. The awarding of this prize gives value to the social commitment of the organisation, by permanently allocating resources to the promotion and creation of activities to facilitate jobs for groups that find it harder to access the labour market. In addition, since 2021, it has also been awarded the **RSA (Aragón Social Responsibility) Seal**.

## Fundación Sesé and Ibercaja renew their collaboration for the development of social and labour insertion projects



The bank is collaborating with a subsidy intended to aid the labour insertion of people with disabilities and/or a risk of exclusion. The grants are intended to support targeted projects:

- labour insertion and social integration of groups in an actual or potential situation of social exclusion; or social dependence,
- guidance and training initiatives aimed at implementing innovative alternatives that address academic failure, in order to allow high-quality education,
- those initiatives intended to cover the basic needs of people in situations of exclusion.

It also supports all kinds of actions, activities, workshops or programmes aimed at promoting personal growth, support for the elderly and other vulnerable social groups.

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## Fundación Sesé is present in the third sector

In a conference organised in the **Chamber of Commerce of Zaragoza**, Fundación Sesé, in collaboration with **Fundación Down Zaragoza** and **Inaem**, presented the programme "**Imprescindibles**" ("Indispensables") which offers a new training module in administrative tasks and job placement opportunities for people with intellectual disabilities.

Through the "Imprescindibles" programme, Fundación Sesé, supported by the extensive experience of Down Zaragoza and the various possibilities offered by the Aragonese Employment Institute, aims to generate opportunities for social and employment development to continue advancing in its goal of being a benchmark for the quality of its employability projects and social initiatives.

Fundación Sesé has presented this project to several companies, the project itself aims to provide people who have intellectual disabilities in Aragón with job skills and abilities, thus facilitating an improvement in their quality of life. Fundación Sesé is committed to a 280-hour training module in administrative tasks for 10 people. At the end of the programme, students will be ready and fully qualified to be hired by the companies participating in the programme.



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

[[GRI 413-1] OPERATIONS WITH LOCAL COMMUNITY PARTICIPATION, IMPACT ASSESSMENTS AND DEVELOPMENT PROGRAMMES, WITHIN THE SCOPE OF GRUPO SESÉ



### SESÉ BIKE TOUR

It is a cycling tour for charity, implemented in 2018 to the national circuit of the Great Cycling Marches, under the organisation of **El Pedal Aragonés** and Fundación Sesé, departing and arriving in Urrea de Gaén with a demanding route through unpublished routes of the province of Teruel / Bajo Martín and Maestrazgo.

Every year, more than 150 volunteers, among Grupo Sesé employees belonging to the corporate volunteering programme "Moving the world" and neighbours from Urrea de Gaén and nearby towns, make this great event possible.



The 2018 edition was chosen as one of the best races in Spain according to Runedia and received the Red Aragón seal for tourist excellence.

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In 2020, due to the restrictions and preventive health measures against Covid-19, it was not possible to hold the march as planned, so a "Sesé Virtual Bike, at your leisure", was organised, with which, through registration, a solidarity menu was donated to the Delicias Family Dining Hall.

Edition	Participants	Proceeds	Beneficiaries
2018	260	22.000€	Amyotrophic Lateral Sclerosis
2019	560	26.000€	Fight against Cancer
2020 [virtual]	200	600€	Food assistance programme. 200 solidarity three course meals - Comedor Delicias
2021	432	19.400€	Food assistance programme. 5,000 solidarity three course meals - Comedor Delicias 3,000 litres of oil - Zaragoza and Jaén Food Banks

Since its first edition, more than **65.000€** have been raised for various social actions.



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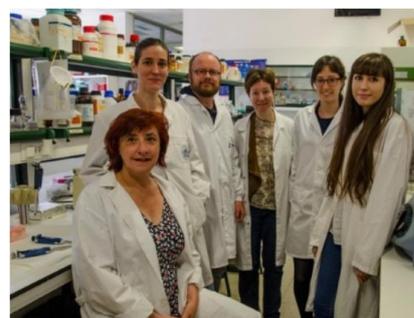
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PHOTOS OF THE SESÉ BIKE TOUR 2021

Fundación Sesé, the University of Zaragoza and RedELA signed an agreement in 2018 to collaborate in the goal of improving the well-being and quality of life of people with ALS.

As a result of this agreement and the funds raised at the Sesé Bike Tour 2018, the Faculty of Veterinary Medicine is developing a project to search for and identify prognostic biomarkers related to neuroinflammation that can be easily monitored in ALS patients at the clinical level



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## MUSICAL BENEFIT GALA

In 2017, the first Gala organised by Fundación Sesé, **En marcha, música por el autismo** (In Motion: Music for Autism) was held, dedicated to people with autism spectrum disorder and their environment, where a total of EUR 33,885 were raised.

In 2018, **En marcha, música por el cáncer infantil** (In Motion: Music for Childhood Cancer) achieved a very special goal: to raise enough funds to build a cinema inside the Miguel Servet Hospital in Zaragoza, where children admitted to the hospital can watch films while receiving their treatments. Fundación Sesé raised 37,406 euros for the **En el Hospi estoy de cine** (In the Hospi I'm at the cinema) initiative by Juegaterapia and the Miguel Servet Hospital in Zaragoza to build a cinema inside the hospital.



In 2019, **En marcha, música por el Síndrome de Down y las discapacidades intelectuales** (In Motion: Music for Down Syndrome and Learning Difficulties), managed to raise 30,130 euros for the Down Zaragoza and Special Olympics Aragón projects. The Down Foundation will invest it in its 'Keys to autonomy' project, which aims to promote the independence and emancipation of these people through workshops, supervised flats and home support services.

Meanwhile, the Special Olympics Aragón Association will hire a sports technician to coordinate the sports schools, develop a number of new ones and guarantee the stability of Special Olympics Aragón, through its **Hazte fan** (Become a fan) initiative. This entity has been working with volunteers for almost three decades to offer people with intellectual disabilities an opportunity to develop physical abilities and improve their quality of life.

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Thanks to the funds collected at the 2018 Gala at Miguel Servet Children's Hospital in Zaragoza, a cinema was opened in 2019 so that hospitalised children can enjoy a film every week while they receive their treatment. Volunteers from Grupo Sesé attend the Miguel Servet Hospital every Tuesday afternoon to show a film to the hospitalised children.

After the forced break in 2020 due to the restrictions set by Covid-19, in 2021, the Gala was back stronger than ever. **"En marcha, música por alimentos solidarios"** (In motion: music in favour of food solidarity) was attended by more than 300 people, who complied with the demanding health and safety measures during the concert. They got behind the cause and came to the Multipurpose Hall of the Zaragoza Auditorium to experience live music.

On this occasion, the solidarity event sought to strengthen Fundación Sesé's food assistance programme, which is carried out at the Delicias Family Dining Hall, and to support the Food Bank. The sponsors and the more than 30 volunteers of "Moving the World" collaborated to make the Gala a success and raised €30,000, which translated into 10,000 more solidarity three course meals for the Comedor Delicias.



PHOTOS FROM THE 2021 CHARITY GALA "IN MOTION, MUSIC IN FAVOUR OF FOOD SOLIDARITY"

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Edition	Event	Proceeds	Beneficiaries
2017	"Music for Autism"	33.885€	Autismo Aragón, Fundación Lacus Aragón, Fundación CEDES, Associació VIU-LA, Autismo Diario DRG
2018	"Music for Childhood Cancer"	37.406€	Miguel Servet Hospital, Aspanoa
2019	"Music for Down Syndrome"	30.130€	Down Zaragoza and Special Olympics Aragón
<b>Año 2021</b>	<b>"Music in favour of food solidarity"</b>	<b>30.000€</b>	<b>Food assistance programme. 10,000 solidarity three course meals - Comedor Delicias</b>



Since its first edition, more than **€130.000** have been raised for various social actions

**3 SALUD Y BIENESTAR** **17 ALIADOS PARA LOGRAR LOS OBJETIVOS**  
**SOLIDARITY PARADE**

In 2019, the Multi-purpose Hall in Zaragoza hosted 'A Midsummer Night's Dream' in the form of a solidarity parade led by the Bee Lion store. Fundación Sesé coordinated the event and acted as a link to make this fashion event a channel to fight against genital and/or breast cancer. 400 people watched this solidarity-focused fashion show, the contributions of which, in addition to those of the front row, enabled the association Amac Gema to receive a cheque for 4,100 euros for the development of its projects.

The donation will go entirely to the Biopsychosocial Attention programme, specifically to a project allowing women to practise sports before, during and after treatment, since with moderate exercise they can get along better and the after-effects can be overcome in different ways.

**€**  
**4.100€**  
 collected

**+400**  
 spectators



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## TRAINING AND SCHOOL SUPPORT

Since 2015, Fundación Sesé has been the main collaborator of the **ASOCIACIÓN EL CAÑAR** project, as part of which two lines of work have been developed: school support and adult school for groups at risk of exclusion, specifically immigrant families from the Delicias district of Zaragoza.

The purpose of the adult school is to teach students to speak Spanish, to read and write, to master basic maths, and to familiarise them with the customs and culture of the country.

**20 young people**  
Aged between 10 and 16

**12 women**

**8 volunteers**  
each week



## FAMILY DINING HALL

In 2019, a **Family Dining Hall** was opened in the Delicias district of Zaragoza, run by the **Parish of San Pedro Arbués** and supported by **Fundación Sesé** for citizens at risk of social exclusion or for those experiencing poverty.

**25 people**  
attend every day

**+8.000**  
three course meals /  
year from food solidarity

**6 volunteers**  
each week



## WORK CAMP

Since 2017, Fundación Sesé and **Fundación Scout Griébal**, in collaboration with **Fundación Federico Ozanam** have organised a **summer work camp** where young people at risk of social exclusion participate, in order to promote knowledge about and to conserve the rural environment, to educate on the basis of effort put into work, favouring interpersonal relationships and individual development.

**13 young people**  
aged between 18 and 21

**2 monitors**  
volunteers

**10 volunteers**  
Grupo Sesé

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## VFL WOLFSBURG - TRAINING CAMP



As a result of the agreement signed in 2016 between Grupo Sesé and VFL Wolfsburg Football Club through a sponsorship contract, the Sesé Training Camp for the children of Grupo Sesé employees is held every year.

This means that 5 coaches from their football school travel to carry out a 3-day training and game session for groups of children between 6 and 16 years old.

This year, in 2021, the Training Camp could only be held in Spain, since in Mexico, restrictions due to Covid-19 forced the postponement of the event.



**65 boys and girls y niñas**  
aged between 6 and 16

**+30 volunteers**  
Grupo Sesé



## GENUINE LEAGUE

Since 2018, Fundación Sesé has sponsored the Real Zaragoza School for Intellectual Disability. This is a project in which the Real Zaragoza club participates together with LaLiga Genuine. This type of initiative seeks to promote social inclusion, coexistence and fun through this sport. **60 people** with intellectual disabilities participate in the activities of the team formed by Real Zaragoza for LaLiga Genuine.

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## ALTATORRE FOOTBALL TEAM

Since 2018, Fundación Sesé has been sponsoring the women's football team of the **Altatorre Centre for Deaf People in Madrid (CAPSM)**, a team of deaf women who face inequality in terms of both gender and disability. The team was champion of Spain in Women's Indoor Football for the Deaf in 2019, a year in which it also achieved second place in the European Championship "Deaf Champions League".



## THE MOST MAGICAL NIGHT

Fundación Sesé and Grupo Sesé participate annually in the toy collection campaign organised by Aragón Radio (La Noche Más Mágica, **The Most Magical Night**) for the Hermandad del Refugio.

**17.000** gits

distributed during the campaign

**70** collection

points

In addition, thanks to the collaboration of Imaginarium, the Grupo Sesé volunteers, and the good contacts that Fundación Sesé has with the **Reyes Magos** (Three Wise Men), the wise men from the East made a small stop, respecting health regulations, to deliver gifts to more than 100 small children of Zaragoza, together with the Smiles Association, Parishes of San Pedro Apóstol and Coronación de la Virgen.



Imaginarium



## ROMANIA RED CROSS

Since 2019, Grupo Sesé has been collaborating with the Romanian Red Cross and Inditex on several projects aimed at supporting underprivileged groups.

**+5.500** people

assisted

**+38** tons

of clothing managed

In the "**Second Life**" project for the recovery and reuse of textile products, Grupo Sesé carries out the complete logistic management of the process until it reaches the end users. Thanks to this joint initiative it has been possible to assist more than 5,500 disadvantaged people at risk of exclusion.

In the project "**Cadita Bebelusului - La Cuna del Bebé**" (The baby's cradle), which aims to provide a complete set of clothes and hygiene products for babies to vulnerable families (single mothers, teenagers, the unemployed or families without resources), in solidarity, Grupo Sesé manages the transport and deliveries.

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## A TODO TRAPO (FULL SAILS)



Since 2018, Grupo Sesé has had a fixed point of collection for the **A todo trapo** (Full Sails) project. This is a networking programme aimed at the social and labour insertion of women in disadvantaged social situations. This project, promoted by **Cáritas**, works fundamentally through activities linked to the care, recovery and sale of second-hand clothes: clothing, laundry, ironing, reuse.

- ▶ This activity generates jobs for people at risk of exclusion.
- ▶ On this occasion, more than 1,980 kilograms have been collected at Sesé's facilities in Aragón and Calaluña, which have been completely treated at the treatment plant they have in the Moda Re project, in Sant Esteve Ses Rovires, belonging to the integration company of Cáritas Formacio i Treball.

This social action also has an important environmental impact, since the use of second-hand clothes allows the non-consumption of water and the non-emission of greenhouse gases equivalent to the clothes no longer required to be manufactured.



## SOLIDARITY THROUGH MEDICAL-HEALTHCARE TRANSPORT

Collaboration with the Juan Ciudad NGO and San Juan de Dios Hospital for the transport of medical-healthcare material and other auxiliary materials to the logistics centre in Madrid, from where they will later be sent to solidarity projects in Africa and America.



## SOLIDARITY THROUGH FOOD TRANSPORT

For several years, Grupo Sesé has maintained a collaboration agreement with the Archbishopric and Fundación Sesé to collaborate in the development of different food assistance programmes. In this way, it collaborates in logistics and transport between **the Food Bank of Zaragoza and the Oliver and San Juan de la Cruz neighbourhood parishes.**

**+660**  
families assisted

**+47 toneladas**  
food transported

**48 volunteers**  
of Grupo Sesé

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## SOLIDARITY THROUGH FOOD COLLECTION AND TRANSPORT IN BRAZIL



In 2021, two campaigns were launched in Brazil to support the **local food assistance programmes** of various NGOs. The first of them is a solidarity campaign for food collection and transport, where Grupo Sesé has collaborated altruistically in the logistics of the food collected. This is a joint action with the Sindicato dos Metalúrgicos do ABC and has enabled the mobilisation of **more than 3 tons of food**.

**+ 4,5 tons of foods**

The second of these, the "Whoever is hungry, is in a hurry" campaign, has involved the installation of food collection points in the 7 work centres of Grupo Sesé in Brazil, **where more than 1.5 tons of food have been collected**.



## CREATING SMILES PROJECT

In 2021, the social assistance project "Creando Sonrisas" (Creating Smiles) was launched in **Mexico** with the aim of improving the quality of life and the integration of disadvantaged groups or those at risk of exclusion, through different dynamics.

The first participation of Grupo Sesé has focused on the delivery of toys, clothes and groceries for children from the children's home "Casa del Sol", where a group of volunteers spent an afternoon, a unique and unforgettable experience, receiving from the hands of the Director of "**Casa del Sol**" acknowledgement for their altruistic collaboration



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## CHARITY MARKET

Since 2020, Fundación Sesé in collaboration with Imaginarium has organised a charity market in which the funds raised are used to improve the food assistance programme response promoted by Fundación Sesé at the Comedor Social de Delicias.



Imaginarium

**+1.500 three course meals** donated

**15 volunteers** Grupo Sesé



## MOVIE THEATRE, MIGUEL SERVET HOSPITAL

The former assembly hall of the Miguel Servet Hospital was transformed into a cinema thanks to the funds raised at the Charity Gala organised by Fundación Sesé in 2018.

Fundación Sesé promoted the project, financed it and has been bringing it to life since 2019 thanks to Grupo Sesé's Corporate Volunteering.

Every Tuesday, a rotating group of 4 volunteers from Grupo Sesé's Moving the World programme turn on the lights in this special movie theatre and assist the children and their families who attend.



## PARQUE POLO ROAD SAFETY

Fundación Sesé collaborates annually with the Volkswagen Polo Park (Navarre). This park began its activity in 1999 and develops road education programmes for the youngest (school children between 5 and 15 years old).



Through educational and recreational activities of a theoretical and practical nature, the basic principles of the rules of road education are explained to future drivers and pedestrians.

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

The results of each project of this nature are analysed at the end of the year:

- For projects of a non-social nature, specific return on investment objectives are established in both economic terms, associated with energy savings, and environmental terms, associated with the reduction of environmental impact. The performance of these projects is additionally reviewed by the Board of Directors.
- Fundación Sesé prepares an Annual Activity Report where it reviews the results of the projects and initiatives carried out throughout the year.

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## >> Special Employment Centres <<

The commitment to and development of these EWCs is an idea driven by Grupo Sesé's Ownership, which shows that socially responsible behaviour is not incompatible with economic profitability and efficiency.

In 2010, Sesé Integra was founded in **Martos** as the **first Special Employment Centre** for the integration of disabled people, through the development of professional activity within the framework of a business project.

In June 2016, a **new industrial activity** started within this SEC: injection of thermoplastics for the automotive industry. 5 million has been invested in machinery and facilities, with a proportionate increase in staff, 76% of whom are disabled

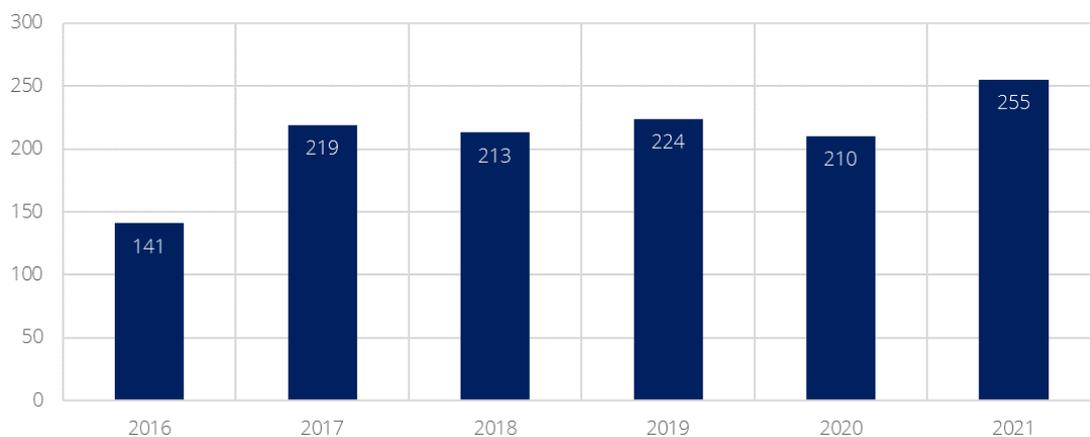


In 2015, Grupo Sesé obtained certification for a **Special Employment Centre in Zaragoza**, the activity of which officially started in 2016. This SEC covers the professional demands of some of the most important companies in the automotive, logistics or food sector.

In 2018, a new line of **digitisation** work started in this SEC. The activity was created in order to respond to the internal needs of the Group and then offer this digitalisation service externally to other companies and entities.

In 2021, the new **Special Employment Centre in Pamplona** opened its doors.

The future objective is to continue making investments that enable the development and implementation of new projects in the Autonomous Community of Aragón, especially in areas that are more disadvantaged due to their low population density, as well as developing other projects outside Aragón in order to offer new employment opportunities to these groups, creating new Special Employment Centres in other autonomous communities.



PROGRESS OF DISABLED STAFF IN SPECIAL EMPLOYMENT CENTRES IN SPAIN

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In 2020, the **Martos** Special Employment Centre celebrated its **10th anniversary**. This centre has been a **benchmark in the creation of employment for people with disabilities or at risk of exclusion for ten years**.

Indeed, generating employment among these social groups is the reason this society was created and, after a decade, this spirit remains intact today.

In the words of the president of Fundación Sesé, Ana Sesé, "This project has become the best demonstration that the lower productivity of workers with disabilities is just a myth that has been erased, year after year, with the best results".



## >> Insertion and work orientation <<

Fundación Sesé has an On-Line Placement Agency that offers the best mediation service for applicants, especially for those with disabilities and/or at risk of exclusion. This is the evolution of its figures over previous years:

	2016	2017	2018	2019	2020	2021
<b>No. of people assisted who belong to groups with difficulties in finding work (*)</b>	<b>134</b>	<b>222</b>	<b>133</b>	<b>166</b>	<b>198</b>	<b>646</b>
Aged under 30	28	45	28	44	97	238
Long-term unemployed	11	30	8	19	38	189
Women	37	75	57	77	81	301
Those aged over 45	66	117	74	61	82	251
<b>Total number of contracts obtained</b>	<b>64</b>	<b>68</b>	<b>74</b>	<b>50</b>	<b>102</b>	<b>82</b>

(\*) A person can belong to several different categories

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## >> Training Centre <<

In 2021, Fundación Sesé launched a new line of action with the start-up of its **Training Centre** in the Pla-Za facilities (Zaragoza Logistics Platform).

This is an ambitious project aimed at the training and professional improvement of employed and unemployed people, with training oriented to the world of logistics and transport, IT, environment and digitalisation that will enable the training and updating of people interested in these subjects in different modalities.

Its main purpose is to help companies and institutions so that they have people prepared and trained to face the future challenges of a strategic and constantly evolving activity.

In 2021, this training centre was accredited as an **INAEM collaborating centre** for both unemployed and employed personnel plans, in face-to-face and tele-training modalities.

Also in 2021, the **Digitalisation Workshop School** started, training with a professional certificate, which in this edition has 10 students (training for a professional certificate).



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>> Fundación Sesé on social networks <<



IMPACT OF FUNDACIÓN SESÉ'S ACTIONS ON SOCIAL NETWORKS

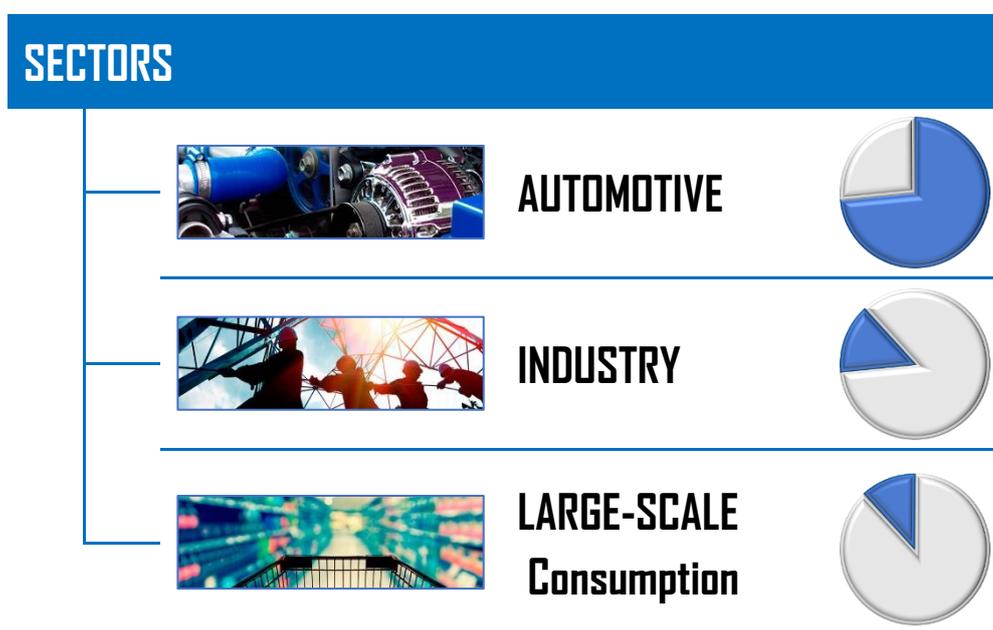
## Sustainability model | Customers

Grupo Sesé is aware of the impact of its activity on the health and safety of both its clients and all its stakeholders and takes active steps to prevent this. It is in this area where training and good practices in load securing are promoted, as well as in safe and efficient driving in transport and logistics activities; in the case of industrial services the focus is on avoiding potential problems during the life of the product and that is why Process and/or Design MFA's are carried out during the development of processes and products.

### ►► PROFILE OF THE CLIENTS

Grupo Sesé's clients are located all over the world, carrying out multiple activities in a wide range of sectors.

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



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## ▶ CLIENT SATISFACTION

Grupo Sesé's Commercial, Operations and Quality teams work in coordination to manage this stakeholder group. The organisation of the Commercial team is based on criteria of volume and strategy (Key Accounts) and business division. During the initial phase, this team is responsible for getting to know the client: what they need, what they expect and applying cross-selling techniques, which services from Grupo Sesé's portfolio can respond to these needs and even others that the client is not aware of.

The Back-Office staff and Quality staff carry out exhaustive analyses of the specifications to identify legal, operational and service requirements which are then transferred by Operations and Quality to ensure the optimal design of the service to be provided. This design is embodied in procedures and work instructions, with which operational personnel are trained, and indicators (KPIs) are defined to quantitatively verify compliance with these requirements.

From this moment on, monthly monitoring of compliance with the indicators is established by the same parties already mentioned. Each client is assigned one or more sales representatives who are responsible for keeping the inputs of needs and expectations updated. As soon as they join the client portfolio, all clients are classified according to their estimated turnover, their strategic weight - in accordance with Grupo Sesé's strategic plan - and their sector/activity. In this way, a specific system for measuring and monitoring satisfaction is automatically assigned.



**Top30 Group and clients with strategic weight.** The clients in this Group have an assigned Key Account Manager, who makes periodic visits to find out their state of satisfaction, reviews the Tenders in progress, and sounds out new business options and/or needs for improvement in the services provided by Grupo Sesé.

This information is transmitted to the Commercial Department (to launch new ranges), to Operations (to establish improvements / action plans) and to the Quality Department (to consolidate the satisfaction results achieved).



The OEMs (**Original Equipment Manufacturers**) for which Grupo Sesé is a Tier 1 supplier are monitored on a monthly basis in accordance with the requirements established by the IATF 16949 and Formel Q framework, for an enhanced in-depth determination of their level of satisfaction with the services provided by Grupo Sesé.



**For all clients**, a satisfaction valuation is performed through an Operational Satisfaction Template. This document is updated weekly by the operational staff in direct contact with the client in order to make the organisation aware of the client's feelings regarding the service provided, and to be able to establish actions as soon as possible where a clients' satisfaction could be improved.

A traffic light system (green-yellow-red) is used for this purpose. The results are reviewed monthly by the Business Division Management.

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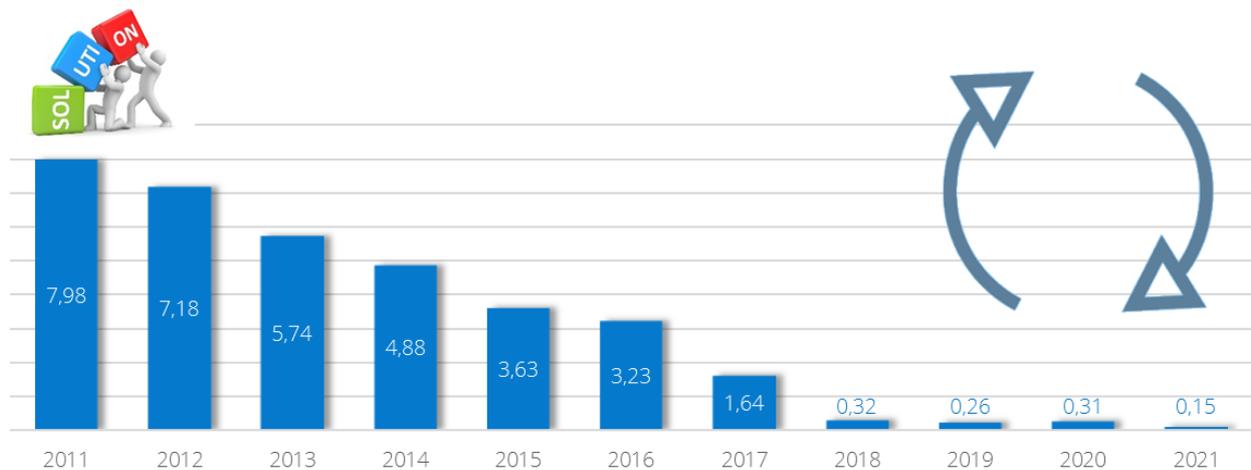
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## ▶▶ QUANTITATIVE MEASUREMENT OF SERVICE

- ▶ Results of client audits.
- ▶ Operational KPIs, both internal and issued by clients.
- ▶ Quality evaluations / performance reports issued by clients.
- ▶ Client complaints

From all these sources of information, the Quality Department prepares a monthly consolidated report, which is available in the Quality WEBSITE of the SGI (Integrated Management System) distribution available for the whole organisation.

This document is analysed monthly and reported annually as input to the Management Review.



INTERANNUAL EVOLUTION OF CLIENT COMPLAINTS - expressed in ppm -, WITHIN THE SCOPE OF GRUPO SESÉ EUROPA



### Level of customer satisfaction

2016	2017	2018	2019	2020	2021
98,68%	94,75%	95,41%	98,64%	99,34%	98,73%

YEAR-ON-YEAR EVOLUTION OF CLIENT SATISFACTION RATIOS, WITHIN THE SCOPE OF GRUPO SESÉ

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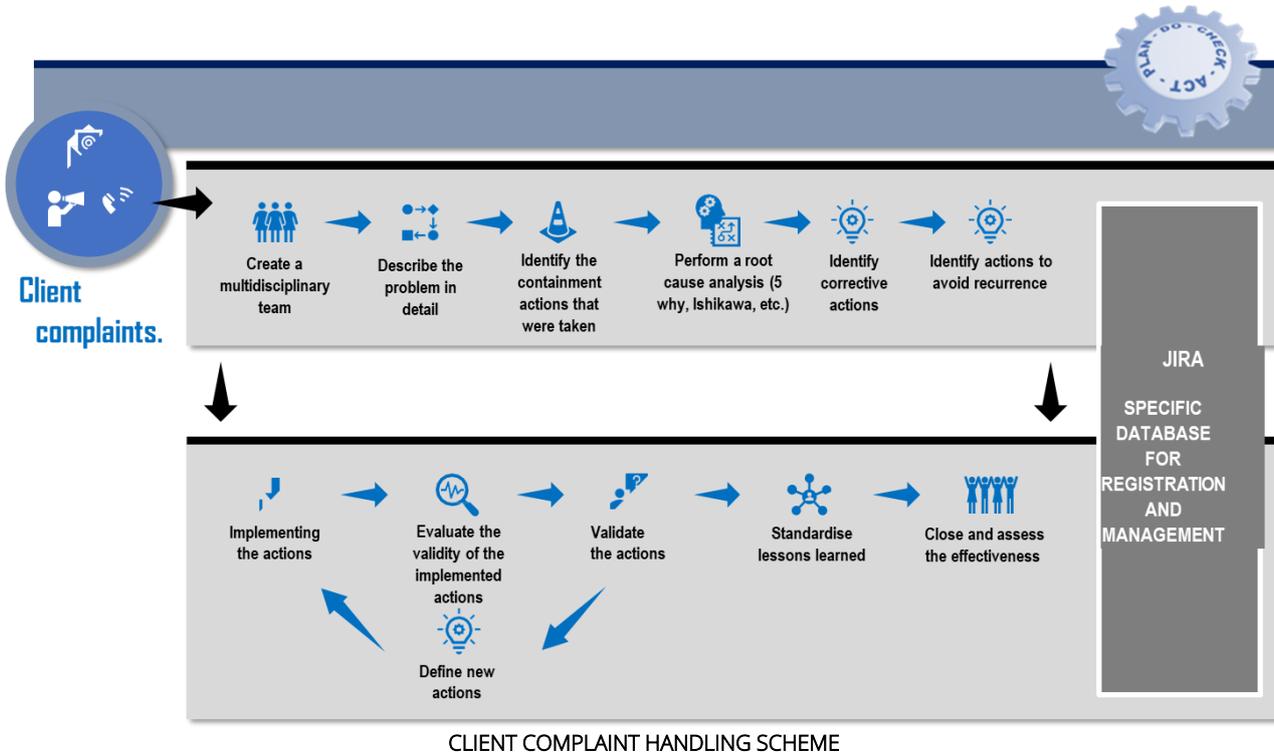
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The 2021 **EcoVadis** evaluation awarded Grupo Sesé the **Platinum medal** rating with a **99% score**, improving by 9 points compared to financial year 2020 (going from 69 to 79 points). It is notable that in 3 of the 4 categories a score of 80 out of 100 was reached.

EcoVadis manages the first collaboration platform that allows companies to evaluate the performance of their suppliers in terms of sustainability in 110 countries and 150 sectors. EcoVadis' total score reflects the quality of the company's CSR management system.



DETAILED RESULT OF THE ECOVADIS EVALUATION IN 2021

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

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

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## Sustainability model | Suppliers

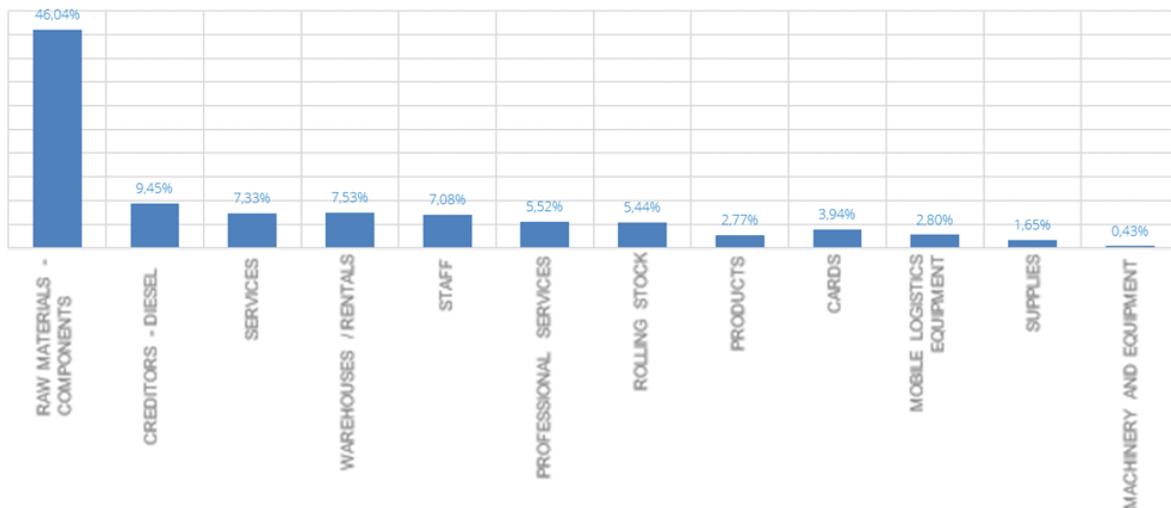
The success of a company is the sum of all its elements. That is why Grupo Sesé seeks to establish synergies in its relationship with its suppliers, that is, to integrate the qualities of both organisations, with the aim of resulting in something greater than the simple sum of them.

**18**  
people

Grupo Sesé has a powerful Purchasing Department aimed at managing needs and collaborations with a system of identification and monitoring. This team is divided into two main areas, Transport Procurement and General Procurement.

### ►► PROFILE OF THE SUPPLIERS

According to the type of products/services purchased, the attached graph shows Grupo Sesé's purchasing panel.



BREAKDOWN OF CATEGORIES OF SUPPLIERS PURCHASED BY ANNUAL VOLUME

Note. To better analyse the results of the breakdown, the main purchase, which is the subcontracting of transport, has been taken out of the graph so as not to distort the graphic representation

TRANSPORT	PROFESSIONAL SERVICES
RAW MATERIALS AND COMPONENTS	PERSONAL
GASOIL	CARDS
MACHINERY AND EQUIPMENT	PRODUCTS
ROLLING STOCK	WAREHOUSES / RENTALS
MOBILE LOGISTICS EQUIPMENT	SUPPLIES
SERVICES	

INTERNAL CLASSIFICATION CATEGORIES FOR SUPPLIER MANAGEMENT

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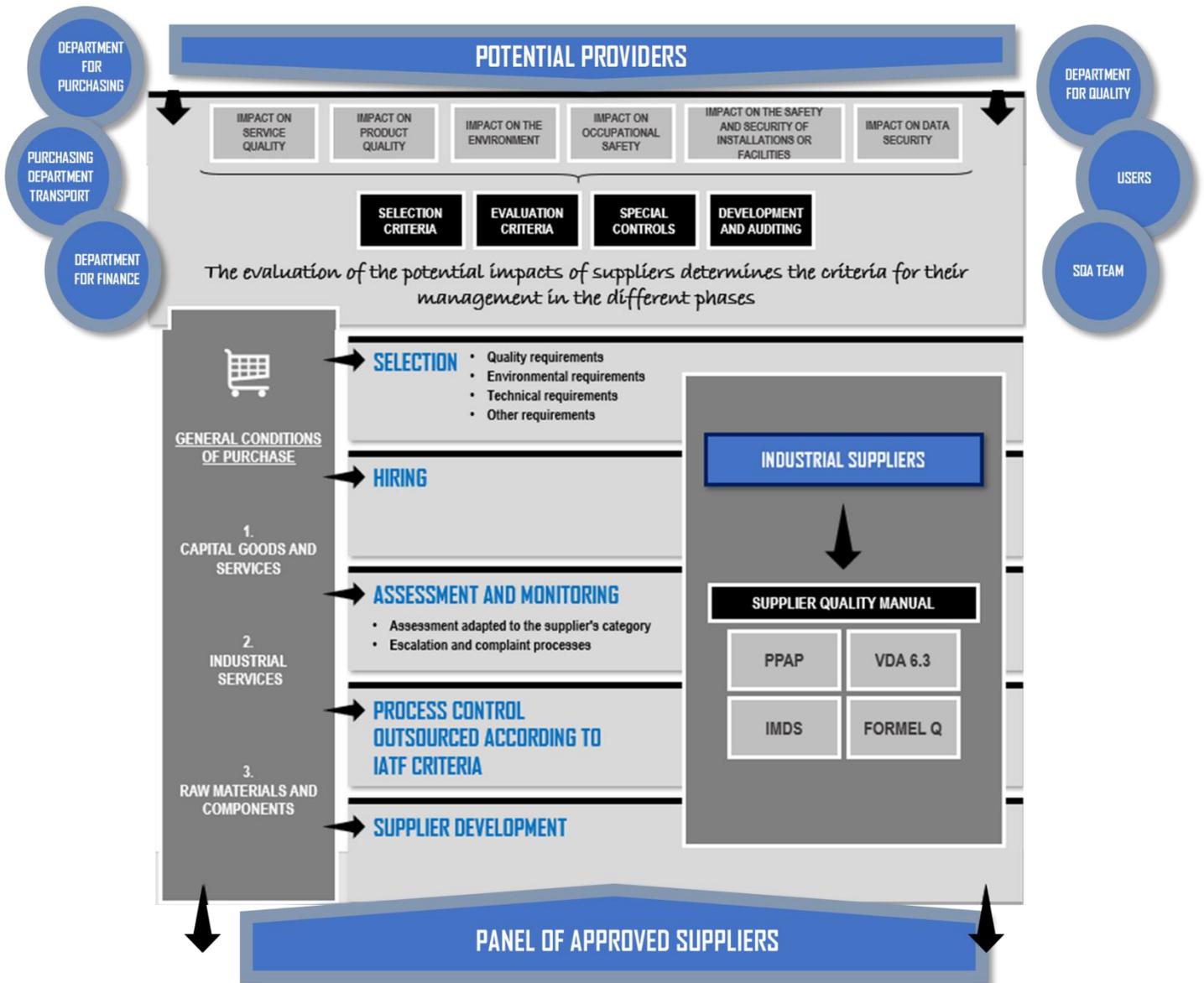
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## SELECTION, INTEGRATION AND DEVELOPMENT OF THE COLLABORATORS



OUTLINE OF THE SUPPLIER SELECTION AND EVALUATION PROCESS BY TYPE

In 2019, the new platform (**JAGGAER**) for the Comprehensive management of suppliers was launched, which consists of the following treatment blocks that will be activated in stages

- Approval
- Contract management.
- Negotiation.
- Evaluation.

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Grupo Sesé's supplier selection and approval process is based on the following criteria:

- ▶ Quality.
- ▶ Solvency.
- ▶ Competitiveness.
- ▶ Social prestige.
- ▶ References and prestige in the sector.
- ▶ Environmental impact of its activities, as well as the environmental impact of its products in the activities carried out by Sesé
- ▶ Geographical proximity. Whenever possible, Grupo Sesé prefers to give priority to local suppliers for local development.

In the selection process, one of the filters that the supplier goes through focuses on quality, safety and CSR standards. If the quality department does not give its approval on this point, the supplier will not be included in Grupo Sesé panel. In the case of industrial suppliers, potential audits are also carried out based on automotive frameworks (VDA), which serve to ensure that they meet the requirements and standards requested by both Sesé and its clients. If the result of these audits is unfavourable and the potential supplier does not present a sound action plan, this filter is decisive. All suppliers sign a commitment to the Management and CSR Policies of Grupo Sesé before initiating their relationship with the company.

The following is a summary of the specific requirements in terms of safety, environment and social aspects that are requested from those suppliers associated with the most significant impacts of the organisation:

- ▶ Purchases of rolling stock: a classification of all suppliers is made based on their safety equipment - AEB, ACC, ASR - aerodynamics and emissions, taking into account that in no case will a vehicle with a non-Euro VI engine be purchased, with those with the best rating being granted purchasing priority.
- ▶ Transport suppliers: environmental requirements are included in the selection and homologation process, and it is essential for a dedicated fleet of more than 10 lorries that these be Euro V or higher, promoting the development of smaller suppliers, mainly autonomous, giving support and backing for the improvement of their fleet, which represent 64% of the kilometres covered out by the transport activities of Grupo Sesé.
- ▶ Suppliers of industrial services: in addition to quality criteria, other criteria related to their social practices are taken into account, ensuring that they do not use conflict minerals in their production.

In addition, for the rest of the suppliers, the development of good environmental practices is encouraged in the selection and contracting process. These good practices are particularly valued in the context of large purchases or tenders. These are not exclusive criteria, but practices such as these can be evaluated:

- ▶ Printers and paper suppliers - use / supply paper with FSC certificates
- ▶ Printer Suppliers - include management of out-of-use toners with authorised managers.
- ▶ Suppliers who present/promote initiatives that favour recycling over recovery in treatment.
- ▶ Suppliers that use sustainable manufacturing techniques (co-generation, CO2 emission offsets, green technologies, use of green energy, etc.)
- ▶ In hardware suppliers, minimisation of environmental impact in the production of equipment (high % of recycled material, etc.)

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In the case of industrial service providers, and within the development of the same, process audits are carried out according to VDA standards to ensure that the products supplied meet the requirements set.

	Industrial supplier process audits	
	No. of audits	Average result
2021	3	91.33%
2020	5	93.20%
2019	5	94.40%
2018	16	92.00%

#### DETAIL OF INDUSTRIAL SUPPLIER AUDITS

In the process of evaluating and monitoring suppliers, each of the different categories is evaluated according to the most relevant requirements in its field of application, taking into account quality, environmental, safety and, in certain cases, social criteria. The Purchasing, Human Resources and Quality Departments hold regular meetings with larger-volume and larger-impact suppliers in order to make the following assessments:

- ▶ Quality of services / products supplied.
- ▶ Analyse incidents that may have occurred in order to establish joint action plans.
- ▶ Study options for new synergies or collaborations to improve the partnership with the supplier.
- ▶ Integration options within Grupo Sesé's IT systems to improve communication and data transfer.
- ▶ Explore new ways of collaboration.
- ▶ Involve the supplier within initiatives or good practices of Grupo Sesé.

	2016	2017	2018	2019	2020	2021
Average result of the annual evaluation	97.30%	96.96%	97.46%	98.84%	94.85%	95.17%
Percentage of suppliers evaluated (*)	93.46%	96.09%	90.24%	88.76%	92.46%	91.96%

#### DETAIL OF THE EVALUATION OF SUPPLIERS, WITHIN THE SCOPE OF GRUPO SESÉ

(\*) per equivalent volume of purchases within the Total Supplier Panel

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## COMMUNICATION AND TRANSFER OF MANAGEMENT

	Transport suppliers	Industrial Providers	Suppliers with access to Sesé (1)	Other suppliers
Adherence to Code of Ethics and Conduct				
General Conditions of Purchase (GCG) - Transport Services				
General Purchasing Conditions (GCG) - Raw Materials and Components				
General Conditions of Purchase (GCG) - Capital Goods and Services				
Supplier Portal				
KeepingDocs Platform (2)				
Jaegger Platform (2)				
Driver's Manual				
Supplier Quality Manual				
Supplier Quality Assessment Results				
Delivery of Good PRL and Environmental Practices				
Activities Coordination Procedure (CAE)				

### COMMUNICATION OF QUALITY, ENVIRONMENTAL AND PREVENTION ASPECTS WITH SUPPLIERS

(1) Suppliers and subcontractors who access Sesé facilities.

(2) The platform has integrated the requirements for accreditations, certificates, etc.

(3) The platform has integrated the requirements of the Supplier Selection and Approval Questionnaire.

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## Sustainability model | Environment



**"THE LAND IS NOT OUR CHILDREN'S INHERITANCE BUT OUR PARENTS' LOAN"**

Grupo Sesé is deeply committed to the environment in which it carries out its activities and is concerned about the impact these activities may have.

Aware that business expansion only makes sense if it is accompanied by sustainable development and based on the precautionary principle, from the birth of each new project measures are implemented to minimise the impact on the environment, focusing efforts on those factors that have the greatest environmental impact.

- ▶ Grupo Sesé works obeying ISO 14001 standards and is certified for transport activities, comprehensive logistics and assembly of automotive parts.
- ▶ All waste is managed using authorised waste managers and in compliance with all associated regulations.
- ▶ The Fleet and Planning Departments work actively to design optimised routes where both diesel consumption and empty miles (and consequently CO2 emissions) are minimised.
- ▶ Likewise, the Transport, Systems, Quality and Fleet Departments are constantly researching new technologies, processes and equipment to reduce CO2 emissions and fight against climate change
- ▶



The Integrated Management Policy is available on the Corporate Website and on the organisation's Intranet.

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Every year, Grupo Sesé identifies the environmental aspects of its activity, evaluating each one of them to detect the most significant aspects and act on them.

During this process, it has been detected that diesel consumption and greenhouse gas emissions have a significantly greater impact on the environment than the rest, and therefore they present measures and action plans that are effective and robust over time.

This chapter will pay greater attention to these impacts, without ignoring other information that may be considered relevant for stakeholders.

- ▶ Non-significant environmental aspects of the organisation include, among others (Note: Spanish Law 11/2018 on non-financial information and diversity requires that the management approach be explained in the following points).
- ▶ noise pollution, although due to the organisation's activity this aspect is not significant; it should be emphasised that in the case of transport all vehicles are cutting-edge, and this point is a value taken into account by the manufacturers; furthermore, the vehicles annually undergo an ITV (MOT equivalent) test during which one of the aspects assessed for the result is the level of noise emitted.
- ▶ consumption of water, which is supplied in all centres of the public network; in industrial activities, where the highest water consumption occurs and it is used for cooling the injection equipment, the water is recirculated to mitigate the impact and reduce consumption.
- ▶ in the case of light pollution, no specific action has been taken as no indication or aspect considered relevant for analysis has been detected.

## ► CARBON FOOTPRINT IN THE SUPPLY CHAIN

In 2019, new firm and decisive steps were taken towards the integrated management of the organisation's carbon footprint and, by extension, the carbon footprint of Grupo Sesé's contribution to its clients' supply chains. The project began by analysing the greenhouse gas emissions of Grupo Sesé in 2018.

The project is an ambitious and global one, that has had to be modified on some of the planned dates due to the direct impact of Covid-19 on the stalling of activity worldwide, milestones that, for this reason, have seen the execution of some of their activities transferred to 2022.

This is the first comprehensive project for measuring, verifying and reducing the carbon footprint of all of Grupo Sesé's activities and business lines:

- ▶ The measurement includes scopes 1 (full), 2 (full) and 3 (partial).
- ▶ The data sources and calculation formulas have been verified externally, which has led to the attainment of the ZeroCO2 Label in 2019 for the verification of the calculated emissions.
- ▶ The first comprehensive emissions reduction plan (**Smart & Green**) was defined, covering all of the organisation's business lines, with specific actions for each type of activity and in full alignment with the SDGs.
- ▶ Along this path, Grupo Sesé joined the SBTi initiative in 2021, actively participating in the first edition of the Climate Ambition Accelerator programme sponsored by the United Nations Global Compact, which facilitates knowledge and skills to accelerate progress towards the establishment of science-based emission reduction targets, aligned with the 1.5°C pathway, and net zero emissions by 2050.

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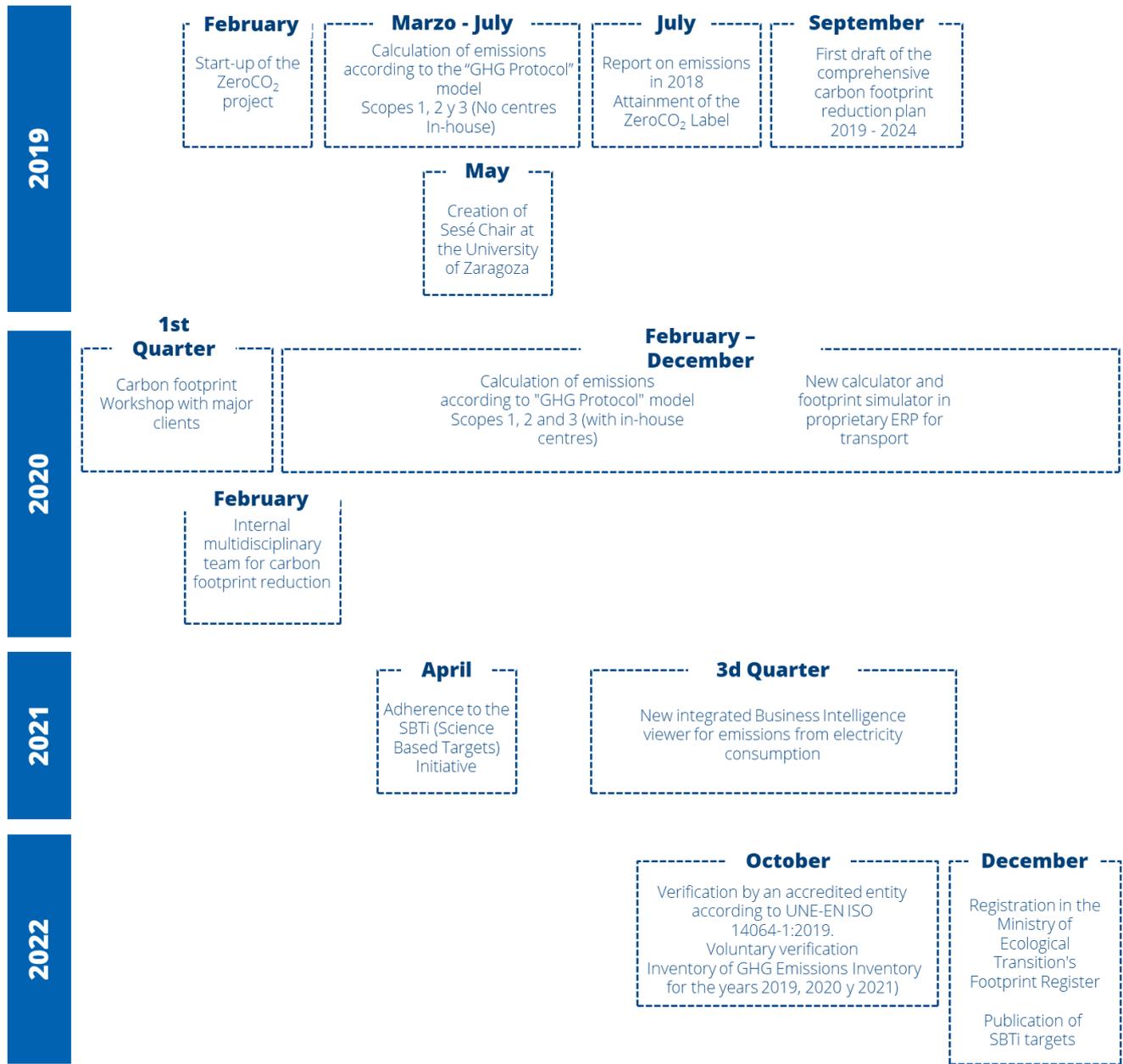
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## CHRONOLOGY OF THE CARBON FOOTPRINT REGISTRY PROJECT FIGHT AGAINST CLIMATE CHANGE

As a result, it is possible to determine the percentage contribution of each of the organisation's Operational Business Divisions in a quantified and objective manner. Likewise, there is a detailed map of emissions in Grupo Sesé's own supply chain, differentiating by the source of generation of these emissions. With this valuable information, a starting point has been established to reference the Smart & Green comprehensive plan for reducing greenhouse gas emissions.

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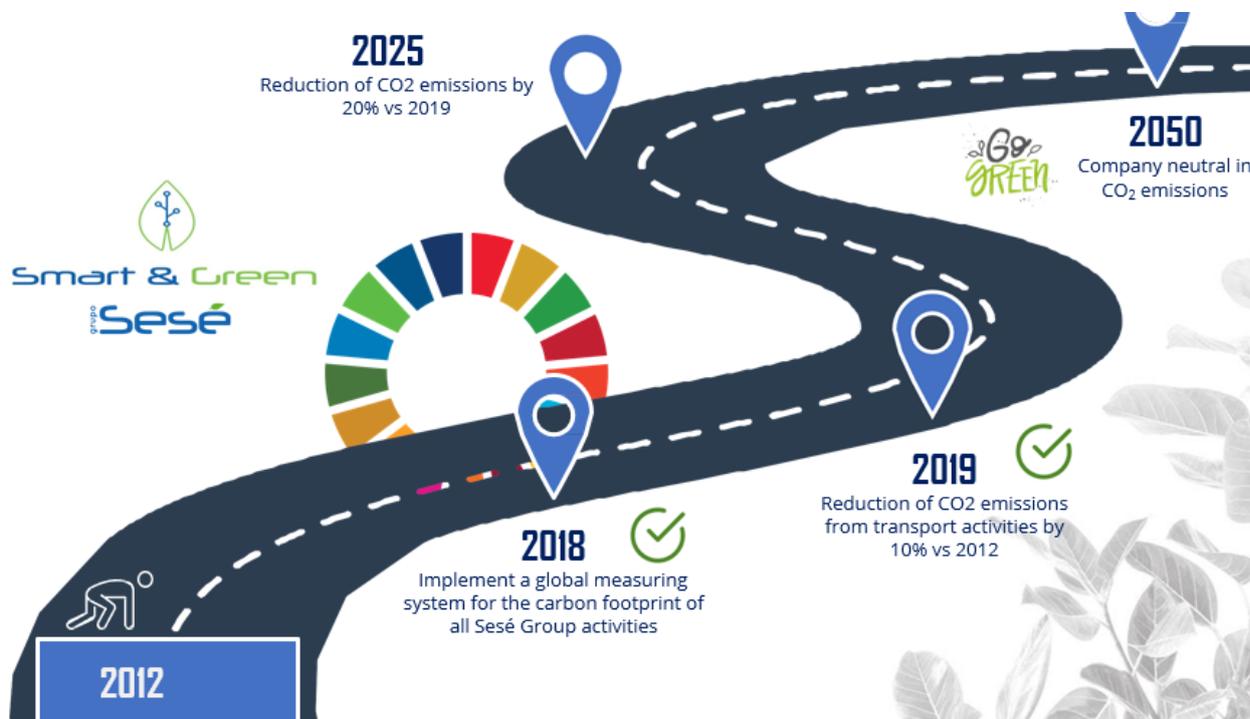
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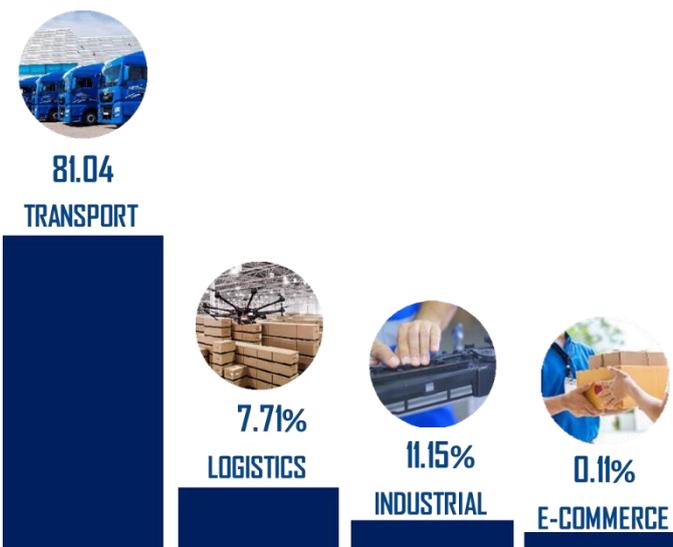


## GRUPO SESÉ'S DECARBONISATION GOALS

The series of infographics on the following pages shows the carbon footprint for 2021 and a comparison with previous years.



### CARBON FOOTPRINT DISTRIBUTION BY BUSINESS DIVISION



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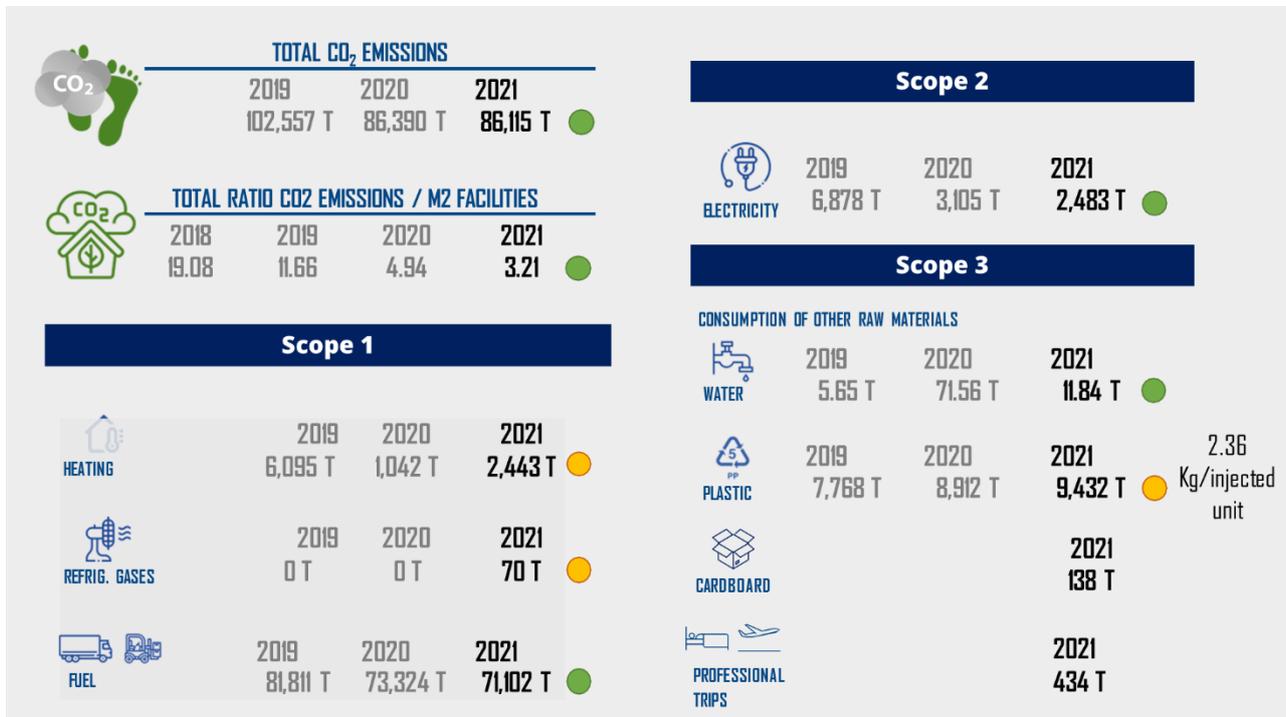
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CARBON FOOTPRINT COMPARISON CHART 2021 VS PREVIOUS YEARS

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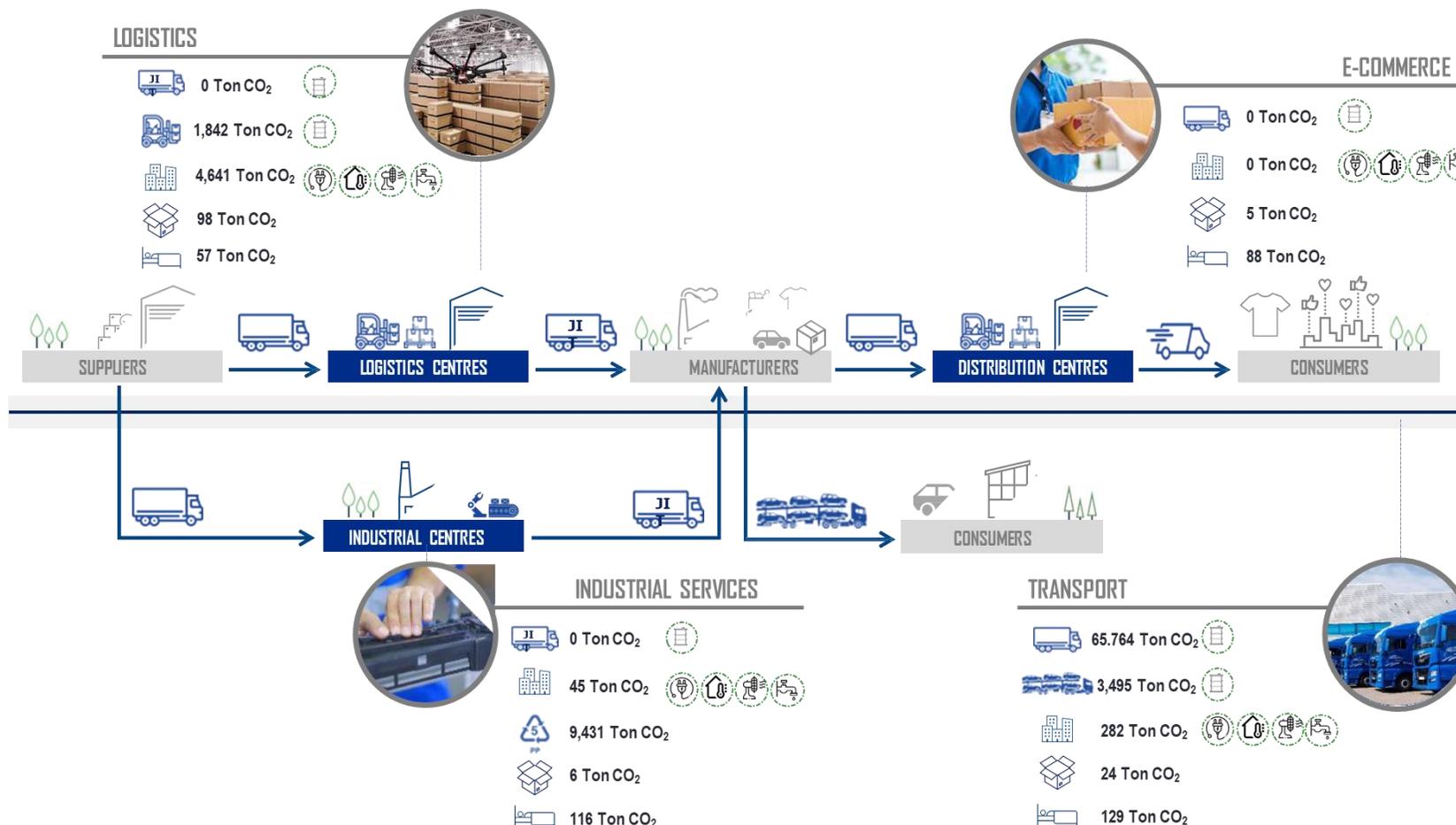
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CARBON FOOTPRINT COMPARISON CHART 2021 VS PREVIOUS YEARS

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## DIGITISATION AND AUTOMATION



Process automation (Pick To Voice, Pick To Light)

Lean Manufacturing

Data server virtualisation

Workshops with clients: joint environmental plans

Design of the model with reduced environmental impact from the technical range

Global digitisation project:  
 - End-to-end automation  
 - Integration with clients and suppliers  
 - Paper disposal  
 - Task Robotisation



## TRANSPORT

Commitment to Inter-modality (Rail and Ferry)

State-of-the-art engines: Euro 6

Modular transport (Duo Trailer and Giga Trailer)

Efficient driving training for the workforce

Smart Driving & Smart Planning Projects

Sesé Chair with the University of Zaragoza (decarbonisation)

Aerodynamic kits on tractors and platforms to reduce friction

Lightened platforms

Eco Trailer Implementation

New fuel: LNG, Biomethane, Hydrogen, Biofuels (HVO)

Use of additives and catalysts

Fleet equipped with sustainable tyres (regroovability and retreadability)



## LOGISTICS, E-COMMERCE, INDUSTRIAL SERVICES



Replacement of lighting fixtures with LEDs and low power consumption Green electricity procurement

Presence sensors for switching off low-traffic areas

Photovoltaic panels for self-supply

Training and awareness campaigns

Geothermal energy air conditioning corporate headquarters

Replacement of diesel lorries with electric ones

Introduction of lithium-ion forklift trucks

Recirculated water cooling injection equipment

Use of recycled and recyclable raw materials

Returnable containers. Ecodesign of containers



### SMART & GREEN: A SMART DECARBONISATION PROJECT [GRI 302-4] REDUCTION OF ENERGY CONSUMPTION

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One of the levers of this comprehensive reduction plan is the Sesé Chair, whose central axis is research for the reduction of the carbon footprint in the supply chain. The Chair's committee has Emilio Larrodé, Professor of Engineering and Transport Infrastructure, as the Chair's Director.

The University of Zaragoza and Grupo Sesé joined forces to establish the Sesé Chair, which aims to develop innovative solutions for supply chains with a view to reducing their carbon footprint. Grupo Sesé is also fully aware that the most important element of an organisation is the people who make it up. Talent and teamwork are essential to be able to be leaders in any activity, and clearly, with the creation of the Sesé Chair at the University of Zaragoza, synergies and achievements can arise in that direction.

### Research Development Co-operation

Three different themes will be developed in the first axis:

- ▶ Research, through participation in research and innovation projects.
- ▶ Development, through the completion of doctoral theses, development of online platforms and collaboration with academic institutions.
- ▶ Cooperation, which will include collaboration with local institutions, companies and international networks, or awarding end-of-degree, master and doctoral theses by granting them different distinctions.

### Training

Proposal of free-choice subjects and complementary academic activities, the possibility of collaborating in a Master's Degree in Freight Transport Management, or the management of summer courses.

### Disclosure

Participation in the preparation and editing of text books, as well as in the organisation of informative days and congresses.

## LINES OF WORK OF THE SESÉ CHAIR



SIGNATURE OF THE CHAIR BY MR. ALFONSO SESÉ ASENSIO, MS. ANA SESÉ AND THE RECTOR OF THE UNIVERSITY, MR. JOSÉ ANTONIO MAYORAL

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With regard to GHG emissions associated with road transport activity, these are the main figures and actions. In 2012, the objective was set to achieve a 10% cumulative reduction in CO2 emissions per kilometre driven, a goal that was more than fulfilled with growth now at the close of the financial year 2019, with cumulative reduction of 12.85%.

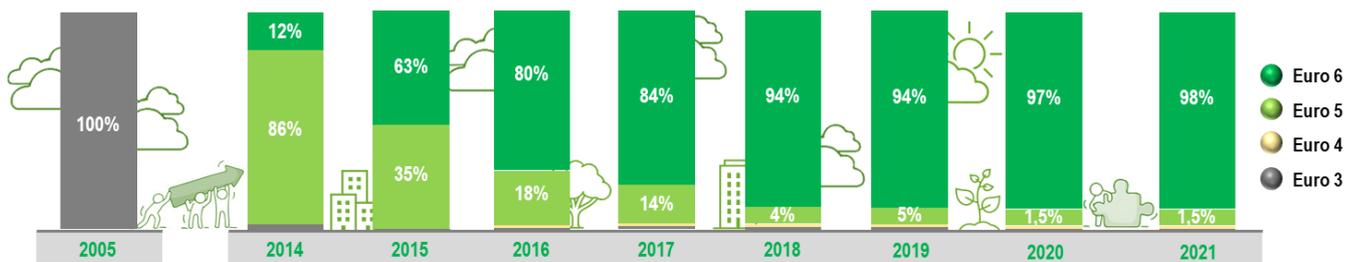


cumulative reduction of CO2 emissions/km travelled vs. year 2012

GOAL: ACHIEVE A 10% REDUCTION IN 2019 vs 2012

2016	2017	2018	2019	2020	2021
-9,83%	-10,31%	-11,61%	-12,85%	-11,14%	-15,29%

[GRI 305-5] GREENHOUSE GAS EMISSION REDUCTION, [GRI 305-4] GREENHOUSE GAS EMISSION INTENSITY, WITHIN THE SCOPE OF GRUPO SESÉ EUROPA



EVOLUTION OF ENGINES OF OWN FLEET, WITHIN THE SCOPE OF GRUPO SESÉ  
[Note, Euro 5 engines include LNG lorries]

A direct impact on the reduction of these emissions has undoubtedly been had through the commitment to the use of inter-modality, both through the Bettembourg-Le Boulou route via Lorry Rail and the Tangier-Barcelona ferry for Morocco routes, which increased significantly during 2021.

reduction de CO2 emissions (expressed in Kg) by rail and ferry vs. road use

	2018	2019	2020	2021
rail vs. road	- 881.382 Kg	- 1.710.262 Kg	- 2.121.283 Kg	- 4.707.486 Kg
ferry vs. road	--	--	--	- 73.876 Kg

[GRI 305-5] GREENHOUSE GAS EMISSION REDUCTION (Scope 1), [GRI 305-4] GREENHOUSE GAS EMISSION INTENSITY, WITHIN THE SCOPE OF GRUPO SESÉ

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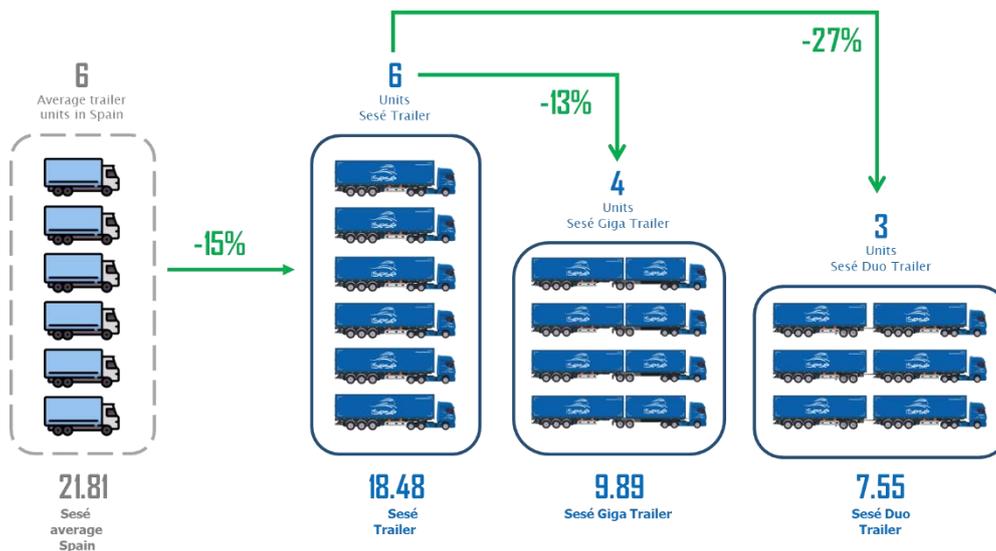


## THE "MODULAR TRANSPORT" PROJECT AND ITS IMPACT ON THE ENVIRONMENT

Another major advance against climate change is the progressive introduction of modular transport. As a result of a collaboration within the Automotive Cluster of Catalonia, Grupo Sesé and Seat were the two main partners that facilitated the first journey of a **Mega Trailer** in Spain in 2016.

In 2018, Grupo Sesé, once again a pioneer, together with the Department of Mechanical Engineering of the University of Zaragoza, put the **Duo Trailer**, a 31.75 metre lorry with a 70 tonne MMA, into circulation in Spain for the first time. For the time being, these are research tests that will culminate in a report to demonstrate the behaviour and benefits of this new vehicle in terms of emissions reduction, efficiency and road safety so that in the near future its circulation can be normalised in Spain. All relevant data from the two pilot routes are sent to the DGT to enable the study of this new type of vehicle.

It is estimated that the Duo Trailer could save between 20% and 35% in logistics costs, a reduction in emissions in load equivalent to 30%, in addition to the fact that it will probably have a positive impact on reducing road accidents, since the Duo Trailer could have the capacity to reduce the number of lorries on the road by 50% and that implies enormous advantages in terms of sustainability, safety and efficiency. In addition, the Duo Trailer offers greater efficiency in terms of inter-modality with rail transport as the trains are designed to operate at maximum performance with 13.60 metre trailers, such as those of the Duo Trailer. Therefore, the Duo Trailer could also favour rail transport with the rest of Europe.



Comparison between equivalent units in total load transported [Kg CO2 / Km / T. transported]

## COMPARISON BETWEEN EQUIVALENT UNITS IN TOTAL LOAD TRANSPORTED [KG CO2 / KM / T. TRANSPORTED]

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	Total emissions CO <sub>2</sub> (T)	CO <sub>2</sub> emissions per scope (expressed in T)		
		Scope 1 [GRI 305-1]	Scope 2 [GRI 305-2]	Scope 3 [GRI 305-3]
2016	67.281	--	--	--
2017	69.699	--	--	--
2018	88.682	82.683	5.998	
2019	102.557	87.906	6.878	7.773
2020	86.390	74.372	3.105	8.912
<b>2021</b>	<b>86.115</b>	<b>73.615</b>	<b>2.483</b>	<b>10.016</b>

	emissions expressed in Kg		
	NO <sub>x</sub> [GRI 305-7]	SO <sub>x</sub> [GRI 305-7]	COVs [GRI 305-7]
Año 2016	60.758	33	12.038
Año 2017	61.602	65	3.214
Año 2018	83.909	1	10
Año 2019	26.456	0,13	48
Año 2020	23.615	0.14	80
<b>Año 2021</b>	<b>24.400</b>	<b>0.43</b>	<b>42</b>

[GRI 305-1] DIRECT GREENHOUSE GAS EMISSIONS - SCOPE 1 -, IN TONNES EQUIVALENT, [GRI 305-2] INDIRECT GREENHOUSE GAS EMISSIONS - SCOPE 2 -, IN TONNES EQUIVALENT, [GRI 305-3] OTHER INDIRECT GREENHOUSE GAS EMISSIONS (SESÉ GROUP WATER AND RAW MATERIALS OF SERV. IND.) - SCOPE 3 -, IN TONNES EQUIVALENT, [GRI 305-7] OXIDES OF NITROGEN (NOX), OXIDES OF SULPHUR (SOX) AND OTHER SIGNIFICANT EMISSIONS TO AIR, IN KILOGRAMS

WITHIN THE SCOPE OF GRUPO SESÉ (Note: From 2019 the data corresponds to Grupo Sesé, until 2018 Grupo Sesé Europe; In the data for 2021, scope 3 is included as a novelty in the emissions inventory, those related to professional travel and consumption of paper and cardboard).

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	plastic injection consumption (tons)	diesel consumption (litres)	natural gas consumption (megawatt-hour)
2016	--	23.636.083	6.312
2017	--	21.047.310	3.602
2018	--	27.488.349	3.186
2019	3.496 (34% recycled)	31.670.011	2.665
2020	3.460 (22% recycled)	29.702.518	4.418
<b>2021</b>	<b>3.745 (23% recycled)</b>	<b>33.091.640</b>	<b>12.080</b>

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

[[GRI 302-1] ENERGY CONSUMPTION WITHIN THE ORGANISATION, SCOPE OF GRUPO SESÉ (Note: Since 2019 the data corresponds to Grupo Sesé, and until 2018 to Grupo Sesé Europe)

## » ENERGY EFFICIENCY

Grupo Sesé is aware that its activity and electricity consumption is an environmental impact regarding which action can be taken, and takes measures in all its lines of business to improve the energy efficiency of products and services. Some of the initiatives launched in recent years are summarised below.



### Energy sources

- Shift from traditional energy sources to renewable energy sources.



### Lighting

- Presence detectors in passageways and access areas.
- Cold fluorescent lamps that consume 50% less than the standard.
- Replacement of standard light fittings with LED light fittings that consume up to 80% less. Replacement plan in all the Group's work centres.
- 400 kW photovoltaic installation.
- Awareness campaigns for the reasonable use of resources.
- Use of renewable energy sources.

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### Air conditioning

- Awareness campaigns for the reasonable use of resources.
- Automation of air conditioning according to external conditions.
- Use of geothermal energy in the air conditioning of the corporate headquarters.
- Implementation of temperature reading software for the geothermal system of the corporate headquarters.



### Hardware

- Implementation of virtual services in the cloud that have allowed the solution's energy consumption to be up to 75% lower than that of previous physical infrastructure.

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



### Geothermal

Geothermal-heated corporate building



5

work centres in Spain with change of standard light fittings to LED from 2017



1

centre with 100% recovery of its waste

	electricity consumption (megawatt-hour)	electricity consumption from renewable sources (megawatt-hour)	Kilowatt-hours sold from the photovoltaic station
2016	13.680	--	547.442
2017	30.678	--	577.167
2018	12.741	804 (6%)	496.428
2019	25.332	6.392 (26%)	559.225
2020	20.049	13.117 (65%)	502.614
<b>2021</b>	<b>21.795</b>	<b>15.668 (72%)</b>	<b>401.190</b>

[GRI 302-1] ENERGY CONSUMPTION WITHIN THE ORGANISATION, WITHIN THE SCOPE OF GRUPO SESÉ. Note: From 2019 the data corresponds to Grupo Sesé, and until 2018 to Grupo Sesé Europe

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## ► BIODIVERSITY

As this is not a relevant material aspect for Grupo Sesé, within the legal requirements associated with the activities carried out and directly linked to the protection of biodiversity, it can be said that the new centres where Grupo Sesé is established have an Environmental Licence which includes, where necessary, an Environmental Impact Assessment / Study.

Within the Volunteering project, one of the lines of action is focused on the environment; for example, in 2019 a riverbank cleaning operation was conducted in Soto de Ranillas (Zaragoza), through the Circular Seas initiative in collaboration with Coca-Cola.

	 Protected areas affected by the activity of Grupo Sesé	 amount of provisions and guarantees for environmental risks	 CO2 compensation 1 Scania lorry, 1 tree
2016	0	--	46 trees
2017	0	--	41 trees
2018	0	13.300.000€	18 trees
2019	0	13.300.000€	48 trees
2020	0	53.300.000€	20 trees
<b>2021</b>	<b>0</b>	<b>56.300.000€</b>	<b>43 trees</b>

GRI 304-1] OPERATIONS CENTRES  
LOCATED WITHIN  
PROTECTED AREAS

MEASURES TO PROTECT BIODIVERSITY, WITHIN THE SCOPE OF GRUPO SESÉ

## ► WASTE MINIMISATION AND MANAGEMENT



### Sensitisation

- Awareness campaigns for the reasonable use of resources and the proper separation of waste.



### Segregation

- Segregation of paper and cardboard, plastics and wood in offices and operational and production centres



### Minimisation

- Treatment of waste via authorised waste managers who give priority to recovery over other management methods
- Use of returnable containers for transport and storage of industrial service components
- Use of 100% sustainable tyres.
- Elimination of water bottles in corporate canteens by replacing them with ionised water sources.
- Adaptation of coffee machines to dispense drinks without plastic cups, using hard cups.

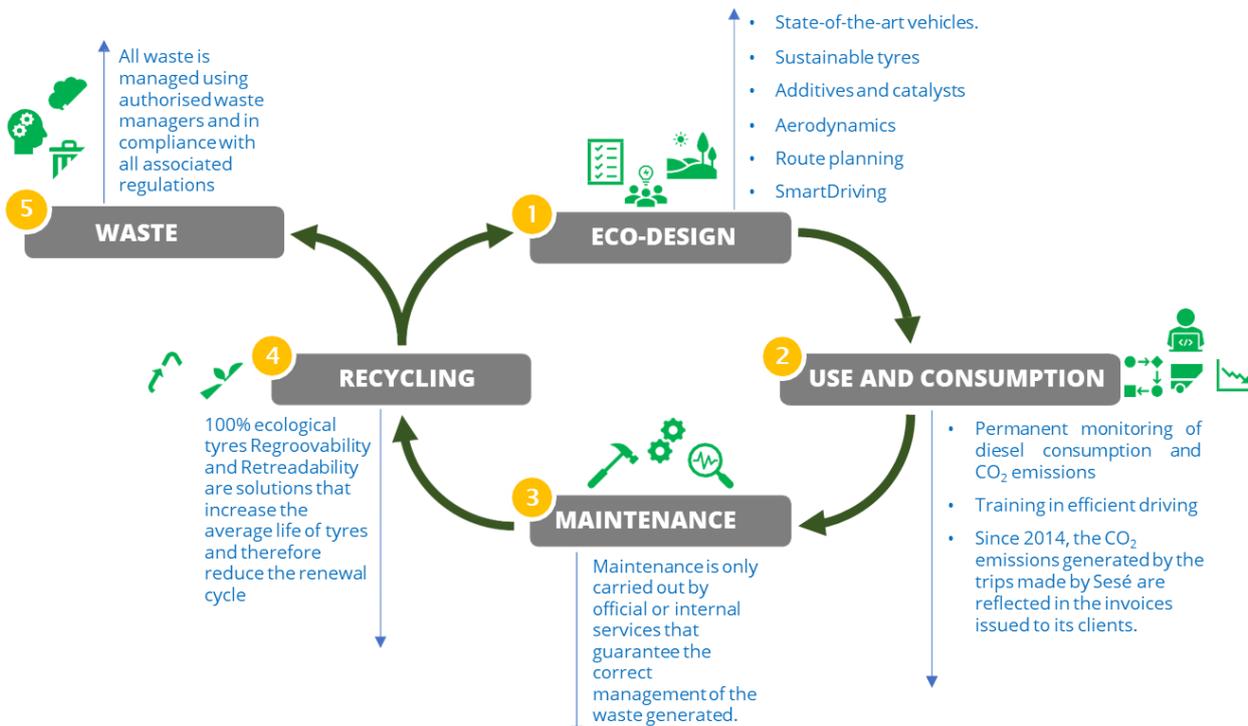


### Food Waste

- Our canteen service provider is working on the development of SDG 12 by innovating and collaborating to reduce food waste, working towards a circular model.

DEGREE OF MITIGATION OF THE ENVIRONMENTAL IMPACT OF PRODUCTS AND SERVICES - WASTE MINIMISATION MEASURES

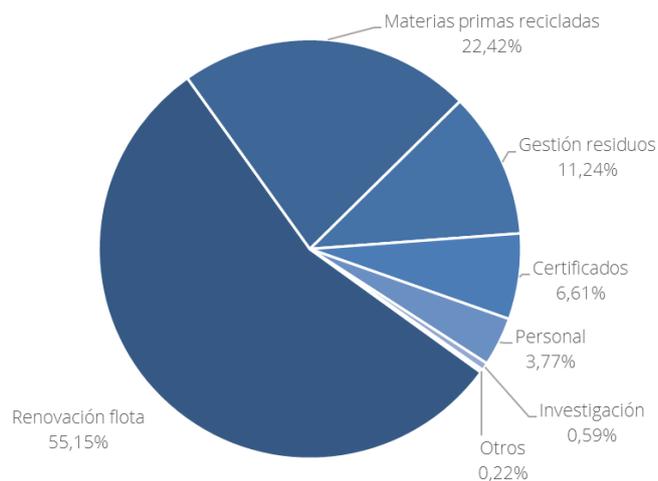
## CIRCULAR ECONOMY



ECONOMÍA CIRCULAR – EJEMPLO DE LA GESTIÓN EN TRANSPORTE

## ENVIRONMENTAL INVESTMENTS

The attached graph shows the details of how environmental protection expenditures and investments are distributed.



### Gastos e inversiones ambientales

2018	0,89%
2019	0,63%
2020	0,76%
<b>2021</b>	<b>0,94%</b>

Percentage of the costs (\*) of purchases of products and services dedicated to environmental expenses and investments.

(\*) Subcontracted transport has been removed from the graph

### BREAKDOWN OF ENVIRONMENTAL EXPENDITURE AND INVESTMENTS, WITHIN THE SCOPE OF GRUPO SESÉ

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## Sustainability model | Innovation |

In the last decade, innovation has become one of the preferred terms for defining strategies, business models and entrepreneurial attitudes. The need for constant renewal and innovation is mandatory in today's business environment.

For the research and development of these initiatives, Grupo Sesé relies on collaboration and establishment of alliances with:

- ▶ Universities.
- ▶ Technology centres.
- ▶ Industrial and sectorial clusters.
- ▶ Benchmark private technological companies.

The essence of Grupo Sesé is the ability to anticipate and adapt to change, developing solutions on an ongoing basis, ensuring that the organisation's goal of "staying one step ahead" is successfully achieved every year. Grupo Sesé embraces innovation and continuous improvement within the organisation's mission as key and differentiating elements.

This is why Grupo Sesé focuses its innovation efforts on three clearly differentiated areas:



**INNOVATION  
IN PROCESSES**



**TECHNOLOGICAL  
INNOVATION**



**ORGANISATIONAL  
INNOVATION**



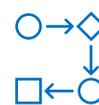
**+90**  
people in the  
ICT Department



**5**  
People in  
Transport Planning



**+10**  
people in  
Process Improvement  
and Lean  
Manufacturing in  
Logistics



**2**  
people in  
Process Improvement  
in Transport



**+10**  
engineers in the  
Industrial Division

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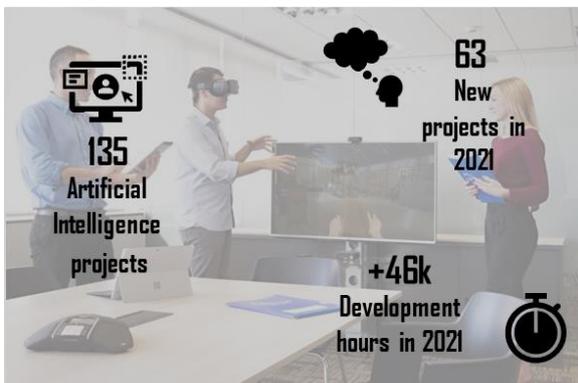
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[SESÉ 501-1] INNOVATION IN NUMBERS, WITHIN THE SCOPE OF GRUPO SESÉ.

Definition of Integration: capture, transformation and insertion of a set of data from one system to another, connecting the systems of clients, suppliers, administration with the systems developed internally.

## PROMOTION OF INNOVATION



### LOOKING TO THE FUTURE PROGRAMME

Roberto Lorente, Director of IT and Innovation at Grupo Sesé, together with his team and the partner ITAINNOVA Instituto Tecnológico de Aragón, participated in the special programme "Looking to the future", showing the implementation of new technologies and ways of working, such as the use of drones and AGV, which promote the sustainable and avant-garde development of logistics services

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## THE 2ND CONFERENCE OF THE SESÉ CHAIR WAS HELD

Under the slogan of **Sustainable Freight Transport as the driver for logistics**, the 2nd conference of the Chair of Grupo Sesé with the University of Zaragoza was held.

The meeting dealt with current issues in the transport sector:

- ▶ Inter-modality in transport as a lever for logistics development.
- ▶ Alternatives for sustainable road freight transport.

The conference was attended by leading figures from the world of business, academia and research.



## ZERO-EMISSIONS MOBILITY DAY

ECODES (Ecology and Development Foundation) and Transport & Environment (T&E), with the support of the Ministry of Transport, Mobility and Urban Agenda, organise days of participation and discussion between the main public, private and associative actors of the transport and mobility sector in our country to present and debate on the barriers, objectives, commitments and opportunities of the process of #decarbonisation of freight transport.

Grupo Sesé participated in a round table with Álvaro Sarría, Corporate Director of Transport, together with Ramón Valdivia Palma, General Manager of ASTIC and Enrique Meroño Sierra, Head of Quality and New Initiatives of Iberdrola's Innovation, Sustainability and Quality Department

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## "DIGITALISE ARAGON" CONFERENCE

The meetings for the digital transformation of companies in Aragón organised by CEOE, IAF and the Government of Aragón enjoyed the participation of Roberto Lorente, Corporate Director of IT and Innovation, in a day dedicated to successful business cases in logistics.

## » SUCCESSFULL CASES IN 2021

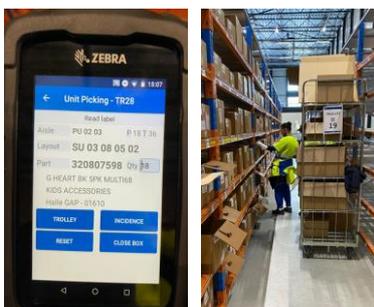
### POKA-YOKE SYSTEM DEVELOPED IN-HOUSE



Installation and development of a poka-yoke system, which by means of illuminated push-buttons facilitates the sequencing of components to clients (automotive sector). The devices light up progressively, indicating the quantity of parts to be supplied and the position where they should be placed.

This implementation has improved productivity and quality of service, as sequencing errors have been reduced to a minimum. In this case, what is new with respect to this system is not only the operation, it is a 100% in-house development that does not require third parties for programming or installation.

### FIRST IN-HOUSE DESIGN OF SOFTWARE FOR RETAIL LOGISTICS



Development of an IT system for the comprehensive management of an operation that brings together the processes of forwarding, transport, logistics and customs management (Retail sector). The system has been prepared to sort and prioritise an average of 68,000 units per day and is capable of categorising more than 64 destinations in Europe, 6 categories and request date.

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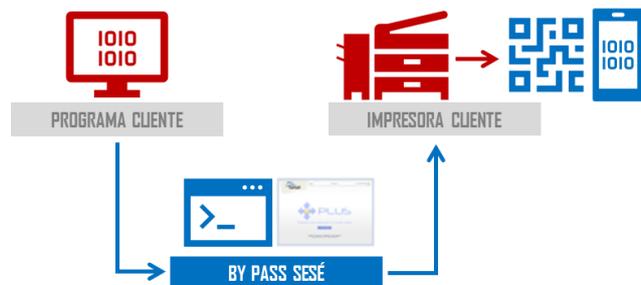
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## SYSTEM INTEGRATION USING QR CODE



The Client's computer system did not allow the printing of internal delivery notes or labels with legible identifiers.

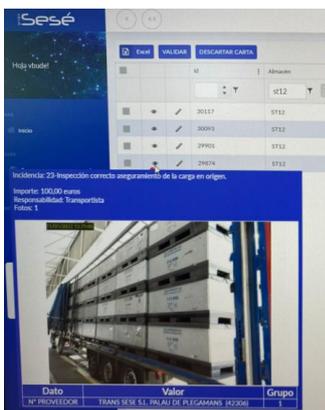
Grupo Sesé has designed and implemented a software tool capable of capturing information from the client's computer system (automotive sector) and integrating this information into a QR code.



In this way, printing that QR allows a range of controls that could not be put in place before, securing the process and eliminating operational errors:

- ▶ Elimination of visual handling errors thanks to Poka-Yoke systems.
- ▶ Real-time supply control of all parts supplied.
- ▶ Integration of an alert system to control supply time.
- ▶ Comprehensive dashboard with real-time view of the entire supply process

## UNLOAD MONITORING AUTOMATION



Development of a proprietary application that enables the reporting through a mobile device of any incident in the unloading process of a truck, generating a report and letters that include photographs of the event, either of the goods or of the carrier.

This process, which until now was completely manual, now operates fully online and, in addition, provides visibility to the Client (automotive sector) as it has a web viewer to review the anomalies themselves.

## ▶▶ HISTORY OF PAST YEARS



### 2020 - TRACEABILITY AND ORDER TRACKING SYSTEM FOR LAST MILE TRANSPORT

As part of a new last mile project for a significant retail client, different technological solutions have been comprehensively incorporated:

- ▶ Electronic management of delivery manifests.
- ▶ Integration with an address normaliser.
- ▶ Design of delivery routes using a route optimiser that analyses all delivery points.
- ▶ Telematic report to the end user at day and time range set for delivery.



### 2020 - DEFINITION OF ADAPTABLE SAFETY STOCK MANAGEMENT SYSTEMS

This project makes it possible to guarantee JIT supplies in situations that would make them infeasible. These systems enable the analysis of future orders based on forecasts, defining the ideal combination of safety stocks and establishing the ideal combination of pre-assembled product to simplify the combinations to be stored.



### 2020 - ONLINE PRODUCTION CONTROL WITH PERSONAL EFFICIENCY AND ACTIVITY MEASUREMENT SYSTEMS

A new system integrated into the assembly lines has been designed that enables the automatic launching of all production orders.

The system also registers the progressing of the components through all the assembly stations, recording the tasks and work times of each operator in the assembly of each unit, which allows an impeccable traceability of all activities.



### 2019 - DRONE FOR JIT SUPPLY OF AIRBAGS AND STEERING WHEELS FROM THE SESÉ LOGISTICS WAREHOUSE TO THE SEAT ASSEMBLY LINE

This drone has been developed in joint collaboration between Grupo Sesé, TSA (a company specialised in drone research and development projects) and Seat.

It enables reductions in in-line replacement material from the warehouse until the point of use on the assembly line from 90 minutes to as little as 15 minutes of supply, safeguarding the integrity of the production rate and minimising recovery costs.



### 2019 - CRV: VIRTUAL REMOTE-CONTROL LORRY

- ▶ Possible to drive manually or remotely
- ▶ Available 24 x 7
- ▶ More accurate safety management than the human eye
- ▶ Automation of micro-actions.



### 2019 - REAL TIME CONTROL OF INVENTORY AND LOCATION OF SUPPLY CARTS THROUGH RFID

Development of a system to identify and locate the pool of trolleys used in the sequencing of materials to clients, using RFID technology, obtaining visibility in real time of the exact location of all the means.

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## 2019 - POINT-BASED FORKLIFT DRIVER'S LICENCE

In the Logistics Division, a Point Licence system has been implemented for operators to detect, control and reduce infringements in the driving and handling of forklifts, which involve a risk to occupational safety and/or disobey the forklift driving manual.



## 2019 - SCANIA BRAZIL APP FOR AUTOMATION OF INCIDENT / AUDIT REPORTING

For Brazil, a smartphone app has been developed to automate the production of reports with photographic evidence in all phases of the process and thus generate reports automatically, eliminating long, tedious and inefficient manual processes



## 2018 - DESIGN THINKING

Grupo Sesé launched a series of conferences with the philosophy of Design Thinking as the driving force. The days are always held in a free and relaxed environment away from Sesé's usual facilities in order to create an appropriate work space where creativity can flow without barriers. Some of the challenges that were addressed in 2018 include:

- Corporate Offices: "How to improve intra-departmental collaboration."
- Logistics: "What your clothes need to have for better warehouse work."
- Transport: "How to manage transport without touching the computer."
- Industrial Services: "How to tele-assist operations".



## 2018 - TECHNOLOGY BREAKFASTS

In 2018 an initiative was launched by the Systems Department to bring the latest technologies and their possible applications closer to the rest of the organisation while all those attending shared a breakfast at the Grupo Sesé headquarters.



## 2018 - LEAN MANUFACTURING SKD PROJECT

Throughout 2018, LEAN was implemented in the process of dismantling the SKD at one of Grupo Sesé's facilities in Spain. By applying Lean Manufacturing tools, not only was productivity improved by 25%, but the deployment of the LEAN philosophy within Grupo Sesé's operations continued, starting with a pilot project in 2016.



## 2018 - SMARTDRIVING

SmartDriving is an intelligent driving system based on Big Data, which analyses and processes all the telemetry information from the vehicles to dynamically derive driving recommendations according to the type of vehicle, the load transported and the physical conditions of the road being travelled.

In this way, the system constantly indicates the appropriate speed to the driver, as well as the place and time of each of the stops that must be made.

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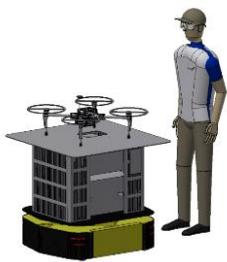
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## 2018 – CHATBOT

A Chatbot is a Bot that **uses Artificial Intelligence** to answer pre-programmed questions based on predefined semantics, i.e. the answers it gives are closed. Once configured, the programmer is able to add more linguistic variations to the questions to achieve a more natural conversation. In addition, it can serve several people at the same time.



## 2018 - SIVAS (COLLABORATIVE ROBOTS)

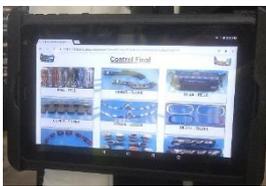
The general objective of this project is to develop a system based on 4.0 technologies, within the field of mobile and airborne robotics, to achieve an improvement in the logistics processes for warehouses and distribution centres. Grupo Sesé is collaborating with ITA to develop a solution based on a fleet of autonomous mobile robots (land and air) that will improve and speed up logistics processes, mainly inventory-taking, order preparation and supply of materials for production processes.



## 2017 - GURU PROJECT (UNIVERSAL ROUTE MANAGER)

This is a proprietary computer development for the visibility and management of the JIT supply routes to the production line.

This tool has made it possible to optimise the combination of sequences supplied to the line and to provide real-time visibility of online consumption and replacement needs.



## 2017 - DIGITISATION OF ONLINE SCRAP MANAGEMENT

This is a proprietary application which we have developed for the efficient management of online scrap, which is complemented by the installation of tablets in the production line, thus allowing the management of non-conforming material received and/or generated in the plant at the foot of the line itself, for recording and for agile control of the stock of material available in the warehouse.



## 2016 - AUTONOMOUS INVENTORY DRONE

SIDI (Sesé Inventori Drone Indoor) is an autonomous - i.e. unmanned - drone that can be flown indoors for the primary purpose of performing inventories during activity stops. Grupo Sesé received an Innovation Award for this project from SEAT.



## 2016 – GIGA TRÁILER

Grupo Sesé launched the first Giga Truck in Spain. It is a 25.25 metre long lorry that can carry a maximum authorised load of 60 tonnes, outstripping the 18.75 metre length and 40 tonne capacity of normal lorries.

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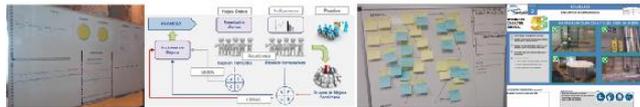
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## 2016 - LEAN MANUFACTURING

A team of more than 20 people from a variety of functional areas in the organisation have been trained in Lean Manufacturing techniques, to be applied both to internal projects and to offering comprehensive solutions to Grupo Sesé's clients. The initial drivers in 2 of Grupo Sesé's plants in Spain have already shown excellent results.



## 2015 - CONTROL TOWER

This is a web platform that allows the standardised, simple capture of information from all parties involved in the transport chain and displaying it in an intelligent manner, in order to facilitate the management and provide alerts concerning anything specified as important by the client. Traceability information and service indicators designed for the client are saved from the rest of the data.

The success of the project has been such that a line marketing the software has been developed.



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

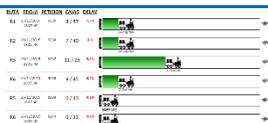
This is a proprietary platform which we have designed specifically for the textile sector. It consists of hydraulic platforms that allow the interior of the bodywork to be adapted to the specific needs of the load (hangers / boxes) and optimised by taking advantage of the full interior height of the vehicle.



Reducción de 7 segundos por lectura vs pistola

## 2015 - PICK TO VOICE

This system allows the operator to receive voice instructions through the headset and give confirmation of tasks with a microphone, instead of using visual communication through paper or terminal screens.



## 2015 - THE HARE AND THE TORTOISE

This monitoring system is integrated in the warehouse ERP in order to track the line supply systems, visually announce the status of the feeding points and, in addition, serve as a tool for "healthy" competitiveness and motivation among the operators, when assigning 'turtles' and 'hares', according to the speed of preparation and supply.

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## Sustainability model | Economy

	2021	2020	2019	2018
<b>NET TURNOVER AMOUNT FROM TRADE</b>	<b>682,263,088</b>	553,447,894	666,464,550	590,932,649
Sales	31,071,219	3,445,264	11,565,516	11,752,045
Provision of services	651,191,869	550,002,630	654,899,035	579,180,604
<b>SUPPLIES</b>	<b>-322,622,386</b>	-248,512,261	-319,283,295	-311,058,018
Merchandise consumption	-32,305,881	-16,030,356	-103,085,306	-27,725,692
Consumption of raw materials and other consumables	-21,029,181	-15,178,280	44,016,382	-23,764,277
Work carried out by other companies	-269,287,324	-217,303,625	-260,214,371	-259,568,049
Merchandise impairment	0	0	0	0
<b>OTHER OPERATING INCOME</b>	<b>17,717,645</b>	12,222,339	5,476,838	15,556,363
Ancillary and other current operating income	12,070,206	7,036,056	3,795,931	13,921,941
Operating subsidies included in the outturn for the year	2,398,151	5,186,283	1,680,906	1,010,499
Exceptional income	3,249,287		0	623,923
<b>PERSONNEL COSTS</b>	<b>-211,049,973</b>	-184,097,449	-203,283,439	-155,938,103
Wages, salaries and similar items	-165,599,842	-143,368,195	-155,722,294	-119,471,077
Social security taxes	-45,697,910	-40,804,985	-47,766,694	-36,467,026
Provisions	247,780	75,730	205,549	0
<b>OTHER OPERATING EXPENSES</b>	<b>-145,911,394</b>	-125,468,499	-128,873,250	-125,073,723
External services	-140,906,536	-120,981,753	-124,637,985	-119,433,239
Taxes	-1,400,288	-1,574,741	-1,513,968	-1,465,453
Losses, impairment and variance in profit from commercial operations	-461,249	-738,319	110,947	27,306
Other current management expenses	-3,143,321	-4,002,644	-4,582,944	-4,202,337
Exceptional expenses	0	1,828,959	1,750,700	0
<b>RETAINED ECONOMIC VALUE [value generated - value distributed]</b>	<b>20,396,980</b>	7,592,025	20,501,405	14,419,168

[GRI 201-1] DIRECT ECONOMIC VALUE GENERATED, DISTRIBUTED AND RETAINED, EXPRESSED IN EUROS, [GRI 203-1] INVESTMENTS IN INFRASTRUCTURE AND SERVICES SUPPORTED, [GRI 203-2] SIGNIFICANT INDIRECT ECONOMIC IMPACTS

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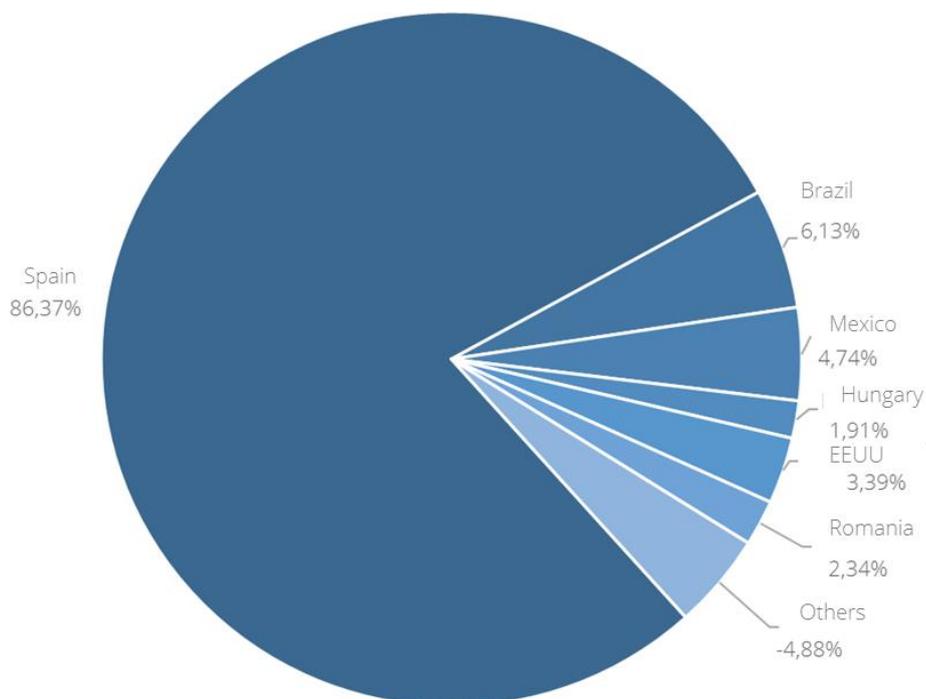
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	 aggregate remuneration of board of directors	 tax on benefits	 public subsidies received	 contributions to foundations and non-profit organisations
2018	€ 761,655	€ 783,505	€ 1,227,979	€ 265,744
2019	€ 3,124,602	€ 141,715	€ 1,563,453	€ 352,836
2020	€ 5,421,938	€ 865,910	€ 5,362,275	€ 315,570
<b>2021</b>	<b>€ 4,796,010</b>	<b>€ 489,914</b>	<b>€ 2,216,513</b>	<b>€ 128,171</b>

WITHIN THE SCOPE OF GRUPO SESÉ  
 (\*) Includes cost of salaries and professional services



DISTRIBUTION OF GROUP SESÉ BENEFITS BY COUNTRY [EXPRESSED IN % EBITDA], WITHIN THE SCOPE OF GRUPO SESÉ

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The attached diagram shows the main mechanisms and tools with which Grupo Sesé undertakes its legal obligations, in order to guarantee compliance with all the requirements for assignment. In addition to these mechanisms, the organisation's Compliance Model globally monitors their application and effectiveness.

## PREVENTIVE APPROACH SANCTIONS

### penalties for environmental violations

Grupo Sesé has an environmental legislation update service that provides advanced news of entry into force of any local, national and European regulations. As such, it can use this tool to stay aware of all the applicable legal requirements, so as to ensure that the necessary actions are implemented for compliance. The Quality Department carries out an annual evaluation of compliance. The organisation also has specific civil liability insurance that guarantees coverage in the event of environmental incidents that may affect it.

### traffic fines

When they join, drivers receive specific training on good driving practices and respect for traffic rules. The Driver's Manual, where all the necessary information for respectful and preventive actions is collected, is also provided and explained to them. The vehicles in the fleet are cutting-edge and incorporate the latest technology to ensure speed control and maximum driving safety. In addition, these vehicles undergo all the maintenance and inspections stipulated to ensure their optimum condition at all times. We are currently working on a SmartDriving project that will guide each driver regarding the speeds to be maintained on each type of route.

### employment sanctions

Grupo Sesé has a complete network of labour advisors that provide the organisation with all the necessary mechanisms for legal compliance in labour, immigration and social security matters. The Human Resources and Labour Relations team is constantly working to ensure that people management processes comply not only with the legislation of each country, but also with the organisation's internal policies in this area.

### sanctions in the field of prevention of occupational risks

Grupo Sesé has an risk prevention and industrial safety legislation update service that provides advanced news of entry into force of any local, national and European regulations. As such, it can use this tool to stay aware of all the applicable legal requirements, so as to ensure that the necessary actions are implemented for compliance. Grupo Sesé establishes collaborative relationships with mutual insurance companies and prevention services in order to receive the best possible advice and supervision regarding how to apply the requirements at each of its centres. Grupo Sesé also has an occupational risk prevention team that continuously audits the work centres to evaluate work practices and the effectiveness and efficiency of the measures implemented in them.

## other sanctions of a fiscal or financial nature

Grupo Sesé has a complete network of tax advisors that provide the organisation with all the necessary mechanisms for legal compliance in economic matters. Likewise, its accounts and related procedures are externally audited by an independent body on an annual basis.

	 Environmental compliance		 traffic fines		 work environment		 occupational risk prevention		 fiscal or financial
	number	total amount	number	average amount	number	total amount	number	total amount	total amount
2018	0	€0	2,090	€120	2	€197k	2	€6k	€561k
2019	1	€606	3,467	€128	22	€36k	3	€8k	€296k
2020	0	€0	3,559	€136	24	€20k	1	€2k	€586k
2021	0	€0	3,630	€148	49	€87k	0	€0	€137k

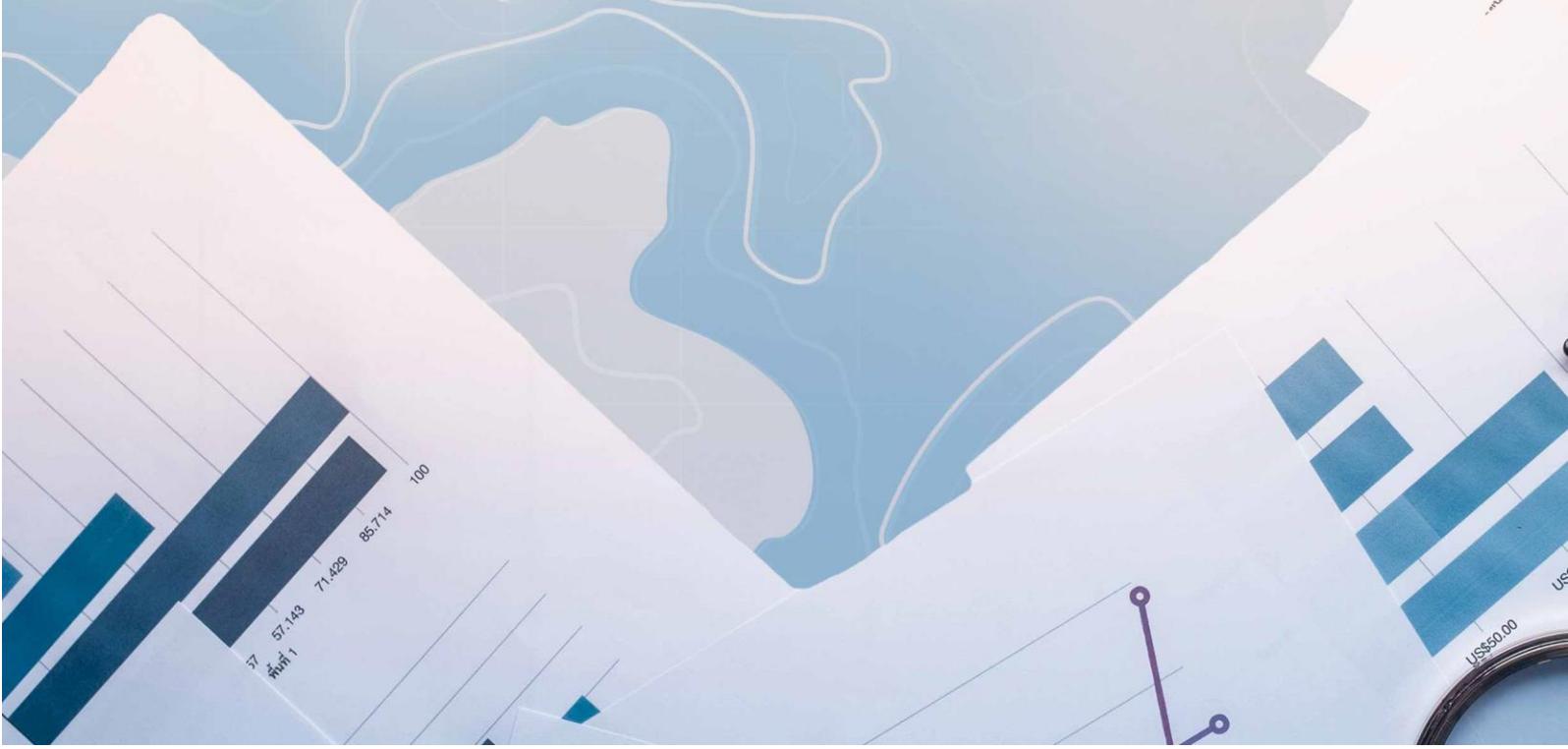
[GRI 307-1] FAILURE TO COMPLY WITH ENVIRONMENTAL LAWS AND REGULATIONS, WITHIN THE SCOPE OF GRUPO SESÉ

Note, until 2018 the data corresponded to Grupo Sesé Europe, as of 2019 it corresponds to Grupo Sesé

[GRI 419-1] FAILURE TO COMPLY WITH LAWS AND REGULATIONS IN THE SOCIAL AND ECONOMIC FIELDS, WITHIN THE SCOPE OF GRUPO SESÉ

Note, until 2018 the data corresponded to Grupo Sesé Europe, as of 2019 it corresponds to Grupo Sesé

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This document contains the Corporate Social Responsibility Report of GRUPO SESÉ, which is published with the objective of reporting on the management and results of the social, economic and environmental indicators for 2021, covering the period from 01/01/2021 to 31/12/2021.

These are the companies that make up Grupo Sesé and about which information is reflected in this report. The table gives details of the scope of the nomenclature in terms of grouping by geographical criteria:

COMPANY	GRUPO SESÉ SPAIN	GRUPO SESÉ EUROPE	SESÉ GROUP
Grupo Logístico Sesé SL (Holding)	X	X	X
Aeocronos SL	X	X	X
Aerospace Cargo Logistics SLU (ACL)	X	X	X
Altia Logistic Software SL	X	X	X
Deltacargo SL	X	X	X
Fundación Alfonso Sesé Tena (Fundación Sesé)	X	X	X
Hnos. Sesé Asensio SLU	X	X	X
Horizon Overseas Logistic SL	X	X	X
Intermodal Sea Solutions, S.L.	X	X	X
Landaben Logistik SL	X	X	X
Lion Dos Capital Partners SL	X	X	X
Logística JIT Aragón SL	X	X	X
Noil Station Service SL	X	X	X
Operaciones Picking Martorell SLU	X	X	X
Palau Automotive Manufacturing SLU	X	X	X
PKW Logistik Iberia SLU	X	X	X
Secuenciación Navarra Automotive Logistic SLU	X	X	X
Sesé Autologistics SLU	X	X	X
Sesé Go Last Mile SL	X	X	X
Sesé Integra SLU	X	X	X
Sesé Integra Landaben SL	X	X	X
Sesé Integra Norte SL	X	X	X
Sesé JIT Industrial Services SL	X	X	X
Servicios Logísticos Martorell s.XXI SLU	X	X	X
Tarim Blue, S.L.	X	X	X
Terram Caelum Mare Logistics SL (TCM)	X	X	X
Tir Bages SL	X	X	X
Trans Sesé SLU	X	X	X
Transportes Basegar, S.L.	X	X	X

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Deux S Logistic SPA		X	X
SC Trans Sesé SRL		X	X
Sesé Autologistics Czech Republic SRO		X	X
Sesé Autologistics Hungary Kft		X	X
Sesé Deutschland GmbH		X	X
Sesé France SARL		X	X
Sesé Industrial Services Deutschland GmbH		X	X
Sesé Logistics UK LTD		X	X
Sesé Maroc SRL		X	X
Sesé Netherlands BV		X	X
Sesé Polska SPZOO		X	X
Sesé Portugal LDA		X	X
van Eupen Czech SRO		X	X
van Eupen Holding GmbH		X	X
van Eupen Logistik GmbH & Co		X	X
van Eupen Logistics Hungary, Kft		X	X
van Eupen Repair GmbH		X	X
van Eupen Service Logistik Verwaltungs GmbH		X	X
Logística Sesé México SA de CV			X
Pino Automotive Mexico SA de CV			X
Servicios y Negocios Sesé Brasil Logística LTDA			X
Sesé Fleet US LLC			X
Sesé Global Forwarding LLC			X
Sesé Industrial Services US Corp			X
Sesé Logística Do Brasil LTDA			X
Sesé Logistics US LLC			X
Sesé Rahmani Pakistan Private Limited			X
Sesé US Corp			X
TCM Brasil LTDA			X
TCM Forwarding México SA de CV			X
TCM Logistics Colombia SAS			X
TCM Logistics LATAM SA			X
Transportes y Cargas Sesé Brasil Logística LTDA			X

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In 2021 the following companies will be incorporated into the Sesé Group's consolidated group

- ▶ Sesé Jit Industrial Services SL
- ▶ Aeocronos SL
- ▶ Aerospace Cargo Logistics SLU (ACL)
- ▶ Lion Dos Capital Partners SL
- ▶ Horizon Overseas Logistic SL
- ▶ Deltacargo SL
- ▶ Sesé Industrial Services Deutschland GmbH
- ▶ TCM Logistics LATAM SA
- ▶ TCM Logistics Colombia SAS
- ▶ TCM Brasil LTDA
- ▶ TCM Forwarding México SA de CV

Further information can be found at [www.gruposese.com](http://www.gruposese.com).

The scope (global, European, national, etc.) has been indicated for all the ratios shown, depending on the structure of the data available. It should be noted that for 2018 most of the ratios referred only to Grupo Sesé in Spain and for 2019 a large majority of them already refer to the entire Grupo Sesé. This change has been reflected in the footer of each indicator. Since 2020, the Group's coverage efforts for all indicators have been strengthened. Due to an IT failure at the van Eupen companies (Czech Republic and Hungary), it has been necessary to use the headcount data for 2020 in order to estimate 2021.

Following the declaration in 2020 of the Covid-19 pandemic by the WHO which changed the global socio-economic outlook, during 2020 and 2021, the activities of a significant number of Grupo Sesé's Clients were reduced, being necessary to implement temporary employment regulation plans in all Spanish companies and in all non-Spanish companies whose legislation provides for an equivalent concept, in order to adapt to fluctuations in these Clients' production / manufacturing.

This report is annual, the last published report is from 2020, and has been prepared in accordance with the principles and guidelines of the GRI standard published in 2016 by the Global Reporting Initiative (GRI), applying an **"Essential"** ("in accordance - core") compliance option. It has also been developed in accordance with the provisions of Spanish Law 11/2018 of 28 December on non-financial information and diversity.



## Principles for Determining Report Content

**INVOLVEMENT OF stakeholders:** information regarding the stakeholders (SI), their participation and the attention and response to their needs and expectations.

**CONTEXT OF SUSTAINABILITY:** information on how the organisation contributes to development within its context of sustainability.

**MATERIALITY:** relevant information, i.e. with significant direct or indirect impact associated with the company, or because it can influence the decisions and expectations of our Stakeholders.

**EXHAUSTIVITY:** the scope of information, coverage and time of this Report are sufficient to reflect the social, economic and environmental impacts.

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## Principles for Determining Report Quality

**PRECISION:** information on the relevant topics (materials) in sufficient detail **BALANCE:** information on facts that reflect 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 if indicated in the coverage of the relevant aspect, with respect to other organisations).

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

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

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

The Corporate Social Responsibility Report has been externally verified by TÜV Rheinland. It is available in digital format, and has been disseminated through various internal and external communication channels: e-mail, intranets, websites.

For any queries or additional information, please contact Grupo Sesé's Area of Corporate Social Responsibility through one of the following channels:



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



**+34.976.455.800**



**[www.gruposese.com](http://www.gruposese.com)**

## About this report | Verificación Externa Informe

### VERIFICATION ACCORDING TO GRI STANDARD



TÜV Rheinland Inspection, Certification & Testing, S.A.  
declara que:

Se ha efectuado la verificación de la Memoria de responsabilidad Social Corporativa 2021 de **Grupo Logístico Sesé S.L. y Sociedades Dependientes** en lo que respecta a su estructura, contenido y fiabilidad de la información

Como resultado de este proceso de verificación TÜV Rheinland expresa que:

- El contenido de la información está basado y soportado por datos y registros comprobados como ciertos. Asimismo la información, su tratamiento, los cálculos, gráficos, etc., han sido oportunamente comprobados y verificados.
- La trazabilidad y relevancia entre información de base y contenido de la memoria es adecuada.
- Es conforme con los requisitos y principios establecidos en la Guía para elaboración de Memorias de Sostenibilidad en su versión GRI STANDARDS, opción esencial, elaborada por Global Reporting Initiative (GRI).

**Conforme a esto TÜV Rheinland establece para la memoria de sostenibilidad de Grupo Logístico Sesé S.L. y Sociedades Dependientes la calificación de conforme a GRI STANDARDS, Nivel Esencial.**

Fecha de emisión 23/5/2022

Fdo: Ara E. Morales López  
Verificador Jefe  
Responsabilidad Social Corporativa  
**TÜV Rheinland Group.**

Revisado por Almudena Bouza  
Resp. Técnica Sostenibilidad  
TÜV Rheinland Group

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## VERIFICATION ACCORDING TO REQUIREMENTS LAW 11/2018



**TÜVRheinland®**

**Informe de verificación v.1  
del informe de estado no financiero  
de la organización  
Grupo Logístico Sesé S.L. y Sociedades  
Dependientes  
según Ley 11/2018, de 28 de diciembre**

### Informe de Verificación



Cliente	Periodo de verificación
Grupo Logístico Sesé S.L. y Sociedades Dependientes – Exp. Nº 00210012	2021

#### 1.2 Alcance y Cobertura de la verificación

Alcance y cobertura de la verificación	Actividades de Grupo SESE detallado en el anexo 2.
Periodo verificado	2021
Exclusiones justificadas:	Las no aplicables a GRI Standards – Nivel Esencial
Marco's empleado para la presentación de indicadores	GRI Standards – Nivel Esencial

#### 2 Resultados de la verificación

Se concluye que el informe: "Memoria de Responsabilidad Social Corporativa - Estado de la Información no Financiera" correspondiente al ejercicio 2021 para Grupo Logístico Sesé S.L. y Sociedades Dependientes recoge información suficiente para entender la evolución, los resultados y la situación del grupo/empresa y el impacto de su actividad respecto a cuestiones ambientales, sociales, de respeto a los derechos humanos, lucha contra la corrupción y soborno, así como relativos al personal incluidas las medidas adoptadas para favorecer el principio de igualdad de trato y de oportunidades entre mujeres y hombres, la no discriminación e inclusión de las personas con discapacidad y la accesibilidad universal.

La información financiera incluida en este Informe, proviene de las cuentas anuales de Grupo SESE y otra documentación financiera, que ha sido revisada por terceros independientes (Deloitte). Las conclusiones de este informe sólo afectan a la información no financiera contenida en él.

Sobre los indicadores e información revisada con un nivel de aseguramiento limitado, no hemos observado circunstancias que nos indiquen que los datos recogidos en el Informe no hayan sido obtenidos de manera fiable, que la información no esté presentada de manera adecuada, ni que existan desviaciones ni omisiones significativas, excepto para las discrepancias detectadas.

Las discrepancias detectadas se encuentran descritas en el anexo 1 de este informe y han sido presentadas en la reunión final.

Por todo lo expuesto, la opinión sobre la verificación realizada es FAVORABLE, con excepción de las discrepancias detectadas.

Las conclusiones presentadas en este informe son válidas para la última versión del Informe de Estados no financiero recibido con fecha 18/05/2022.

#### 3 Aclaraciones y responsabilidades sobre la verificación

Se entiende por Nivel de Aseguramiento Limitado aquel en el cual la naturaleza y la extensión de las actividades de verificación se han diseñado para proporcionar un nivel de aseguramiento, en la información y los datos históricos, reducido. El riesgo de verificación es más alto que en el nivel de aseguramiento razonable y la naturaleza, dedicación y extensión de la recolección de evidencias es deliberadamente menor, pero mantiene un nivel de aseguramiento útil.

Se considera discrepancia material aquella omisión, distorsión o error que pueda ser cuantificado y suponga una diferencia superior al 5% con respecto al total del valor declarado.

La verificación de los auditores no exime a la organización de la responsabilidad, el cumplimiento y una constante atención a las exigencias de los requisitos legales aplicables en vigor.

### Informe de Verificación



Cliente	Periodo de verificación
Grupo Logístico Sesé S.L. y Sociedades Dependientes – Exp. Nº 00210012	2021

La verificación responde a un trabajo muestral, basado en ISO 2859-parte 1, es por ello por lo que se garantiza un nivel de aseguramiento reducido.

Hemos realizado nuestro trabajo de acuerdo con las normas de independencia requeridas por el Código de Ética de TÜV Rheinland Iberica Inspection, Certification and Testing, S.A. y basándonos en el cumplimiento de los requisitos establecidos en la ISO/IEC 17029:2021, Evaluación de la conformidad. Principios generales y requisitos para los organismos de validación y verificación.

Toda la información obtenida durante la verificación será tratada con la más estricta confidencialidad por el equipo auditor y la entidad de certificación.

Este informe es propiedad de TÜVRheinland® y no podrá ser modificado sin su autorización.

23/5/2022  
Fecha

  
Ara E. Morales López  
Verificador jefe

  
Santiago Carrete  
Responsable del área de Certificación

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## GENERAL CONTENTS

GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	External verification
Organisation profile						
<b>GRI 102</b>	<b>GENERAL CONTENTS</b>					
102-1	Name of the organisation	SESÉ GROUP	✓			✓
102-2	Activities, brands, products and services	Structure and Organisation Chart (p.12), Products and Services (p.31)	✓			✓
102-3	Location of headquarters	Calle Virgen del Acuerdo nº5, 50014 Zaragoza, Spain (+34) 976 455 800	✓			✓
102-4	Location of operations	Experience in motion (p.10)	✓			✓
102-5	Ownership and legal structure	Grupo Sesé. Name of the holding company: Grupo Logístico Sesé SL, VAT B99066011	✓			✓
102-6	Markets served	Experience on the Move (p.10), Products and Services (p.31), Business Markets (p.32), Clients (p.126)	✓			✓
102-7	Size of the organisation	Staff profile (p.63), Grupo Sesé in 2021 (p.15)	✓	Total number of staff	✓	✓
					The capitalisation is Equity, there is no participative debt. The shareholder structure as of 31/12/2021 is: î Promo Melga SL 52% î Alosa Union SL 48%	
102-8	Information about employees and other workers	Staff profile (p.63)	✓	Distribution of employees by country, by type of contract and by category	✓	✓
102-9	Supply chain	Value chain (p.29)	✓			✓
102-10	Significant changes in the organisation and its supply chain	Letter from the President (p.5), Structure and organisation chart (p.12), Grupo Sesé in 2021 (p.15), Business markets (p.32), Report content (p.165)	✓			✓

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102-11	Precautionary principle or approach	✓	Application of the precautionary principle	✓		✓
102-12	External initiatives	✓				✓
102-13	Affiliation with associations	✓				✓
<b>Strategy</b>						
102-14	Statement by senior decision-makers	✓				✓
102-15	Main impacts, risks and opportunities	✓				✓
<b>Ethics and integrity</b>						
102-16	Values, principles, standards and norms of conduct	✓	Human rights management Promotion of fundamental conventions International Labour Organisation	✓ ✓		✓
102-17	Advisory mechanisms and ethical concerns	✓				✓
<b>Governance</b>						
102-18	Governance structure	✓				✓
102-19	Delegation of authority					
102-20	Executive-level responsibility for economic, environmental and social issues					
102-21	Consultation of stakeholders on economic, environmental and social issues					
102-22	Composition of the highest governance body and its committees					

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102-23	President of the highest governing body	Structure and Organisation Chart (p.12), Governing Bodies and Functions (p.34)	✓				✓
102-24	Nomination and selection of the highest governing body						
102-25	Conflicts of interest						
102-26	Role of the highest governance body in the selection of purposes, values and strategy						
102-27	Collective knowledge of the highest governing body						
102-28	Evaluation of the performance of the highest governance body						
102-29	Identification and management of economic, environmental and social impacts						
102-30	Effectiveness of risk management processes						
102-31	Evaluation of economic, environmental and social issues						
102-32	Role of the highest governance body in sustainability reporting						
102-33	Communication of critical concerns						
102-34	Nature and total number of critical concerns						
102-35	Remuneration policies						
102-36	Process for determining remuneration						
102-37	Involvement of stakeholders in remuneration						

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GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	External verification
102-38	Total annual compensation ratio					
102-39	Ratio of percentage increase in total annual compensation					
<b>Stakeholder engagement</b>						
102-40	List of stakeholders	Relationship with stakeholders (p.53)		✓		✓
102-41	Collective bargaining agreements	Dialogue and participation (p102)		✓	Social dialogue Percentage of employees covered by the country's collective bargaining agreements	✓
102-42	Identification and selection of stakeholders	Relationship with stakeholders (p.53)		✓		✓
102-43	Approach to stakeholder engagement	Relationship with stakeholders (p.53)		✓		✓
102-44	Key issues and concerns mentioned	Committed to SDGs (p.49), Stakeholder engagement (p.53), Materiality analysis (p.55), Balance material issues (p.58)		✓		✓
<b>Practises for the preparation of reports</b>						
102-45	Entities included in the consolidated financial statements	Contents of the report (p165)		✓		✓
102-46	Definition of report contents and topic coverage	Materiality analysis (p.55), Contents of the report (p.167)		✓		✓
102-47	List of material topics	Materiality analysis (p55), Materiality balance (p58)		✓		✓

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GRI Indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	External verification
102-48	Restating of information					✓
102-49	Changes in reporting	✓			Contents of the report (p165)	✓
102-50	Period covered in the report	✓			Contents of the report (p165)	✓
102-51	Date of last report	✓			Contents of the report (p165)	✓
102-52	Reporting cycle	✓			Contents of the report (p165)	✓
102-53	Contact point for questions about the report	✓			Contents of the report (p165)	✓
102-54	Statement that the report has been prepared in accordance with GRI standards	✓			Contents of the report (p165)	✓
102-55	GRI contents index	✓			GRI Index (p171)	✓
102-56	External verification	✓			Report content (p165), External verification of report (p169)	✓

## MANAGEMENT APPROACH

GR indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	External verification
GRI 103	MANAGEMENT APPROACH					
103-1	Explanation of the material topic and its coverage	✓			See introduction to each of the headings.	✓
103-2	The management approach and its components	✓			See introduction to each of the headings.	✓
103-3	Evaluation of the management approach	✓			Policy and strategy (p.47), See introduction to each of the sections.	✓

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## ECONOMIC DIMENSION

	GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	External verification
<b>GRI 201</b>	<b>ECONOMIC PERFORMANCE</b>	Economies (p160)		Public subsidies received	✓		✓
201-1	Direct economic value generated and distributed	Grupo Sesé in 2021 (p.15), Economy (p.160)	✓	Average remuneration of directors Average management remuneration Benefits obtained by country Paid benefit taxes Contributions to foundations and non-profit organisations	✓ ✓ ✓ ✓	Expressed in aggregate form Unpublished, confidentiality Expressed in aggregate form	✓
201-2	Financial implications and other risks and opportunities arising from climate change						
201-3	Defined benefit and other retirement plan obligations						
201-4	Financial assistance received from the government						
<b>GRI 202</b>	<b>MARKET PRESENCE</b>						
202-1	Ratio of the standard entry level salary by sex to the local minimum wage	Equality (p70)	✓	Remuneration by sex, age and category Wage gap	✓ ✓	Calculated against the SMI □	✓
202-2	Proportion of senior executives hired in the local community	Supporting the local communities where it operates (p108)	✓				✓

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GR indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	External verification
<b>GRI 203</b>	<b>INDIRECT ECONOMIC EFFECTS</b>					
203-1	Investment in infrastructures and supported services		Resources dedicated to the prevention of environmental risks	✓		✓
203-2	Significant indirect economic impacts	✓	Contributions to foundations and non-profit organisations The company's commitment to sustainable development	✓		✓
<b>GRI 204</b>	<b>PROCUREMENT PRACTICES</b>			✓		
204-1	Proportion of spending on local suppliers					
<b>GRI 205</b>	<b>ANTI-CORRUPTION</b>					
205-1	Operations assessed for corruption-related risks	✓	Measures taken to prevent corruption, bribery and money laundering	✓		✓
205-2	Communication and training regarding anti-corruption policies and procedures					
205-3	Corruption cases confirmed and action taken	✓				✓P

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GR indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	External verification
<b>GRI 206</b>	<b>UNFAIR COMPETITION PRACTICES</b>					
206-1	Legal actions related to unfair competition and practices that are monopolistic and contrary to free competition Business ethics and transparency (p40)	✓				✓
<b>GRI 207</b>	<b>TAXATION</b>					
207-1	Fiscal approach					
207-2	Fiscal governance, control and risk management					
207-3	Stakeholder engagement and management of tax concerns					
207-4	Country-by-country reporting					

## ENVIRONMENTAL DIMENSION

GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Ley 11/18 Informado	Additional remarks	External verification
<b>GRI 301</b>	<b>MATERIALS</b>					
301-1	Materials used by weight or volume Environment (p146)	✓	Consumption of raw materials and measures taken to improve the efficiency of their use Subcontracting and suppliers	✓ ✓		✓
301-2	Recycled inputs					
301-3	Reused products and packaging materials					

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GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	Verificación Externa
<b>GRI 302 ENERGY</b>	<b>Environment (p141, p147)</b>		<b>Measures taken to improve energy efficiency</b>	✓		
			<b>The company's commitment to sustainable development</b>	✓		✓
302-1	Energy consumption within the organisation		Consumption of raw materials and measures taken to improve the efficiency of their use	✓		
		✓	Direct and indirect energy consumption	✓		✓
			Use of renewable energies	✓		✓
302-2	Energy consumption outside the organisation					
302-3	Energy intensity					
302-4	Reduction of energy consumption					
302-5	Reductions in the energy requirements of products and services					
<b>GRI 303 WATER</b>	<b>Environment (p.136)</b>		<b>Suministro de agua Consumo de agua</b>	✓		✓
303-1	Interaction with water as a shared resource					
303-2	Management of impacts related to water discharges					
303-3	Water extraction					
303-4	Water discharges					
303-5	Water consumption					

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GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	Verificación Externa
<b>GRI 304 BIODIVERSITY</b>						
304-1	Owned, leased or managed operations centres located within or adjacent to protected areas or areas of high biodiversity value outside protected areas. Environment (p148)	✓	Protection of biodiversity Impacts caused by activities in protected areas	✓ ✓		✓ ✓
304-2	Significant impacts of activities, products and services on biodiversity					
304-3	Protected or restored habitats					
304-4	Species appearing on the IUCN Red List and on national conservation lists whose habitats are in areas affected by operations					
<b>GRI 305 EMISSIONS</b>						
305-1	Direct GHG emissions (Scope 1) Environment (p145)	✓	Current and foreseeable effects of the company's activities on the environment Certification and/or environmental assessment Important elements GHG emissions Circular Economy at the Sesé Group	✓ ✓ ✓ ✓		✓
305-2	Indirect GHG emissions (Scope 2) Environment (p145)	✓				✓
305-3	Other indirect GHG emissions (Scope 3) Environment (p145)					
305-4	Intensity of GHG emissions Environment (p143)	✓				✓

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GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	Verificación Externa
305-5	Reduction of GHG emissions	Environment (p143)	Measures and means to prevent, reduce or repair emissions. Targets set for the medium and long term 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	Environment (p145)		✓		✓

#### Clarification on scope and sources of calculation of environmental dimension GRI indicators

Indicator	Source of emission/consumption	Source for calculation of emissions / consumption	
302-1	Renewable energy	Report on the system of guarantee of origin and labelling of electricity for 2020, National Commission for Markets and Competition and Spanish Office for Climate Change. Electricity labelling included in invoice information: Germany, Portugal, Czech Republic	The scope of the environmental dimension includes the activities over which the organisation has operational control.  The calculation method is based on information extracted from primary sources; if these are not available, the data are estimated based on 2020 and/or consumption averages of months with available information.
305-1	CO2 truck CO2 forklifts	Emission factors, April 2021 v17 - OECC (Oficina Española de Cambio Climático, the Spanish Climate Change Bureau), the Spanish Ministry for Ecological Transition	The information provided in the report regarding the organisation's GHG emissions includes Scope 1 and Scope 2, based on operational control.
305-2	CO2 permanent installations CO2 electricity CO2 raw material	Emission factors, April 2021 v17 - OECC (Oficina Española de Cambio Climático, the Spanish Climate Change Bureau), the Spanish Ministry for Ecological Transition Report on the system of guarantee of origin and labelling of electricity for 2020, National Commission for Markets and Competition and Spanish Office for Climate Change. Report of the Energy Regulatory Commission of Mexico 2019 (for electricity emissions in Mexico) Electricity labelling included in invoice information: Germany, Portugal, Czech Republic Guidelines to Defra/DECCs GHG Conversion. Version 1.0 2021	In the case of Scope 3: <ul style="list-style-type: none"> <li>Indirect emissions caused by the transport of supplies and products for the Industrial Services Division are included in Scope 1 as they are carried out internally through the Sesé Group's Transport Division.</li> <li>Indirect emissions caused by products used by the organisation include: water consumption, plastic consumption in industrial activities, professional travel by company personnel, and paper and cardboard consumption, without taking into account emissions from subcontracted transport.</li> <li>Indirect GHG emissions associated with end-of-life emissions have not been reported.</li> </ul>
305-7	NOx transports NOx y SOx forklifts  NOx y SOx permanent installations	Calculation guide of the pollutant emissions of the Department of Territory and Sustainability of the Generalitat de Catalunya. Vehicle specification sheet  Spanish emission inventory system; estimation methodologies. Ministerio para la Transición Ecológica, Ministry for Ecological Transition.	Offsets and GHG removals have not been taken into account in the calculation of emissions.

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GR indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	Verificación Externa
<b>GRI 306</b>	<b>WASTE</b>		<b>Actions to combat waste Waste management</b>	✓ ✓	Not applicable by activity	✓ ✓
306-1	Generation of waste and significant waste-related impacts					
306-2	Management of significant waste-related impacts					
306-3	Waste generated					
306-4	Waste not destined for disposal					
306-5	Waste for disposal					
<b>GRI 307</b>	<b>ENVIRONMENTAL COMPLIANCE</b>					
307-1	Non-compliance with environmental legislation and regulations	Economy (p.162, p.163)	Amount of provisions and guarantees for environmental risks	✓		✓
<b>GRI 308</b>	<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>					
308-1	New suppliers that have passed selection filters in accordance with environmental criteria					
308-2	Negative environmental impacts on the supply chain and measures taken					

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## SOCIAL DIMENSION

GR indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Ley 11/18 Informado	Additional remarks	External verification
<b>GRI 401</b>	<b>EMPLOYMENT</b>					
401-1	New employee hires and staff turnover	People (p62)	Number of dismissals by sex, age and category Absenteeism rate	✓		✓
401-2	Benefits for full-time employees that are not given to part-time or temporary employees	People (p95- p98)	Medidas de conciliación, desconexión laboral, organización del tiempo de trabajo	✓		✓
401-3	Parental leave					
<b>GRI 402</b>	<b>RELATIONS BETWEEN WORKERS AND MANAGEMENT</b>					
402-1	Minimum notice periods for operational changes					
<b>GRI 403</b>	<b>OCCUPATIONAL HEALTH AND SAFETY</b>					
403-1	Occupational Health and Safety Management System	Occupational Health and Safety (p75), GRI Index (p171)		✓		✓
403-2	Hazard Identification, Risk Assessment and Incident Investigation	Occupational Health and Safety (p75), Dialogue and participation (p102)		✓		✓
403-3	Occupational health services	Occupational Health and Safety (p.75)		✓		✓
403-4	Worker participation, consultation and communication on occupational health and safety	Corporate Governance (p33), Occupational Health and Safety (p75), Dialogue and Participation (p102)	Social dialogue Percentage of employees covered by the country's collective bargaining agreements	✓		✓
403-5	Training of workers in occupational health and safety	Occupational Health and Safety (p75, p86), Training and competences (p86)		✓		✓
403-6	Do you monitor your workers' health?	Occupational Health and Safety (p.75)		✓		✓
403-7	Prevention and mitigation of impacts on the health and safety of workers directly linked to trade relations	Occupational Health and Safety (p.75)		✓		✓

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403-8	Coverage of the occupational health and safety management system	Occupational Health and Safety (p.76)		✓		✓	
403-9	Work-related injuries	Occupational Health and Safety (p76 - p79)		✓	Frequency rate, severity rate by sex	✓	For the group of temporary agency workers, the breakdown by gender of the Sesé Group's workforce has been used as a premise
403-10	Occupational ailments and illnesses	Occupational Health and Safety (p76 - p79)		✓	Occupational disease by sex	✓	✓
<b>GRI 404</b>	<b>TRAINING AND TEACHING</b>						
404-1	Average hours of training per year per employee	Training and skills (p86)		✓	Policies implemented in training Training ratio by professional category	✓	✓
404-2	Employee skills improvement programmes and transition assistance programmes	People (p55), Training and skills (p86), Young talents (p91), Conciliation (p95)		✓	Policies implemented in training Measures implemented to promote employment	✓	✓
404-3	Porcentaje de empleados que reciben evaluaciones periódicas del desempeño y desarrollo profesional	Training and skills (p91)		✓			✓
<b>GRI 405</b>	<b>DIVERSITY AND EQUAL OPPORTUNITIES</b>						
405-1	Diversity in governing bodies and employees	Governing Bodies and Functions (p34), Staffing Profile (p63- p69)		✓	Distribution of employees by sex and age Employees with disabilities	✓	✓
405-2	Ratio of basic salary and remuneration of women compared to men	Equality (p70)		✓	Remuneración por sexo Brecha salarial	✓	Calculated against the SMI of each country

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<b>GRI 406</b>	<b>NON-DISCRIMINATION</b>					
406-1	Cases of discrimination and corrective actions taken	Staff profile (p74)	Equality plans, diversity policy Measures implemented to promote equality Sexual harassment protocols Employees with disabilities	✓ ✓ ✓ ✓		✓
<b>GRI 407</b>	<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>					
407-1	Operations and suppliers whose right to freedom of association and collective bargaining may be at risk.					
<b>GRI 408</b>	<b>CHILD LABOUR</b>					
408-1	Operations and providers at significant risk of child labour cases					
<b>GRI 409</b>	<b>FORCED OR COMPULSORY LABOUR</b>					
409-1	Operations and suppliers with significant risk of forced or compulsory labour cases					
<b>GRI 410</b>	<b>SAFETY PRACTICES</b>					
410-1	Security personnel trained in human rights policies or procedures					
<b>GRI 411</b>	<b>RIGHTS OF INDIGENOUS POPULATIONS</b>					
411-1	Cases of violations of the rights of indigenous peoples					

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GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	Verificación Externa
<b>GRI 412</b>	<b>HUMAN RIGHTS ASSESSMENT</b>					
412-1	Operaciones sometidas a revisiones o evaluaciones de impacto sobre los derechos humanos					
412-2	Training of employees in human rights policies or procedures					
412-3	Significant investment agreements and contracts with human rights clauses or subject to human rights assessment					
<b>GRI 413</b>	<b>LOCAL COMMUNITIES</b>					
413-1	Operations with local community participation, impact assessments and development programmes	✓	Supporting the local communities where it operates (p108), Fundación Sesé (p110)	✓	The company's commitment to sustainable development	✓
413-2	Operations with significant negative impacts, whether actual or potential, on local communities					
<b>GRI 414</b>	<b>SUPPLIER SOCIAL ASSESSMENT</b>					
414-1	New suppliers who have passed selection filters according to social criteria					
414-2	Negative social impacts on the supply chain and measures taken					
<b>GRI 415</b>	<b>PUBLIC POLICY</b>					
415-1	Contributions to political parties and/or representatives					

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<b>GRI 416</b>	<b>CLIENT HEALTH AND SAFETY</b>		<b>Management of customer complaints</b>	✓		✓
416-1	Health and safety impact assessment of product or service categories					
416-2	Cases of non-compliance relating to health and safety impacts of product and service categories					
<b>GRI 417</b>	<b>MARKETING AND LABELLING</b>					
417-1	Requirements for information and labelling of products and services					
417-2	Cases of non-compliance related to information and labelling of products and services					
417-3	Cases of non-compliance related to marketing communications					
<b>GRI 418</b>	<b>CLIENT PRIVACY</b>					
418-1	Substantiated complaints relating to breaches of customer privacy and loss of customer data					
<b>GRI 419</b>	<b>SOCIO-ECONOMIC COMPLIANCE</b>					
419-1	Non-compliance with laws and regulations of a social or economic nature	Business ethics and transparency (p.40), Economics (p.160)		✓		✓
<b>SESÉ 501</b>	<b>INNOVATION</b>					
SESÉ 501-1	Innovation in figures	Innovation (p.141, p.154)		✓		✓

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ISO 9001 94%		IATF 16949 10%	ISO 14001 55%	SQAS 43%
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ISO 45001 47%	SPP (*) Not applicable, intra-group	ISO 27001 79%	TISAX 48%	OEA 61%
Grupo Logístico Sesé SL Trans Sesé SL Hnos. Sesé Asensio SL	Hnos. Sesé Asensio SL	Grupo Logístico Sesé SL	Trans Sesé SL Palau Automotive Manufacturing SL	Trans Sesé SL Deltacargo SL Logística Sesé México SA de CV van Eupen Logistik GmbH

(\*) Own Prevention Service - legal audit in accordance with the provisions of Law 31/1995, Law 54/2003 and RD 39/1997.



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