

CORPORATE SOCIAL RESPONSIBILITY REPORT

Non-financial statement

2020





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, 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



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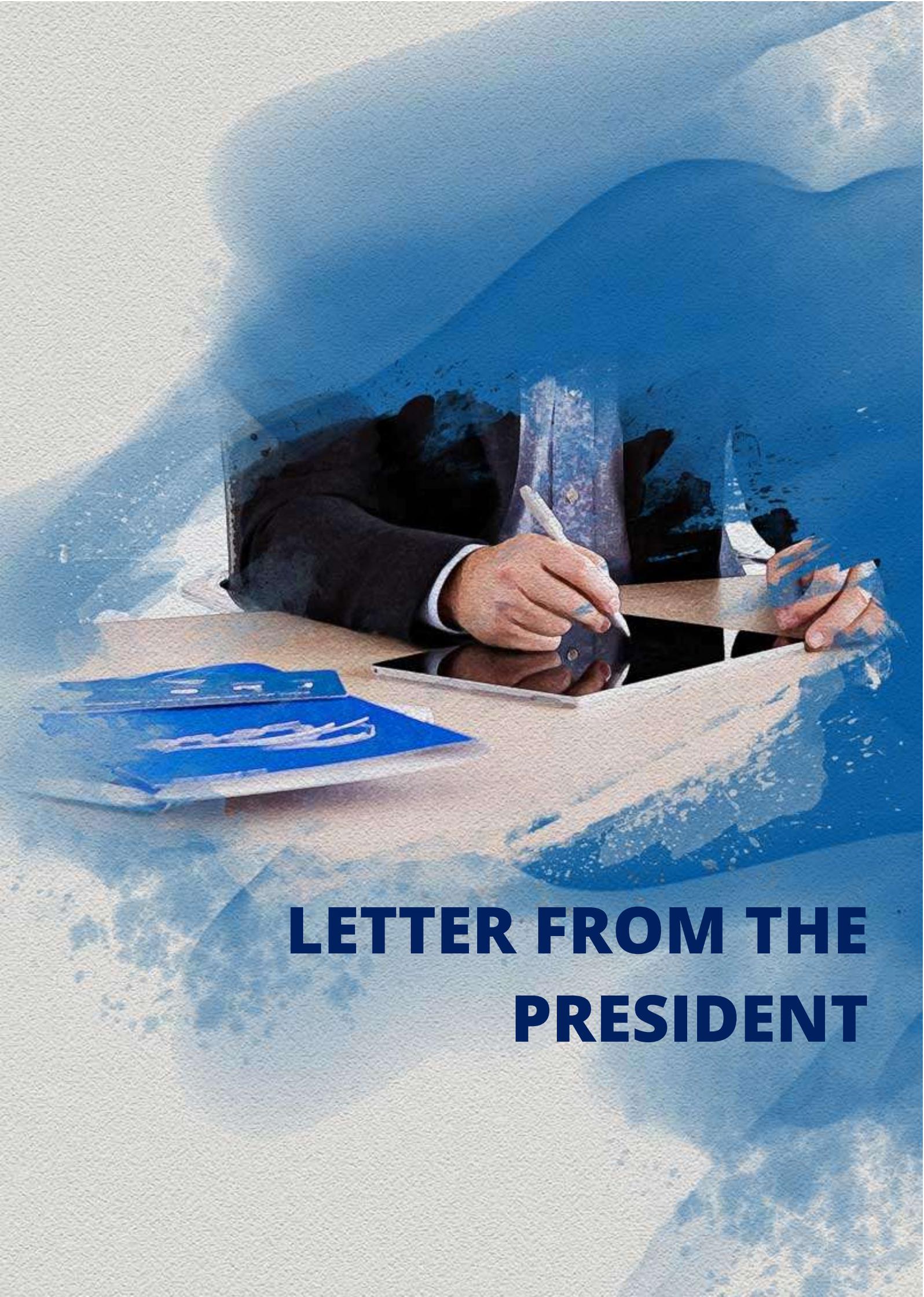
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LETTER FROM THE PRESIDENT

Letter from the president



2020 has been a **demanding year**; tough and deeply anomalous, that has tested us as a society, as a country and even as individuals.

Spanish companies closed the first nine months of the year in losses, a situation not seen since 2002. Spanish productive fabric was not even in loss in 2009, following the bankruptcy of Lehman Brothers. OECD predictions state that Spain will not recover pre-crisis GDP until 2023, despite the vaccines.

For **Spanish family businesses**, these prospects get worse. 90% of them have closed the year with significant drops in turnover. This is particularly worrying given that 89% of Spanish companies are family-owned. Year after year, we family businesses are consolidating ourselves as an asset of major importance to the Spanish economy, generating more than 6.5 million jobs and contributing 57% of the private sector's GDP. If we add to this our values, such as long-term commitment and rootedness to the land, our importance is multiplied.

"It always seems impossible until it's done." Nelson Mandela.

In this context, Grupo Sesé has closed the year with a turnover 20% lower than expected, and although this is not what we were expecting when designing the budgets for 2020, it is the result of solid **teamwork**, a coordinated **effort** of all levels of the organisation and a responsible exercise of **flexibility** and **adaptation** by the company.

SOLIDARITY

In 2019, the **Corporate Volunteer Program** was launched. We did not imagine at the time that only 1 year later it would make so much sense to have taken this step.

The workers and volunteers of Grupo Sesé are more united than ever in the fight against the same adversary, so **Sesé Foundation and Grupo Sesé have joined forces in the fight against Covid-19**, offering their operational, logistical and human resources to all entities and agencies that have needed it, transporting medical supplies for the EMU, manufacturing and donating personal protective equipment to hospitals and nursing homes, supporting our customers in the manufacture of respirators for hospitals, etc..

That is why all our volunteers now require a mention of gratitude and pride on our part, and especially for those who have put their best efforts into the altruistic manufacture of masks and, above all, for the people of **Urrea de Gaén**, who has turned body and soul collaborating on this project.

COMPETITIVENESS

We have had two main priorities during this pandemic: **to safeguard people's health and well-being**, toward which we have dedicated our best efforts, and **to protect the operational and financial health of our business**, and, by extension, our future.

In 2020, we opened for business in our 17th country by establishing ourselves in the **Netherlands**. Two new operational divisions have been created: **E-Commerce and Forwarding**, with the focus on the development of activities originating in the **Retail** sector.

It was also the year of the deployment of the **transversal digitisation project** that had already begun in the Transport area through the SmartDriving and SmartPlanning initiatives.

Letter from the president

SUSTAINABILITY

During the first weeks of the quarantine, we witnessed nature making the news headlines. The planet was speaking loud and clear and giving us a lesson on how humans can impact their environment.

The fight against climate change is one of the greatest challenges for society as a whole, with clear and very important economic consequences that we will all have to face. At Grupo Sesé, we want to be an agent of change and to distinguish ourselves as a company by exercising a real and effective fight against climate change, through rigorous control of our **carbon footprint** and a **structured plan to reduce it** in all our activities.

This plan has crystallised into the **Smart & Green Project**, a global smart decarbonisation project based on efficiency, digitisation and the transition towards a green, sustainable business model that will enable us to meet our goal of being an emission-neutral company by 2050.

In 2020, we were once again awarded the **Ecovadis Gold Medal** for our CSR, reaching the 97th percentile amongst the companies of our sector. We have also renewed our commitment to the **Aragon 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 Aragon and our commitment to the SDGs.

Our **commitment to the 17 Sustainable Development Goals (SDGs) and the 2030 Agenda of the United Nations** is firm and we make our contribution to the goal of leaving no one behind and once again this year we ratify and renew our support for the principles and values upheld by the United Nations Global Compact.

LEARNING

2020 has been a tough year, but it has also taught us some important lessons.

- One of them is **the importance of the transport sector for society**. In this regard, I would like to most prominently highlight the commendable work that our **drivers** do every day to ensure smooth non-stop journeys, meeting all requirements and safely delivering materials to wherever they need to be.
- That **flexibility** and **adaptability** will mark our future, in every sense of the word. This is something that has always been in the DNA of Grupo Sesé, but this situation has reminded us of it, and we have relearned it.
- And we have learned that **we are strong** and that, working together as a team, we are even stronger, capable of achieving the unthinkable.

Once again, it's that time of year when we recognise and express our most sincere gratitude to our **customers**: the willingness to fulfil and surpass their needs and expectations makes us strive to be better every day.

This is also the moment to thank an **exceptional team** for their commitment and professionalism, their efforts and their cohesion in a year as complex as the one we have lived through. The support for the company has been unwavering.

Let us once again thank all our **allies** and **collaborators** for their good work, as they are a fundamental part of our value chain and our competitiveness.

Letter from the president

I remember closing these same lines a year ago, talking about the importance of preparation, confidence and attitude to overcome challenges. 2021 will undoubtedly be a year marked by market uncertainty. The current situation requires renewed efforts from us, for which we are prepared. We cannot change the facts, but we can choose our **attitude** towards them.

Welcome to Grupo Sesé!

ZARAGOZA, 11 MARCH 2021

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

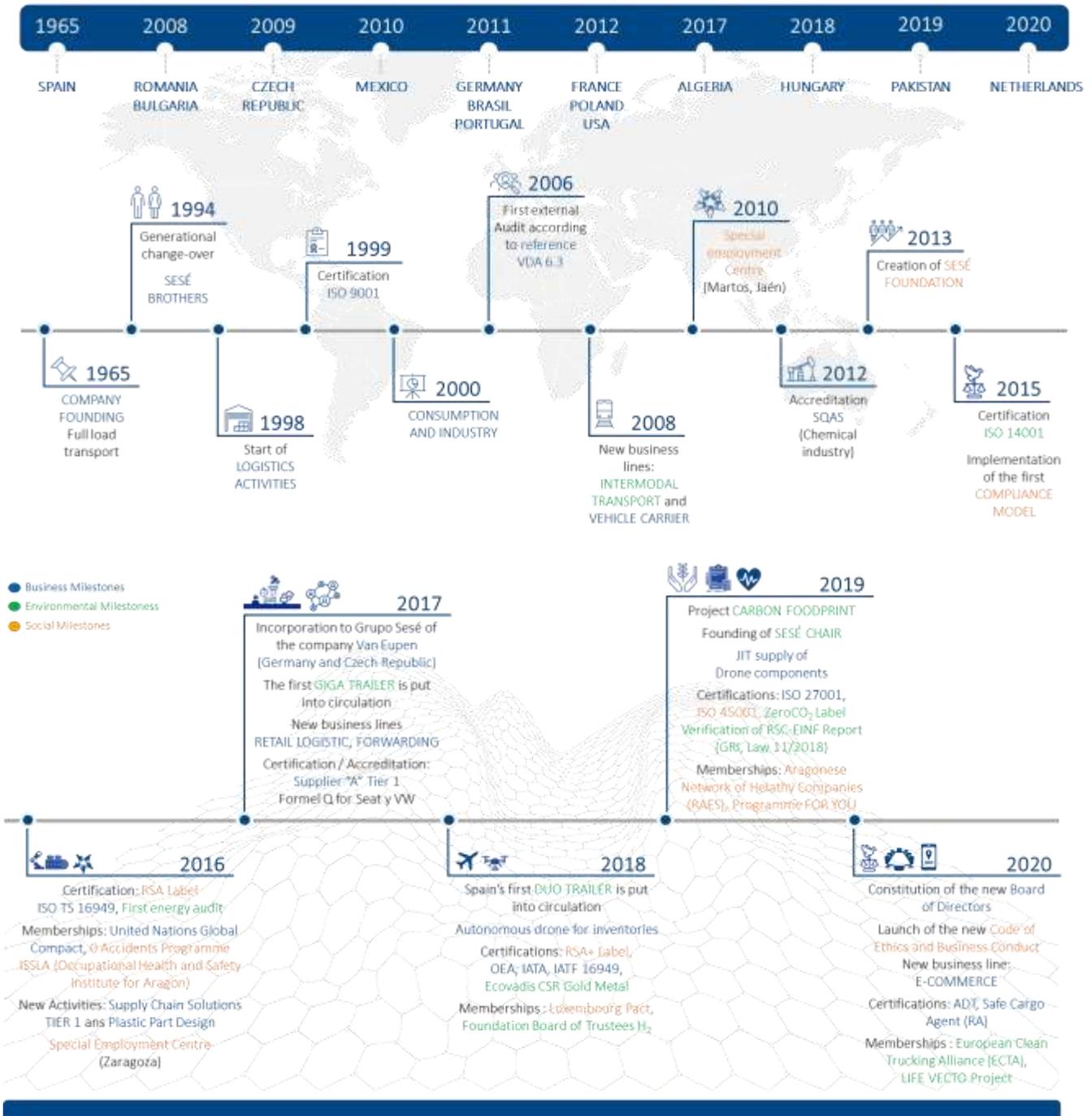
An on-the-move experience
Structure and organisation chart
Grupo Sesé in 2020
Awards and recognition
External principles

About Grupo Sesé

About Grupo Sesé | Experience in movement

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 Tier 1 and Supply Chain Solutions supplier to the leading automotive manufacturers.



MAIN MILESTONES IN THE HISTORY OF GRUPO SESÉ



About Grupo Sesé

Grupo Sesé, currently present in 17 countries, is made up of a team of more than 9,500 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.

In 2020, Grupo Sesé opened in its 17th country by launching its transport activity in the Netherlands.

SESÉ IN THE WORLD

EUROPE

- Germany
- Bulgaria
- Spain
- France
- Hungary
- Poland
- Portugal
- United Kingdom
- Czech Republic
- Romania
- The Netherlands

AMERICA

- Brazil
- United States
- Mexico

AFRICA

- Algeria
- Morocco

ASIA

- Pakistan



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

About Grupo Sesé | Structure and organisation chart

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



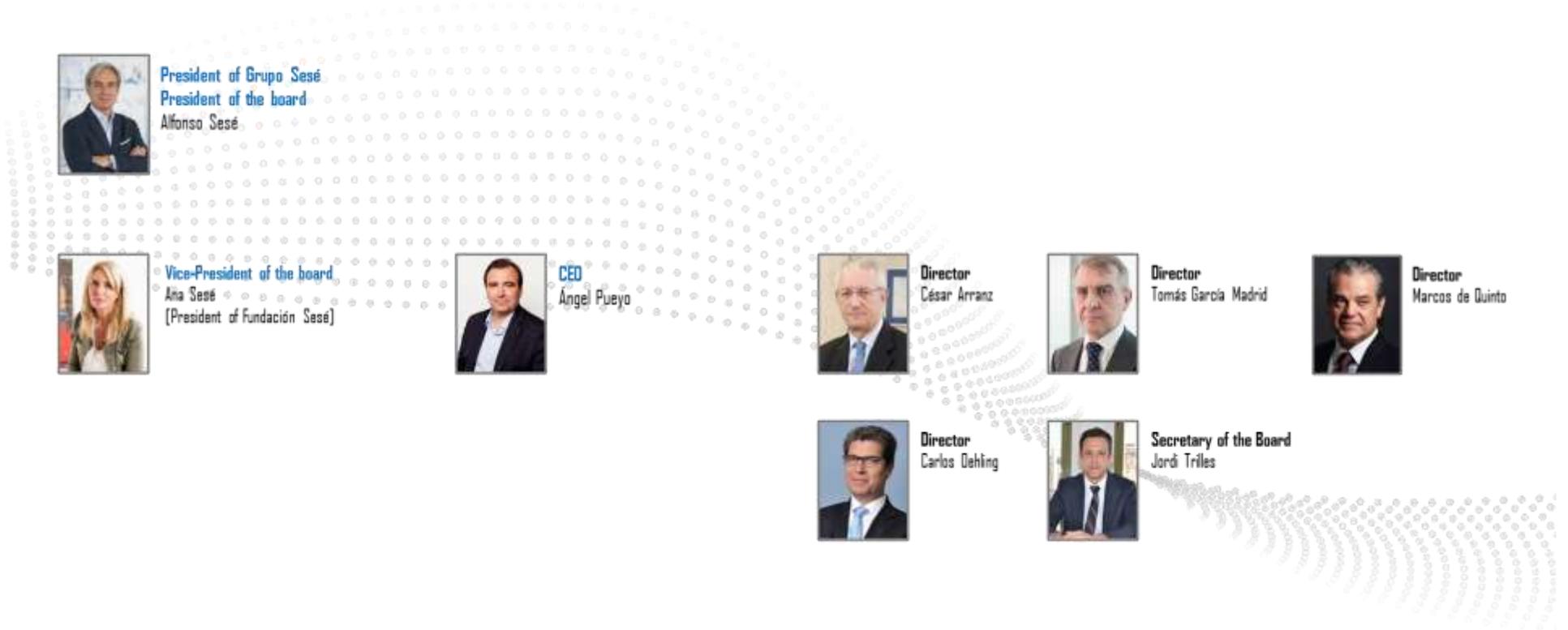
DIAGRAM OF GRUPO SESÉ DIVISIONS

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.

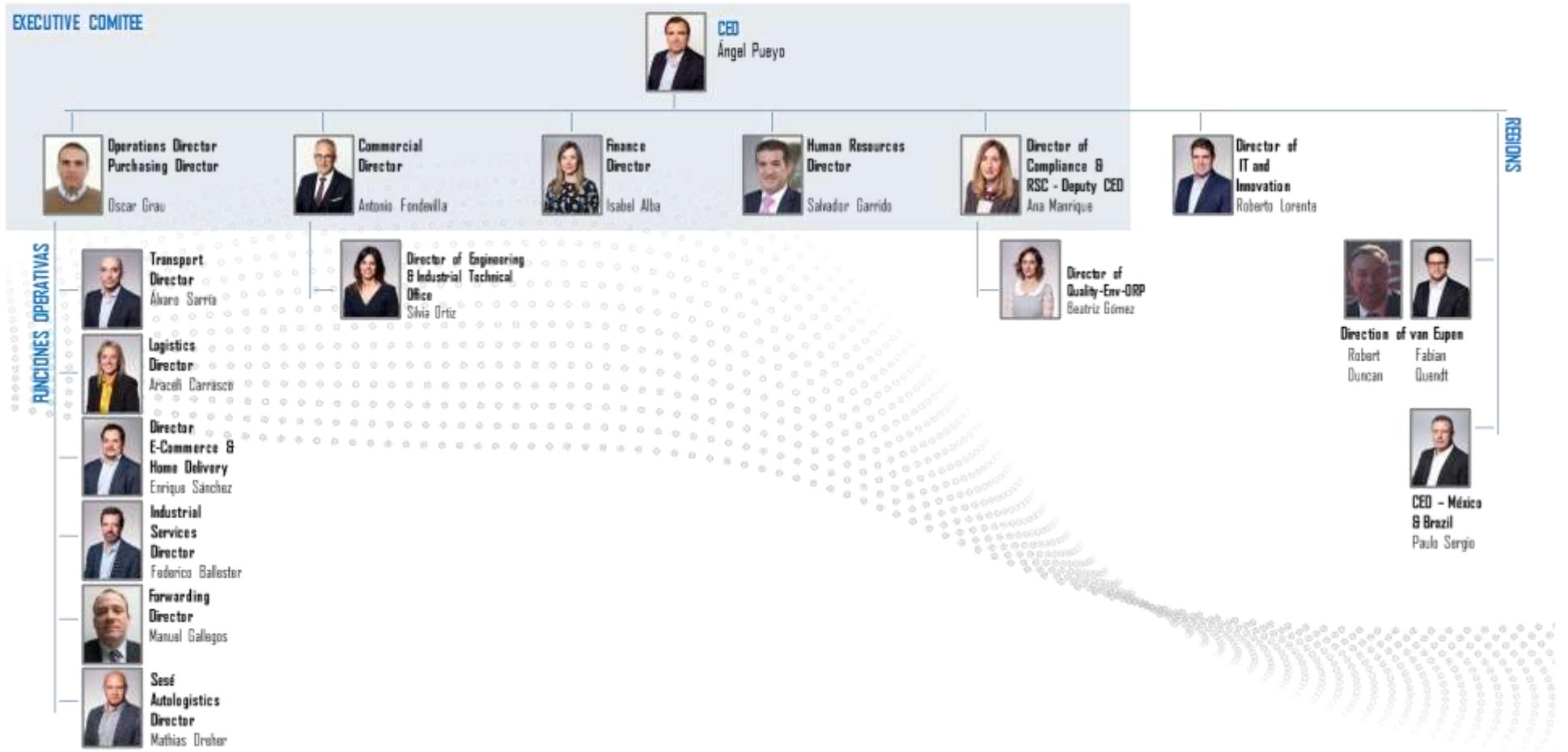
In January 2020, a new Board of Directors was formed with the appointment of 3 external directors who joined the President of the Board (Mr. Alfonso Sesé) and the Vice-Presidency (Mrs. Ana Sesé). Likewise, Mr. Ángel Pueyo was appointed as Chief Executive Officer. This modifies the previous Board of Directors, which was in force until 31/12/2019 and comprised the shareholders (Mr. Alfonso Sesé, Ms. Ana Sesé and Mr. José Antonio Sanz).

In January 2021, a fourth external director joined the Board of Directors (see details in the attached organisation chart).

About Grupo Sesé



About Grupo Sesé

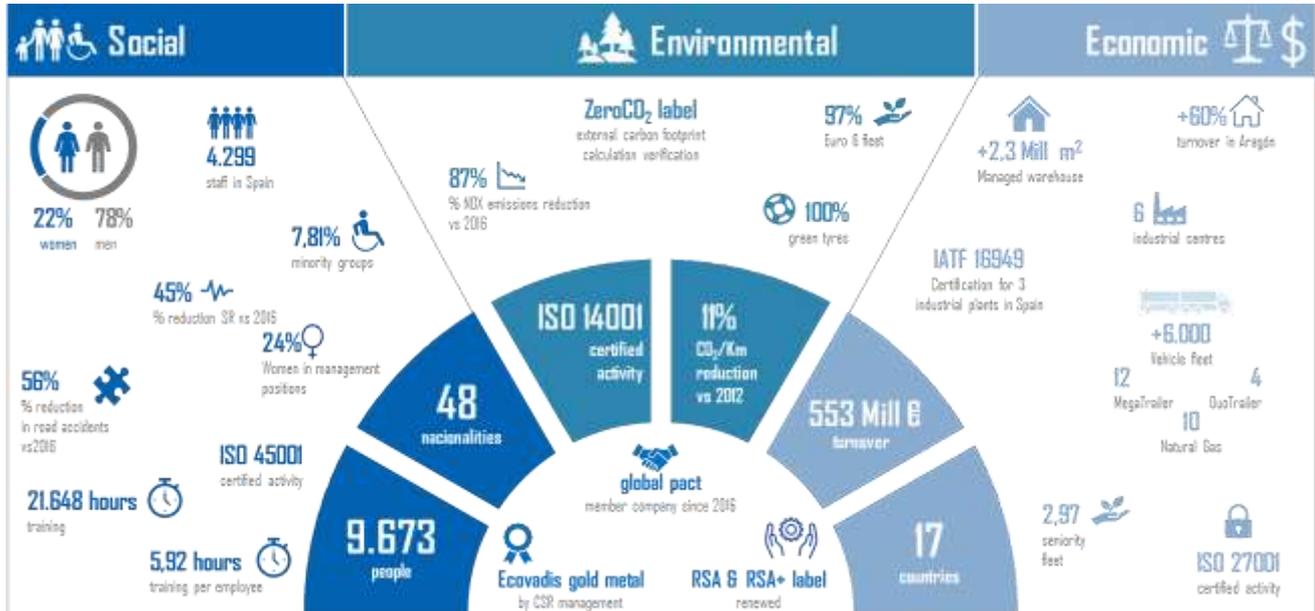


About Grupo Sesé

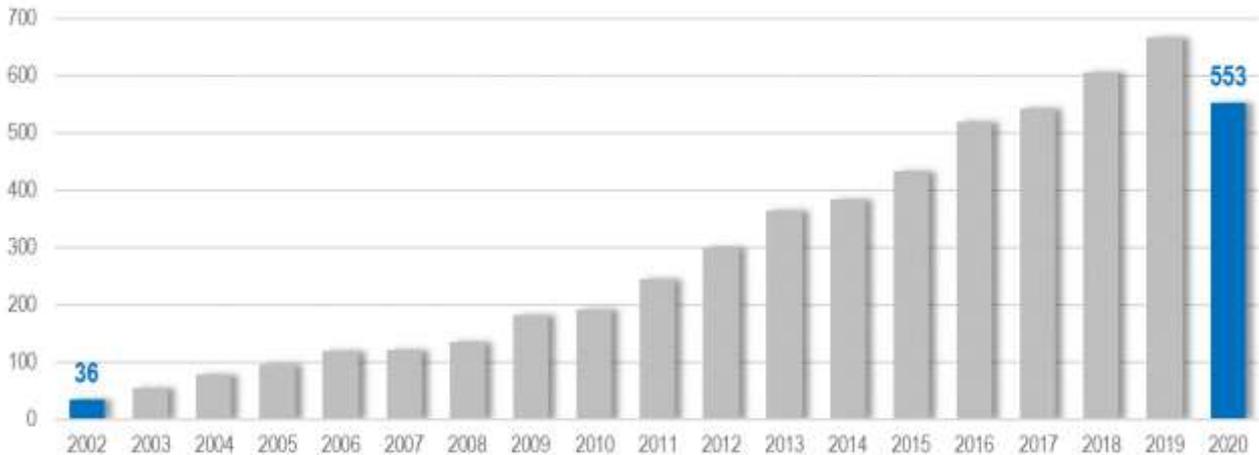
About Grupo Sesé | Sesé Group in 2020

As a result of an ambitious and carefully planned strategy, Grupo Sesé is a benchmark company in the sector, made up of a team of over 9,500 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.

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

About Grupo Sesé

Compared to the year 2020, the following may also be highlighted as the most relevant milestones of this year:



Grupo Sesé awarded a **new operation for Tecumseh in Brazil.**

Grupo Sesé awarded a **new logistics operation (Warehouse 28) in Mexico.**

January



Opening in **country number 17** by starting its activity in the **Netherlands.** Formation of a new company.

April



Constitution of a new company in Navarre in order to qualify as a **Special Employment Centre.**

Formation of a **new company in Spain** for the development of the **Forwarding** activity.

Grupo Sesé awarded a **new logistics operation in Hungary.**

July



Grupo Sesé awarded two **new logistics operations in Valladolid and Palencia.**

August



Trans Sesé obtains the **ADT** (temporary storage warehouse) certification for its facilities in Plaza (Zaragoza).

Incorporation of a **new company in Spain** for the last mile transport activity.

Incorporation of a **new company in the USA** for the development of **industrial services.**

Partnership with Microsoft for the change of Office system from Gsuite to Office 365

September



Trans Sesé obtains the qualification of **secure freight agent (RA)** for its facilities in Plaza (Zaragoza).

October



The SEC of Zaragoza awarded a **new digitisation activity.**

November



About Grupo Sesé

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	TRADIME-ARAGÓN AWARD granted by the Business Association.	
2008	FERNANDO ORÚS AWARD , granted by ASZA (<i>Agrupacion De Sordos De Zaragoza Y Aragón</i> , The Deaf Association of Zaragoza and Aragón) in recognition of support for labour integration of deaf people.	
2009	Finalists of the ENTREPRENEUR PRIZE organised by Ernst & Young.	
2010	ICIL AWARD for LOGISTIC EXCELLENCE for the IBERIAN PROJECT (this institute supports research, training, dissemination and business applications in logistics).	
2012	BEST NATIONAL LOGISTICS COMPANY AWARD at the Logistics and Maintenance Exhibition (SIL).	
	PILOT AWARD FOR LOGISTIC EXCELLENCE in Aragón, in the Large Companies category.	
2013	DIRECTORS AWARD for our business trajectory.	
	ASTER AWARD for our business trajectory.	
2014	GENERAL MOTORS SUPPLIER OF THE YEAR AWARD FOR WAREHOUSING AND MATERIAL LOGISTICS: Grupo Sesé was crowned Logistics Supplier of the Year by GM for its management of the Mokka Project.	
2015	The SOLIDAR 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 ADEA (<i>Asociación de Directivos y Empresarios de Aragón</i> , Association of Directors and Entrepreneurs of Aragón) AWARD 2015 was issued to Don Alfonso Sesé, within the DIRECTORS OF ARAGON category.	

About Grupo Sesé

2016	<p>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.</p>	
	<p>Recognition by the Government of Aragón and the different promoters of the Social Responsibility Plan of Aragón, with the issuance of the RSA COMPANY SEAL.</p>	
	<p>Grupo Sesé received a SILVER MEDAL from ECOVADIS (an independent platform for rating the sustainability performance of companies).</p>	
	<p>Urrea de Gaén, the municipality where Grupo Sesé originated, appointed Alfonso and Ana Sesé as its FAVOURED CHILDREN.</p>	
2017	<p>Grupo Sesé received SEAT's BEST LOGISTICS INNOVATION PRIZE for the SIDI project (involving use of autonomous unmanned drones for inventory).</p>	
	<p>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</p>	
	<p>The RSA COMPANY SEAL was renewed as part of the Social Responsibility Plan of Aragón.</p>	
	<p>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.</p>	
2018	<p>The RSA COMPANY SEAL was renewed as part of the Social Responsibility Plan of Aragón.</p>	
	<p>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.</p>	
	<p>Grupo Sesé received a GOLD MEDAL from ECOVADIS (an independent platform for rating the sustainability performance of companies).</p>	
	<p>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.</p>	
	<p>Prize for the Best Internationalisation Strategy awarded by EL VIGIA, at the 20th edition of the awards for the best logistics initiatives in Spain.</p>	

About Grupo Sesé

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.



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.



2019

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 Ejecutivos Magazine Aragón Executive Awards.



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.



About Grupo Sesé



COLLECTION OF THE DISTINCTION OF DOWN ARAGÓN BY MRS. ANA SESÉ (PRESIDENT OF FUNDACIÓN ALFONSO SESÉ TENA) AND Mrs. MARTA MOLINA (SESÉ GROUP EMPLOYEE)



COLLECTION OF THE AWARD FOR INNOVATION IN THE ERNST & YOUNG'S 24TH EDITION OF THE ERNST & YOUNG AWARDS FOR Mr. ALFONSO SESÉ (PRESIDENT OF GRUPO SESÉ)



COLLECTION OF THE 3 APRIL, SOCIAL WORK CATEGORY, BY MS. ANA SESÉ (PRESIDENT OF FUNDACIÓN ALFONSO SESÉ TENA)



COLLECTION OF THE RAE ACCREDITATION BY MRS. BEATRIZ GÓMEZ (QUALITY, ENVIRONMENT AND OCCUPATIONAL RISK PREVENTION MANAGER OF GRUPO SESÉ)

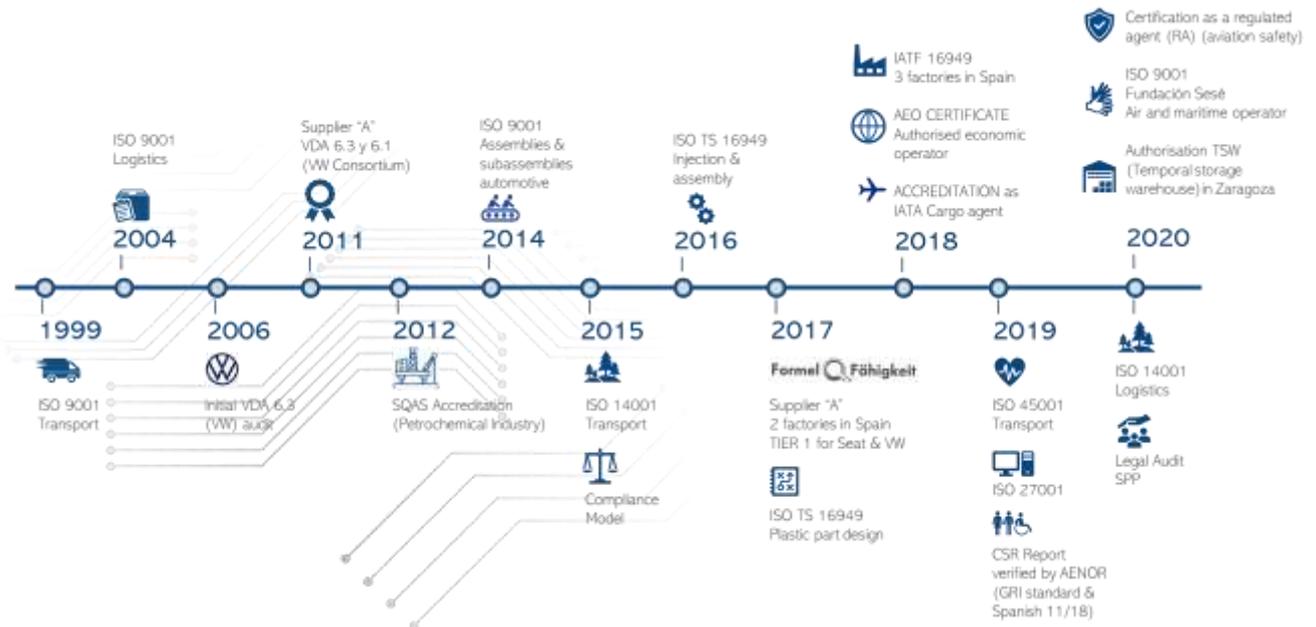
About Grupo Sesé

About Grupo Sesé | External principles

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

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.
 - Restorer, 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 Expen, Sesé Mexico and Sesé Brazil.
- The vehicle transport activity of Sesé Autologistics.

The first VDA 6.3 audit dates from 2005.

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 organization 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 Copalada (Zaragoza) facilities and its road freight transport activities. It has since renewed its accreditation twice, outperforming the European average at all times.

SUMMARY OF CURRENT CERTIFICATIONS

About Grupo Sesé

» 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 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.



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.

About Grupo Sesé



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.

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.



Since 2020, Grupo Sesé has participated in the advisory board of the AEROFLEX Project. This project aims to develop and demonstrate new technologies, concepts and architectures for complete vehicles that are energy efficient, safe, comfortable, configurable and cost-effective.

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



In 2020, European companies and organisations have 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".



About Grupo Sesé



Grupo Sesé and the Foundation are regular collaborators and/or sponsors of sporting, social and cultural events. Some examples of initiatives carried out in 2020 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 ITAINNOVA's FIRST LEGO League, the most accessible and guided global robotics competition, helping students and teachers build a better future together
- Fundación Sesé's support for the Aragon Rainbow Run, a virtual charity race held in benefit of the Zaragoza Food Bank.
- Participation in the Happy Professionals Workshop - Companies whose growth is organised by the Ibercaja Foundation.
- Fundación Sesé has organised, along with the Energy Cluster of Aragon, recognised agent of the Aragonese R+D+i system, a series of conferences, "Companies with the SDGs", with extensive technical and educational content, accompanied by practical experiences from different sectors.
- Participation in meetings between ASTIC and Global Compact to present the results of the EMS Duo Trailer Project and the CSR Strategy of Grupo Sesé based on SDGs.
- Participation in the Conference on digitisation in road freight transport organised by Fetraz.
- Participation in the "Smart Mobility" Conferences: ICTs for Efficient Mobility and Alternative Energy Vehicles", organised by the Innovation Centre for Logistics and Goods Transport (CITET) in collaboration with the Official College of Industrial Engineers of Aragon and La Rioja and the City Council of Zaragoza.
- Participation in the 15th Edition of ICIL Debates. Success stories in supply chain management: Control Tower, Visibility of the entire Supply Chain for everyone at all times.
- Participation in the CRN's Technical Conference: Innovation and sustainability organised by CIFPA (Centro de Innovación para la Formación Profesional de Aragón).
- Likewise, in 2020, the 1st SESÉ CHAEDRAL DAY was held: Innovative solutions to reduce carbon footprint.



About Grupo Sesé



Grupo Sesé participates in the following associations:



AEFA - *Asociación Empresa Familiar Aragonesa*, 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-ARAGON 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 Integral Logistics, Intermodality 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



Fundación Sesé has signed the following Agreements / Collaborations:



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.



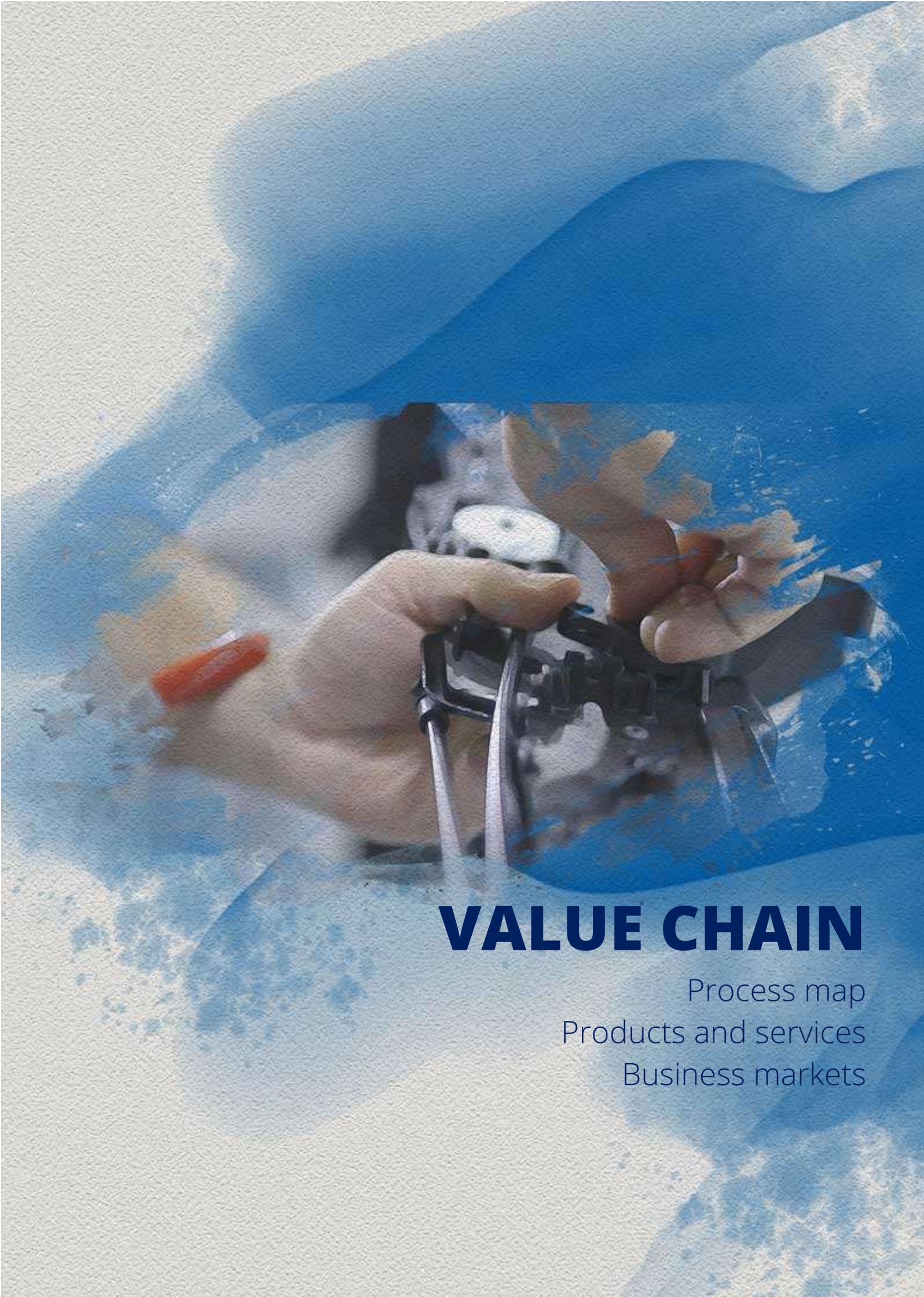
Fundación Sesé has joined the *Fuerza del Corazón* (Strength of the Heart) network, a network that brings together the various social causes supported by the singer Alejandro Sanz.



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



Fundación Sesé and the Aragón Energy Cluster have signed a collaboration agreement



VALUE CHAIN

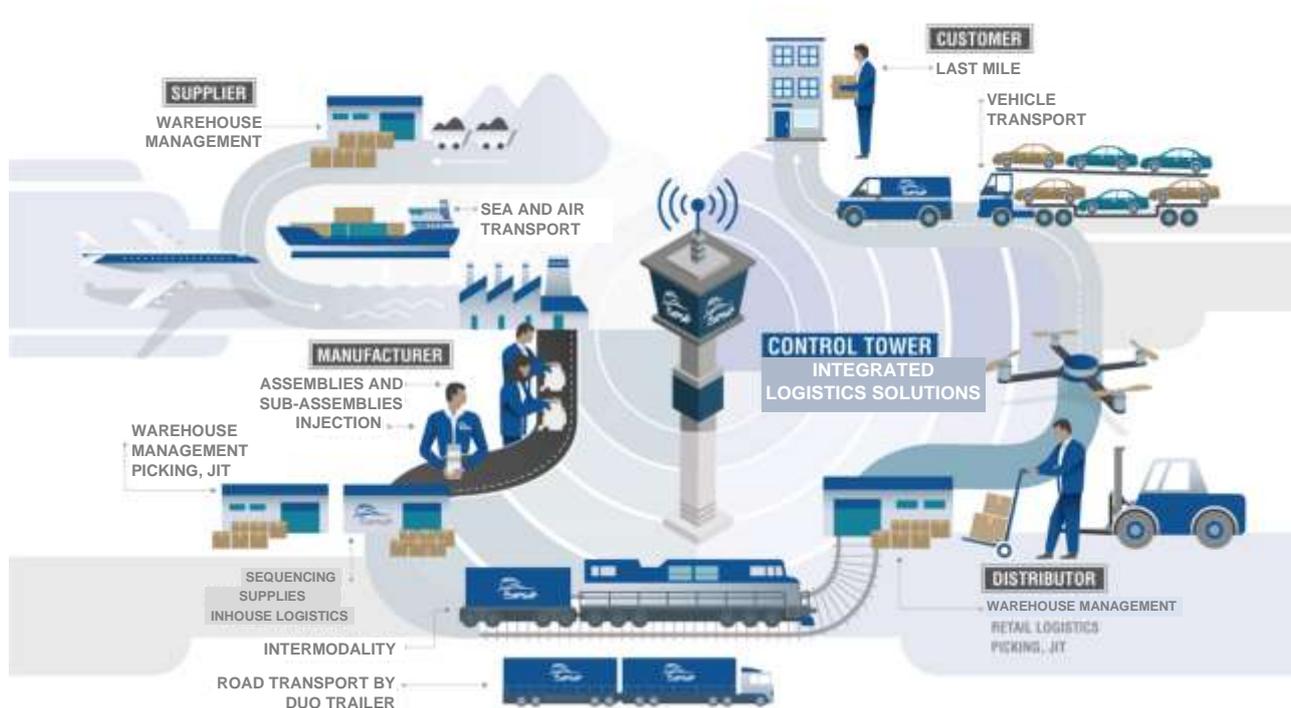
Process map
Products and services
Business markets

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.

Value chain

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.

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

OUTLINE OF THE SERVICE CATALOGUE OF GRUPO SESÉ

Value chain

Value Chain | Business markets |

Grupo Sesé has a direct presence in 17 countries. In 2020, Grupo Sesé opened in its 17th country by launching its transport activity in the Netherlands.

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 has been split in two: on the one hand, the new Forwarding Division has its own entity and, on the other, the E-Commerce and Home Delivery Division has been created for the development of last mile transport and auxiliary operations derived from online operations.



INFOGRAPHICS ON THE BUSINESS MARKETS OF GRUPO SESÉ

During 2020, like the rest of the country's industrial framework, the activity was negatively impacted by COVID-19, requiring significant temporary operational adjustments in order to adapt the Group's activity to its customers' activity losses.



CORPORATE GOVERNANCE

Governing bodies and functions

Risk management

Ethics and transparency

Corporate Governance | Governing bodies and functions |



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

These words by Peter Drucker may well define the profile of a person who is the alma mater of Grupo Sesé, its President, Don Alfonso Sesé Asensio. Grupo Sesé is committed to strong but participative leadership led by its management team, young, qualified professionals with a strong professional background and the maximum power of the middle management figure.

Leadership at Grupo Sesé is characterised by two relevant factors: communication, sharing information, which is fundamental for decision making, and motivation in performance and in the development of talent and teamwork, cooperating towards the same common goal.

Since January 2020, Grupo Sesé has had a new Board of Directors which has been joined by 3 external directors who have joined the President of the Board (Mr. Alfonso Sesé) and the Vice-Presidency (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). In January 2021, a fourth external director joined the Board of Directors (see details in the attached organisation chart).



GRUPO SESÉ'S BOARD OF DIRECTORS

The highest controlling body of Grupo Sesé is the Board of Directors, which, through its Chief Executive Officer (CEO), 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.

Corporate governance

» 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.



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 organisation.



Technical Committee Supporting Compliance

Advisory Committee of the Compliance Body formed by 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

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.



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

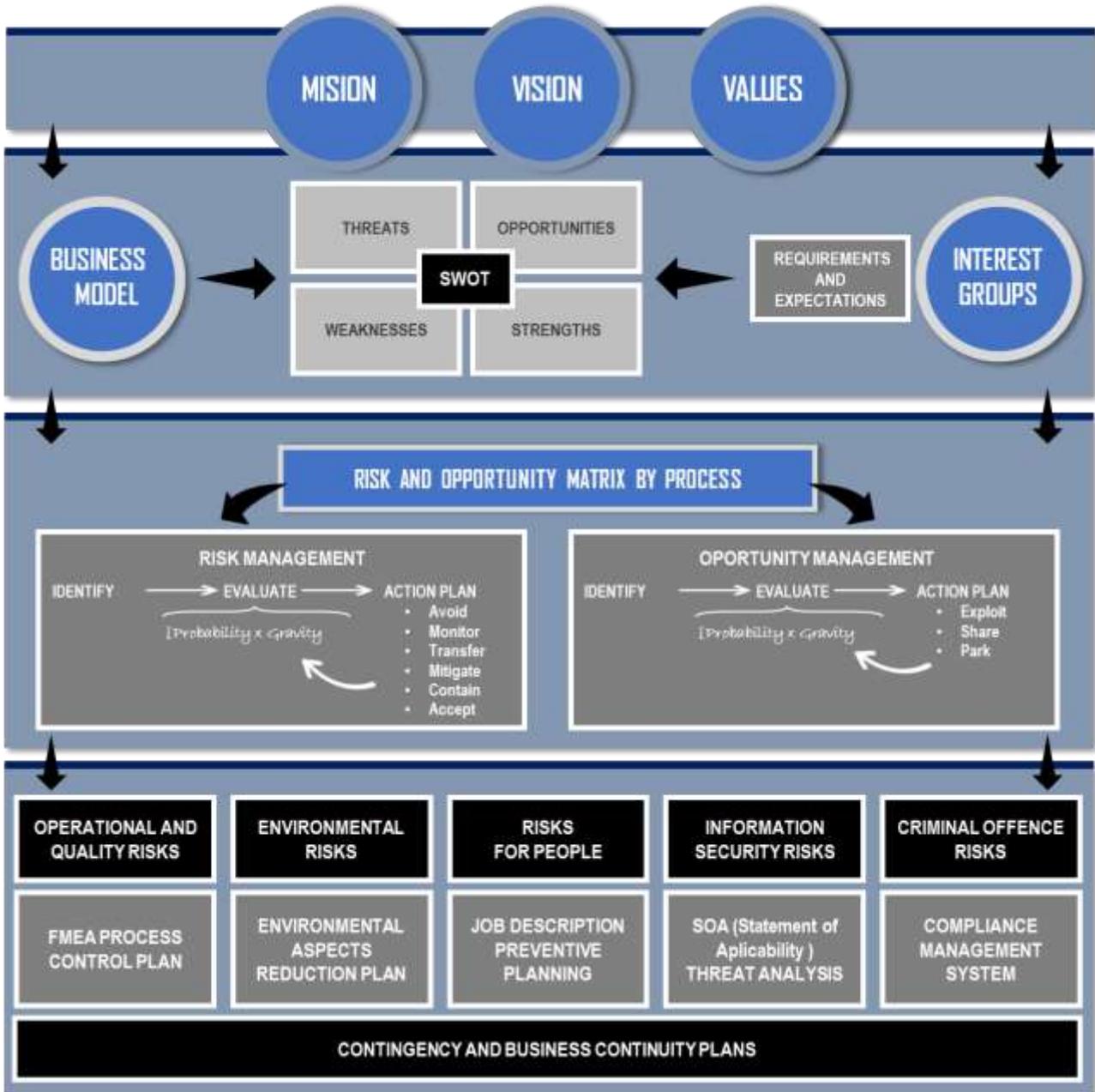
 Percentage of women in senior management positions			 Breakdown of age of senior management [Year 2020]		
2018	2019	2020	< 30 years	30 - 50 years	> 50 years
20%	23%	24%	0%	44%	56%

[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.

As a reference, for the year 2020, the number of women managers in Spain will be 34% for the second consecutive year, according to data from the "Women In Business 2021" report prepared by Grant Thornton, which analyses companies with 50 to 500 employees, listed and unlisted. A stagnation that comes after a positive evolution in the last two years, in which it went from 27% to 30% in 2019 and from 30% to 34% in 2020.

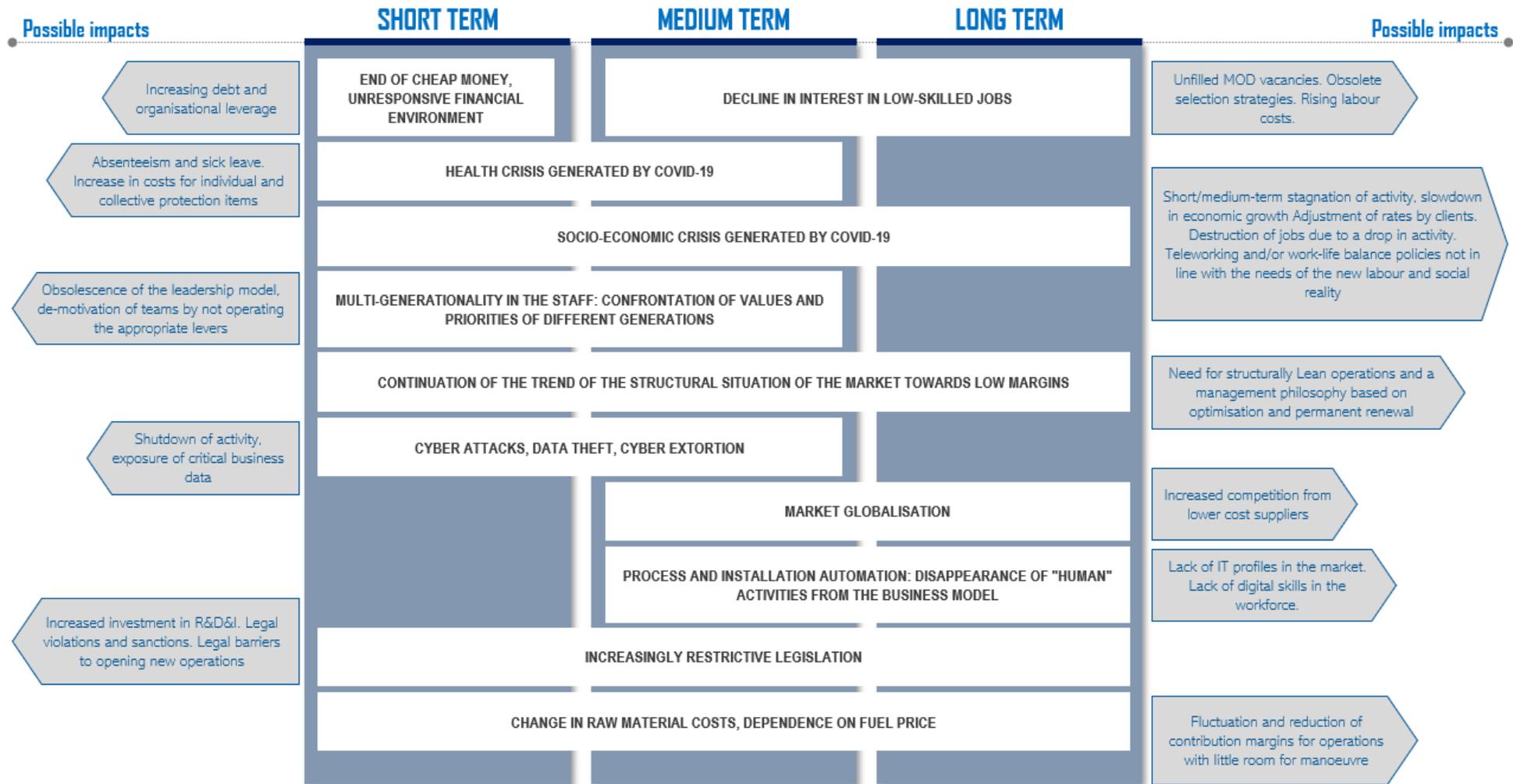
Corporate governance | Risk management

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 organisation.



RISK APPROACH DEPLOYED IN THE ORGANISATION'S PROCESSES

Corporate governance



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



Corporate governance | Ethics and transparency |

In 2015, a **Compliance Programme** was implemented at Grupo Sesé (a Model for Crime Prevention and Ethical Management of the Company). The purpose of the 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).

As a previous step to the definition of the Model, an **external and independent diagnosis** was carried out in the field of Crime Prevention and Anti-Corruption, as well as a complete risk map for 100% of the Group's activities, both in Spain and abroad, as well as 100% of the existing business lines.

- ▶ In this risk analysis, for each of the potential crimes marked by the criminal code, an exercise was 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 was 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).

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.



"TO GIVE TRUE SERVICE, YOU MUST ADD SOMETHING THAT CANNOT BE BOUGHT OR MEASURED WITH MONEY, AND THAT SOMETHING IS SINCERITY AND INTEGRITY."

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.

 Audited model by OEM in 2015 and 2018 2nd part audit 0 deviations	 Model audited in 2020 by IKEA according to IWAY methodology Compliance ratio - 91%	 Self-assessment of the model and its deployment on external platforms with excellent results Ecovadis RSA Sofidel SAQ 4.0 (VW)	 Risk map of 100% of the business lines	 Performance 2020 0 deviations [GRI 205-3] [GRI 206-1]
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Corporate governance



In 2018, Grupo Sesé's Compliance Model was audited pursuant to the 2015 version of the SQAS framework with excellent results. Compared to the European average audited under the same framework. This diagram shows how the score obtained by Grupo Sesé was in relation to the average for the sector:



Since 2019, the Sesé Group Compliance Model is in the process of improvement. A complete review and update of the Compliance Model was carried out with the dual objective of verifying compliance with the preventive protocols established in the Model defined in 2015 and updating and strengthening the Corporate Crime Prevention Model.

As a result of this exercise, an exhaustive Improvement Plan has been designed that will culminate in the inclusion in the scope of all the Group's foreign subsidiaries and certification according to the UNE 19601 Criminal Compliance Management Systems standard.

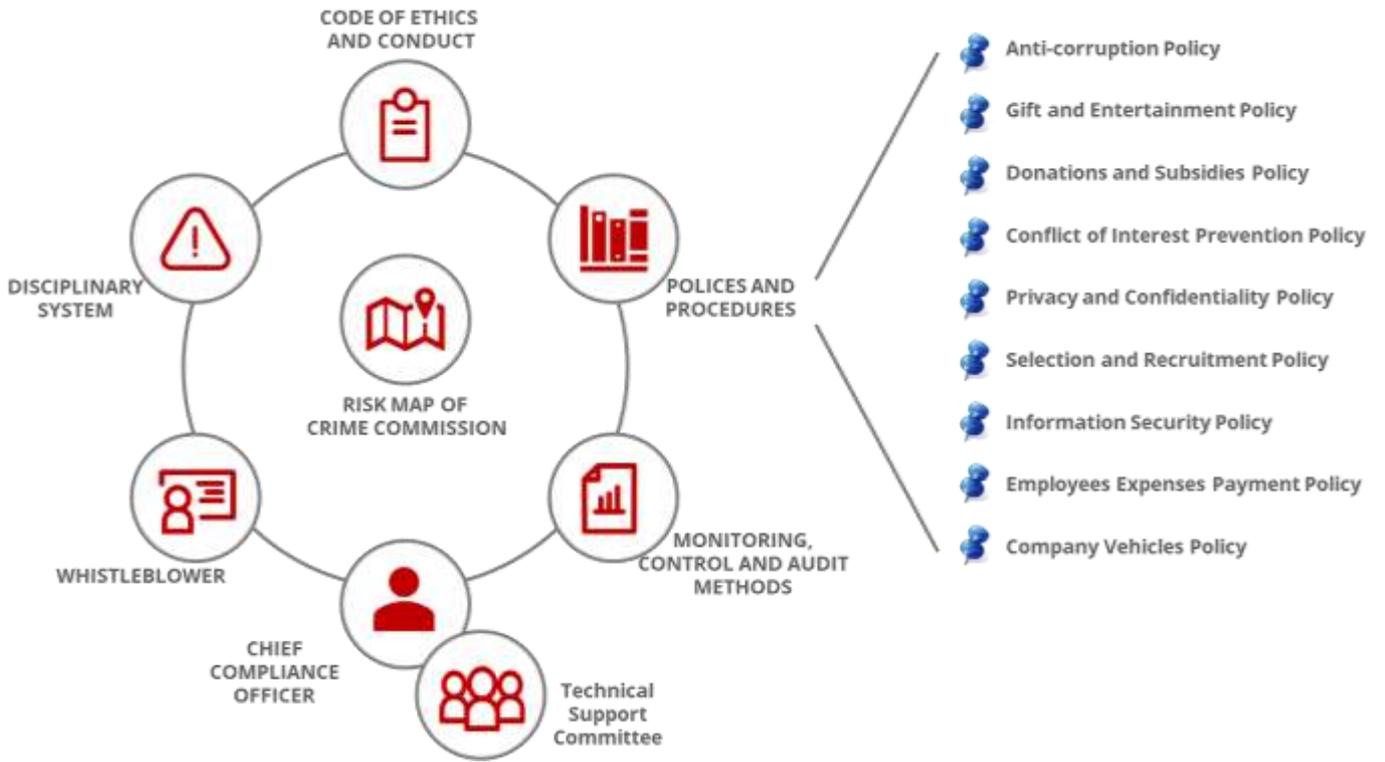


MAIN MILESTONES IN THE EVOLUTION OF THE GRUPO SESÉ COMPLIANCE MODEL

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.

Corporate governance



INFOGRAPHICS OF THE SESÉ GROUP COMPLIANCE MODEL

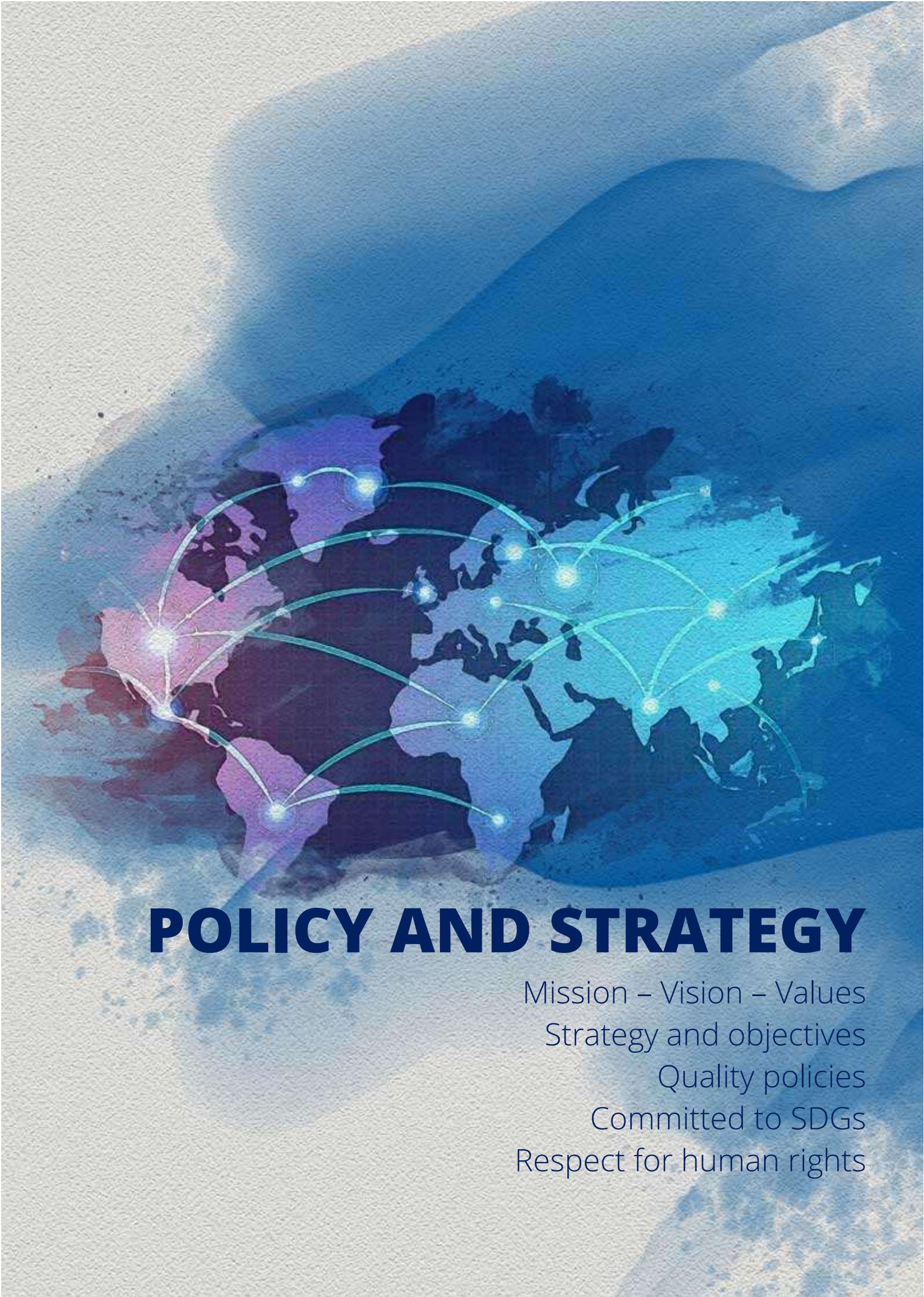
Grupo Sesé has a totally confidential complaints channel available for any doubts, suggestions regarding improvements to the model or complaints about alleged behaviour that goes against the principles and rules of the organisation's model. This is the working outline a complaint should follow when activated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



canal-etico@gruposese.com

In 2020, no complaint/claim/consultation was received through this communication channel that was directly related to compliance/non-compliance with the principles of the Compliance Model [GRI 102-17 Advisory mechanisms and ethical concerns].

In 2020 we attended the "1st International Compliance Week", organised by the Institute of Compliance Officers (IOC), the Association of Compliance Professionals (CUMPLEN) and the World Compliance Association (WCA).



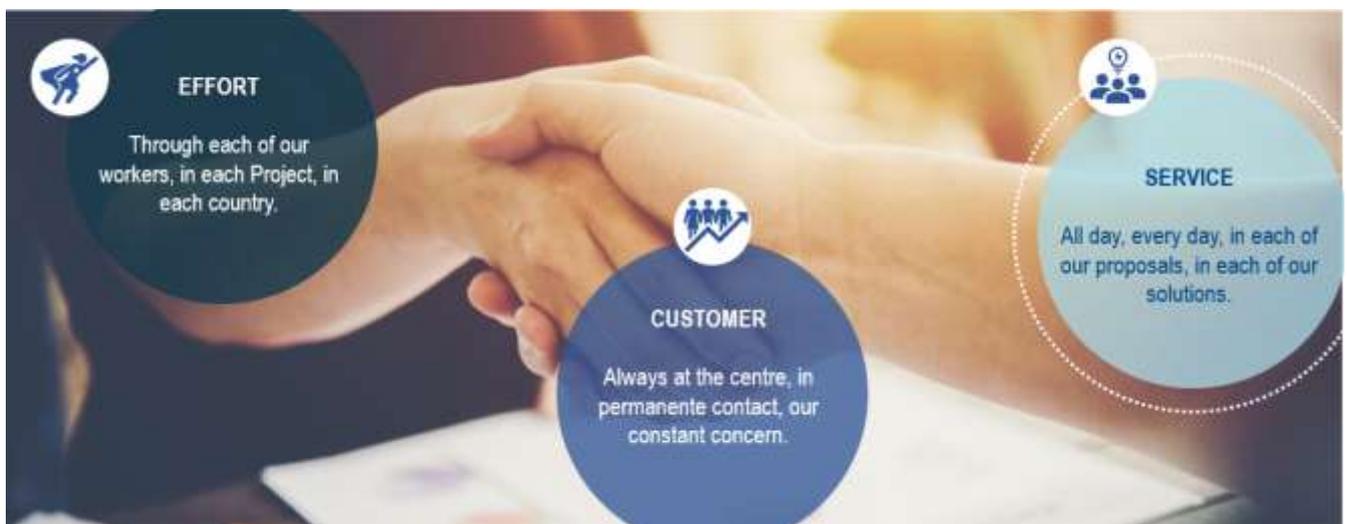
POLICY AND STRATEGY

Mission – Vision – Values
Strategy and objectives
Quality policies
Committed to SDGs
Respect for human rights

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.

MISSION

To support its clients, creating value in a sustainable way at every stage 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, integral and transparent relations** with its stakeholders

Sese VALUES

- RESULTS FOCUSED**
- CLIENT-FOCUSED**
- EXCELLENCE**
- SENSE OF BELONGING**
- TEAMWORK**
- ETHICS AND INTEGRITY**
- INNOVATION**
- PASSION**

VISION

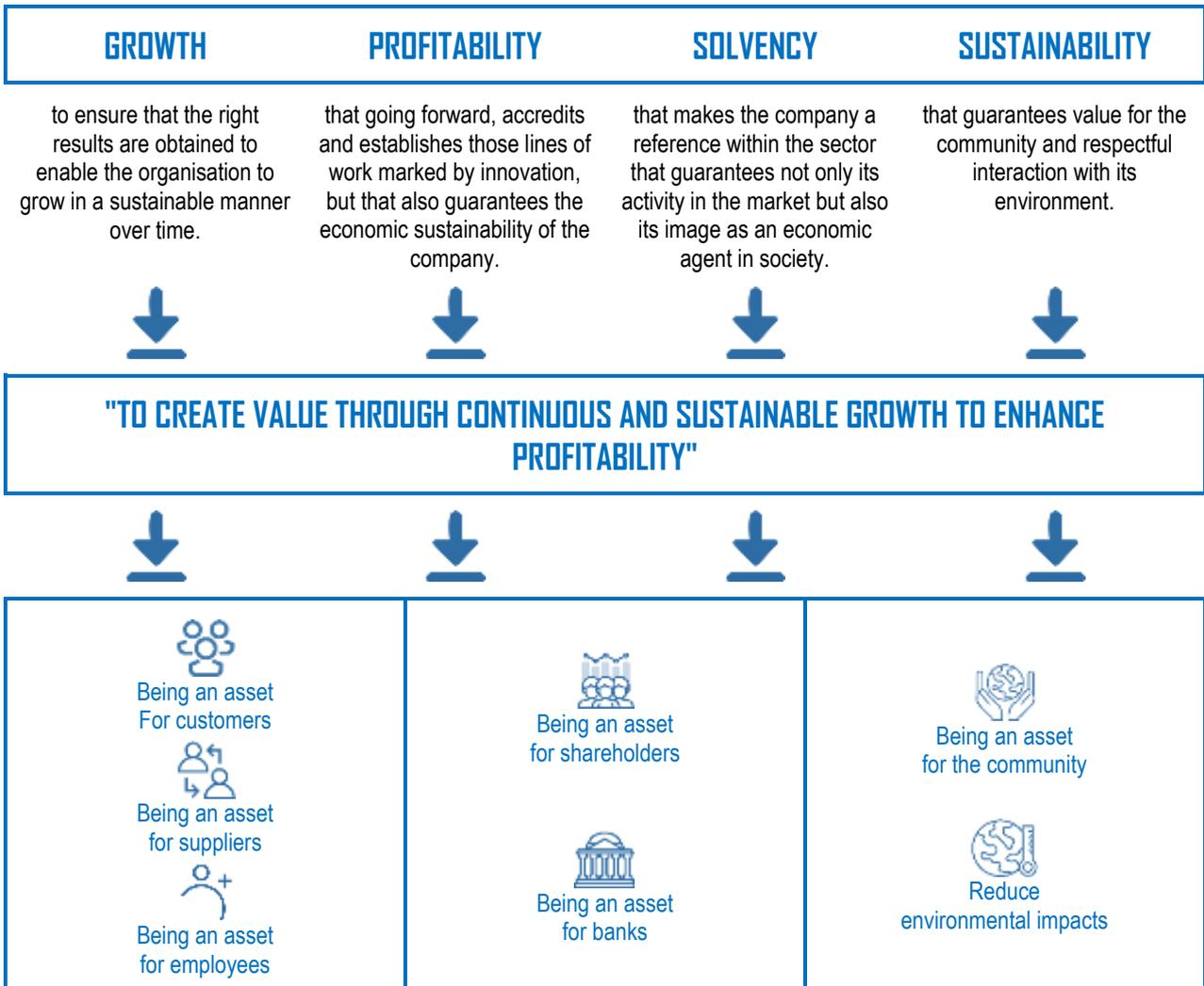
"To position our company as one of the main **European benchmarks** in the design and development of **integral solutions for the supply chain**, thanks to a solid and profitable business model that generates value in a sustained way: Provider of innovative integrated logistics solutions".

INFOGRAPHIC OF THE MISSION, VISION AND VALUES OF GRUPO SESÉ

Policy and strategy | Strategy and objectives

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 had the objective of reaching the top of the summit: **Leadership in their sector**, a clear and concise goal based on experience, knowledge, instinct and passion for improvement and demand.

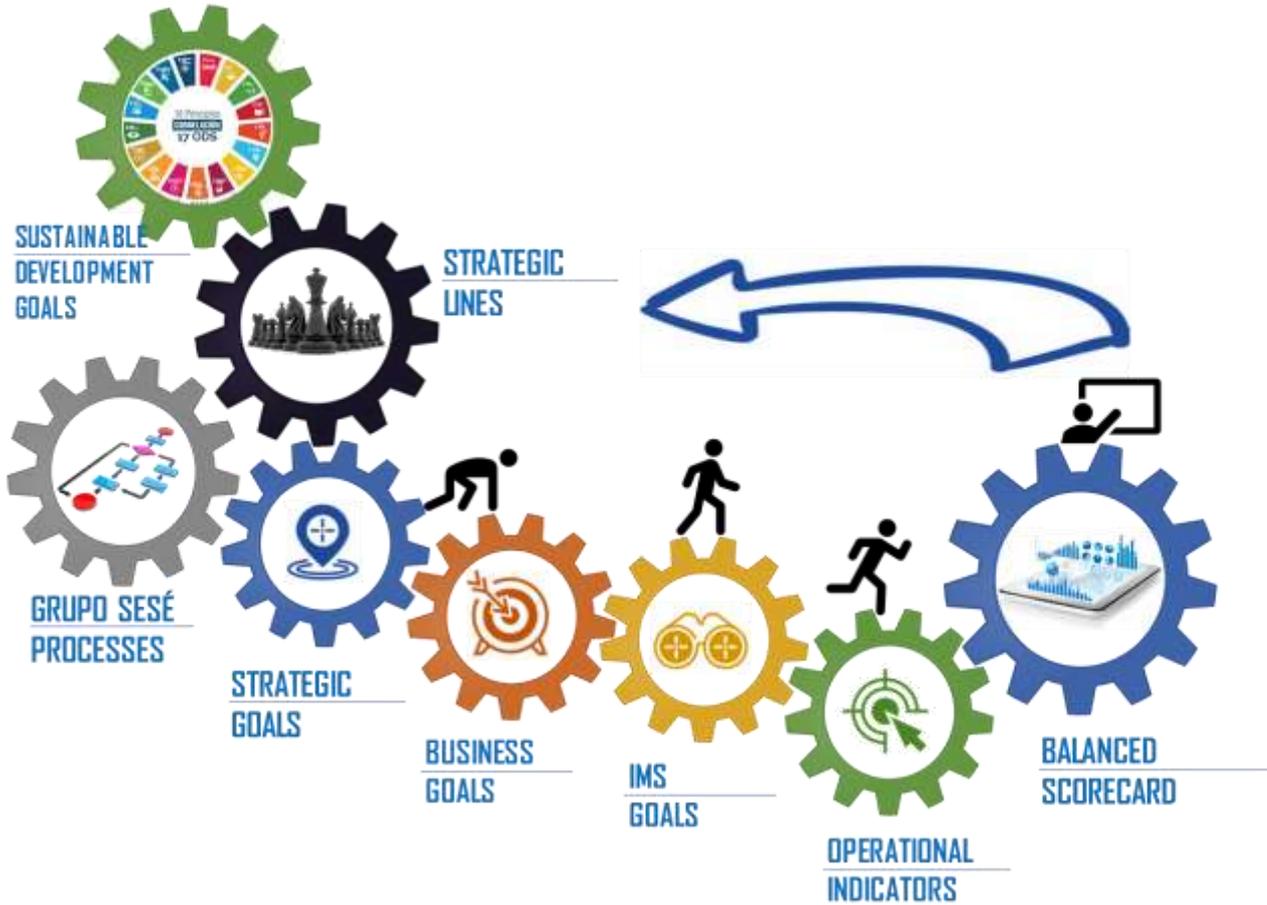
Grupo Sesé's Strategic Plan for 2017-2023 sets out the general guidelines that align the Group worldwide. The strategic planning process is led by the Management Committee, which, together with the Presidency, determines the short, medium and long term objectives for the business development of Grupo Sesé. Within this plan, the **strategic lines** aimed at the sustainable growth of the organisation are outlined through 4 key lines of action, which allow for the **creation of value for all stakeholders**.



OUTLINE OF THE DEPLOYMENT OF THE ORGANISATION'S STRATEGIC LINES

Policy and strategy

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



METHOD OF MONITORING THE EVOLUTION OF THE STRATEGIC PLAN

Policy and strategy | Quality policies |

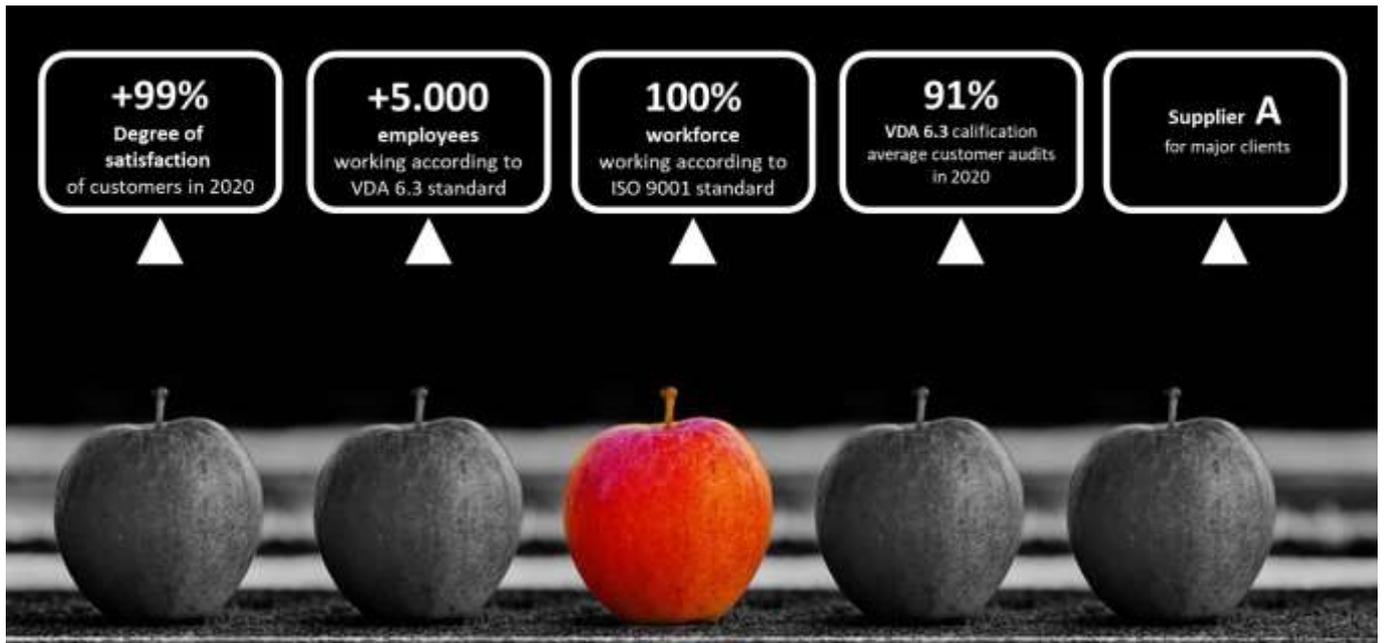
Since 1999, the year of its first certification under the ISO 9001 standard, Grupo Sesé has been constantly innovating its management processes, adapting them to the changes and demands of the sector and its clients, and making **quality** the **company's** standard.

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.

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 initiatives that promote greater environmental responsibility
- 9 Encourage the development and dissemination of environmentally friendly technologies
- 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.

Policy and strategy

Grupo Sesé assumes as essential the principles of honesty, justice and integrity and is committed in all its activities to respect human rights and to establish, where necessary, mechanisms to evaluate, verify and guarantee their compliance. Thus, its **Code of Ethics and Conduct**, revised and updated in 2020, 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



- ▶ To promote initiatives that work for the benefit of the physical health and mental well-being of workers and their families.
- ▶ Reduce ITCC medical leave by 15% (2025 vs 2021)
- ▶ Reduce the frequency rate by 60% (2022 vs 2020)
- ▶ Reduce the severity rate by 60% (2022 vs 2020)
- ▶ Reduce in-itinere & in-mission accidents involving Sesé workers by 15% (2021 vs 2019).
- ▶ Reduce traffic accidents involving Sesé's fleet by 50% (2021 vs. 2012)
- ▶ To implement regular and impacting initiatives with the aim of raising funds to support research into diseases and/or improve the situation of the sick, especially in the most sensitive groups.



- ▶ Collaborate with public and private institutions at all levels of education to bring the business world closer to students and improve their ability to integrate into the workforce.
- ▶ To develop internal and external initiatives to improve the training and skills of both young people entering the labour market and the organisation's current staff.
- ▶ Supporting workers in achieving the digital and technological skills needed to adapt to the process of digital transformation of markets and operations



- ▶ Achieve the quota of 25% women in senior management positions and 35% women in middle management positions by 2021
- ▶ Make public support for Gender Equality and women's empowerment visible in the organisation.
- ▶ Develop and deploy internal management policies and procedures where equity and equal opportunities prevail for all candidates.
- ▶ Implement measures that facilitate family reconciliation in a way that is compatible with the productive organisation and labour rights of all workers.



- ▶ To apply new technologies and automation to the reduction of low value-added tasks, the improvement of operational and administrative processes and the reduction of failures and/or errors (quality improvement).
- ▶ Securing work processes from an information security perspective.
- ▶ Purify and optimise work processes by applying standardised and innovative methodologies that promote an effective, efficient, safe and risk-free work environment for all workers.

Policy and strategy



CREATE VALUE FOR THE ORGANISATION'S STAKEHOLDERS



- ▶ To modernise the organisation's means, infrastructure and work processes, developing a sustainable model based on innovation and technology.



- ▶ To promote training for employment, guidance and labour integration of people with disabilities and/or at risk of exclusion.
- ▶ To develop social actions and projects that promote the social and economic inclusion of the most unprotected groups



- ▶ To design sustainable means of transport that optimise transport efficiency and minimise environmental impact.
- ▶ Develop a corporate volunteer programme aligned with the SDGs, the CSR strategy of Grupo Sesé and the guiding principles of Fundación Sesé focused on improving local communities.



- ▶ To implement means and technology that reduce the consumption of natural resources (fuel, electricity, water).
- ▶ Develop projects to minimise plastic waste in offices and production centres.
- ▶ To actively disseminate Grupo Sesé's good practices in the area of environmental sustainability.



- ▶ Reduce the CO₂ emissions generated by road transport of Grupo Sesé's own fleet by 10% (2019 vs. 2012)
 - Reduce emissions from all Group divisions (2025 vs 2019):
 - (Transport: 20%, Logistics: 20%, E-Commerce: 15% , Industrial Services: 5%)
- ▶ Sesé CO₂ neutral company by 2050.
- ▶ Develop innovative supply chain solutions to reduce carbon footprints and combat climate change.



- ▶ Develop and implement a real and transversal Compliance Culture.
- ▶ Quantify, monitor and control the risk exposure of each of the countries.
- ▶ b) Protection of the legal person/entity.
- ▶ Improvements to the integrity of the organisation

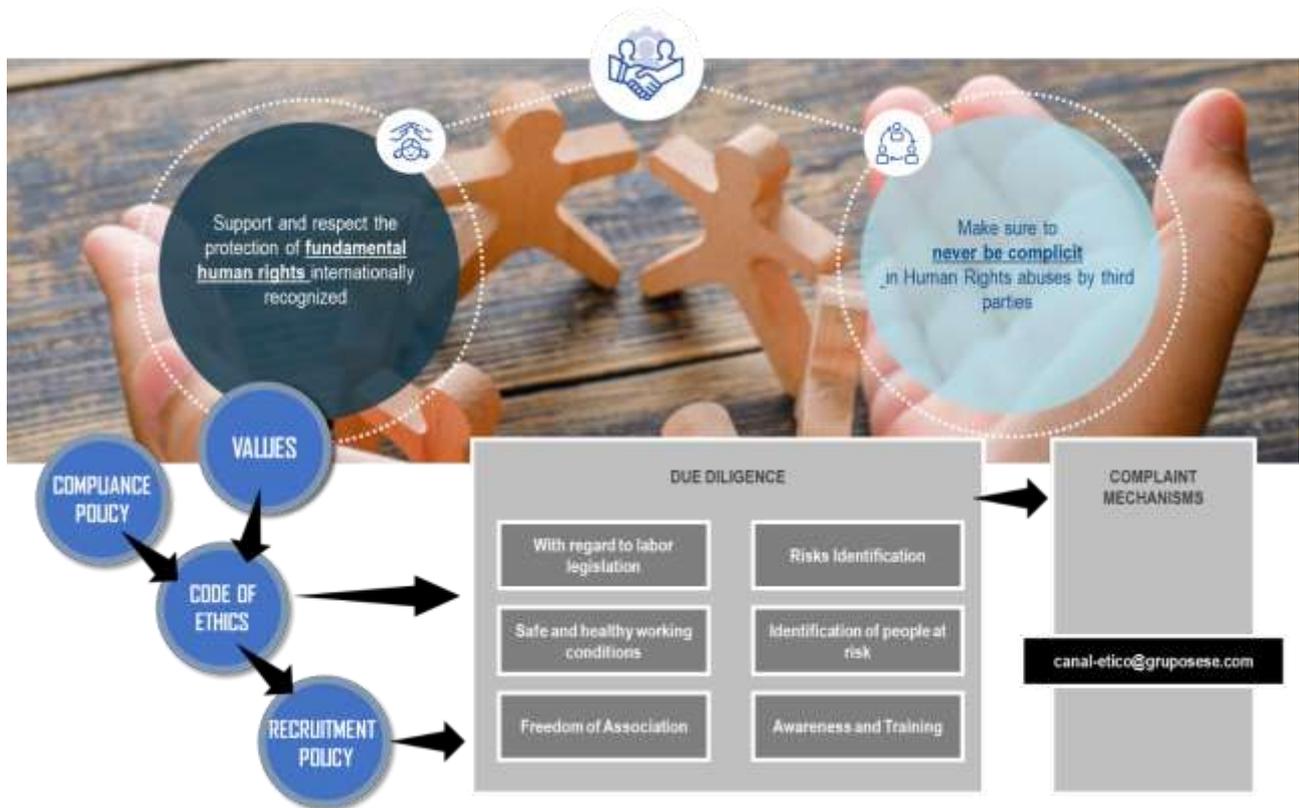


- ▶ To base the CSR strategy of Grupo Sesé and Fundación Sesé on collaborative actions and mutually beneficial projects, promoting the formation of effective alliances in the public, public-private and civil society spheres, taking advantage of the experience and resource-acquisition strategies of the alliances.

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

Relationship with our stakeholders

Materiality analysis

Balance of material issues

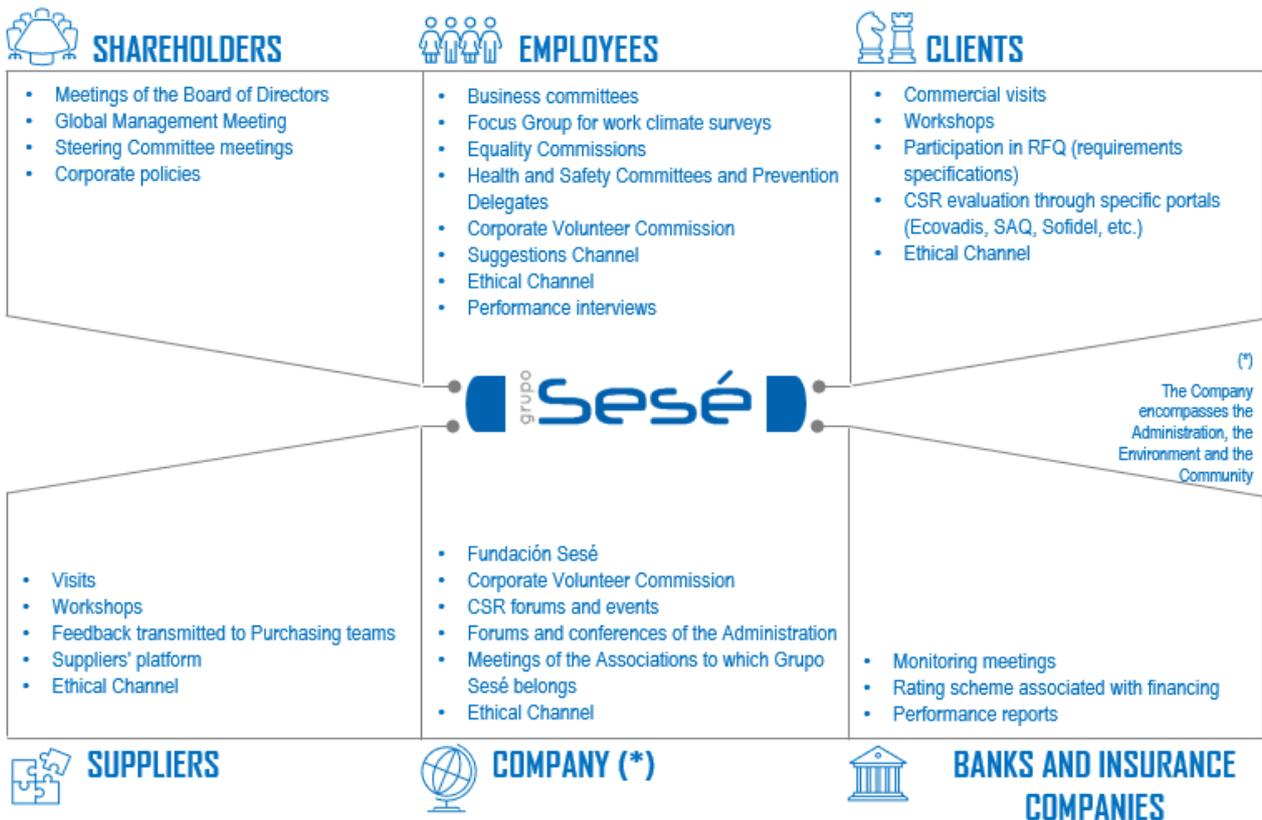
Materiality

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:



The result of this exercise was 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".



STAKEHOLDERS AND DIRECT SOURCES OF REQUIREMENTS AND EXPECTATIONS

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.

Materiality

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.

Grupo Sesé 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 Grupo Sesé; 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.
- › **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 and information from the internal sphere.
 - This evaluation draws on the feedback obtained through the Board of Directors (Shareholders), the Volunteer Committee (Employees) and the Focus Groups developed for the evaluation of the work climate (Employees).

In both perspectives, economic, environmental and social impacts are assessed,

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.

Materiality

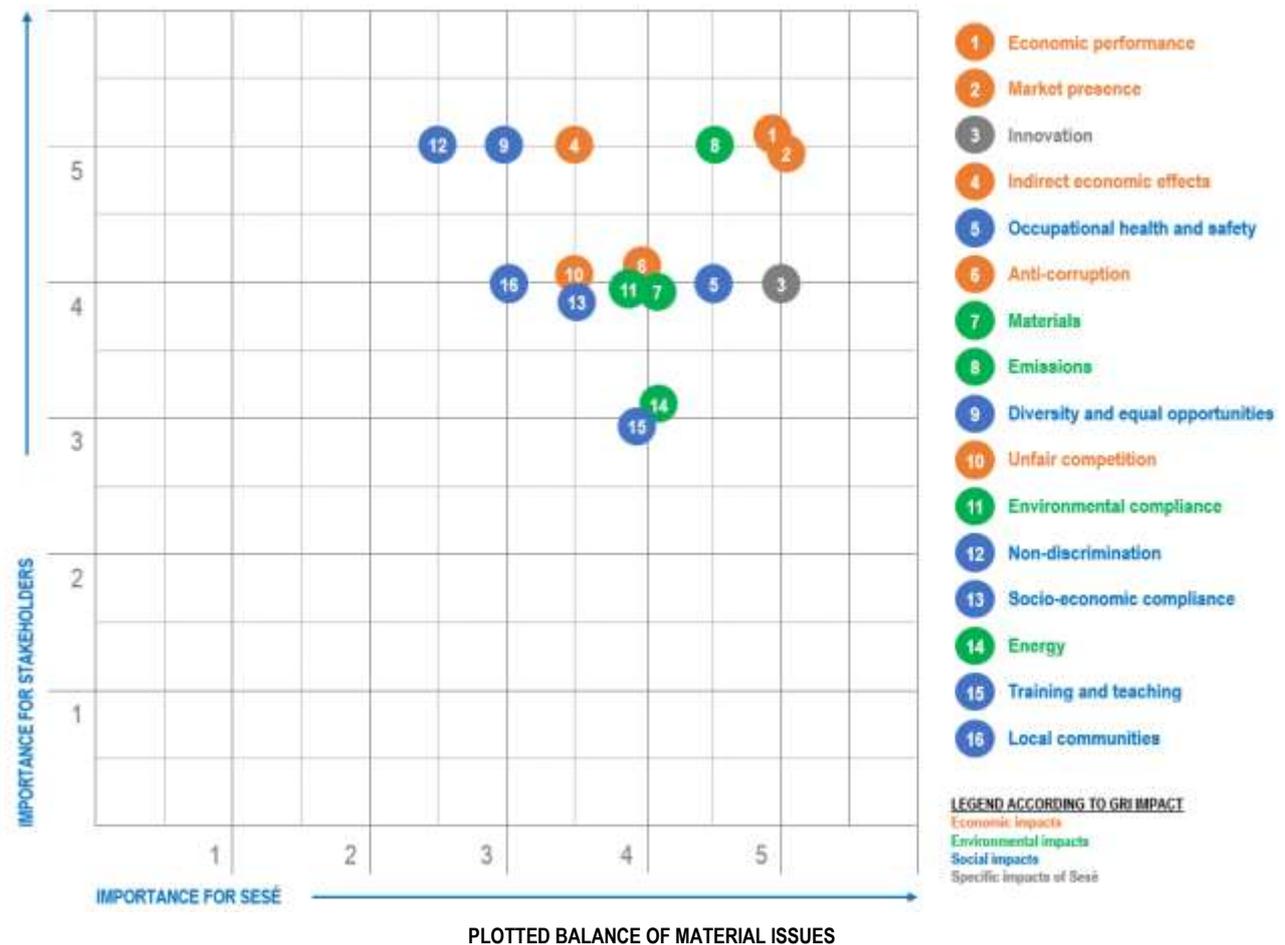
Materiality | Balance of material issues

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. With respect to the previous year, no material issues have been added or removed. However, the prioritisation score has increased for issues 306 Effluents and waste, 408 Child labour, 409 Forced or compulsory labour and 412 Human rights assessment, all of them due to their increased relevance for Stakeholders.

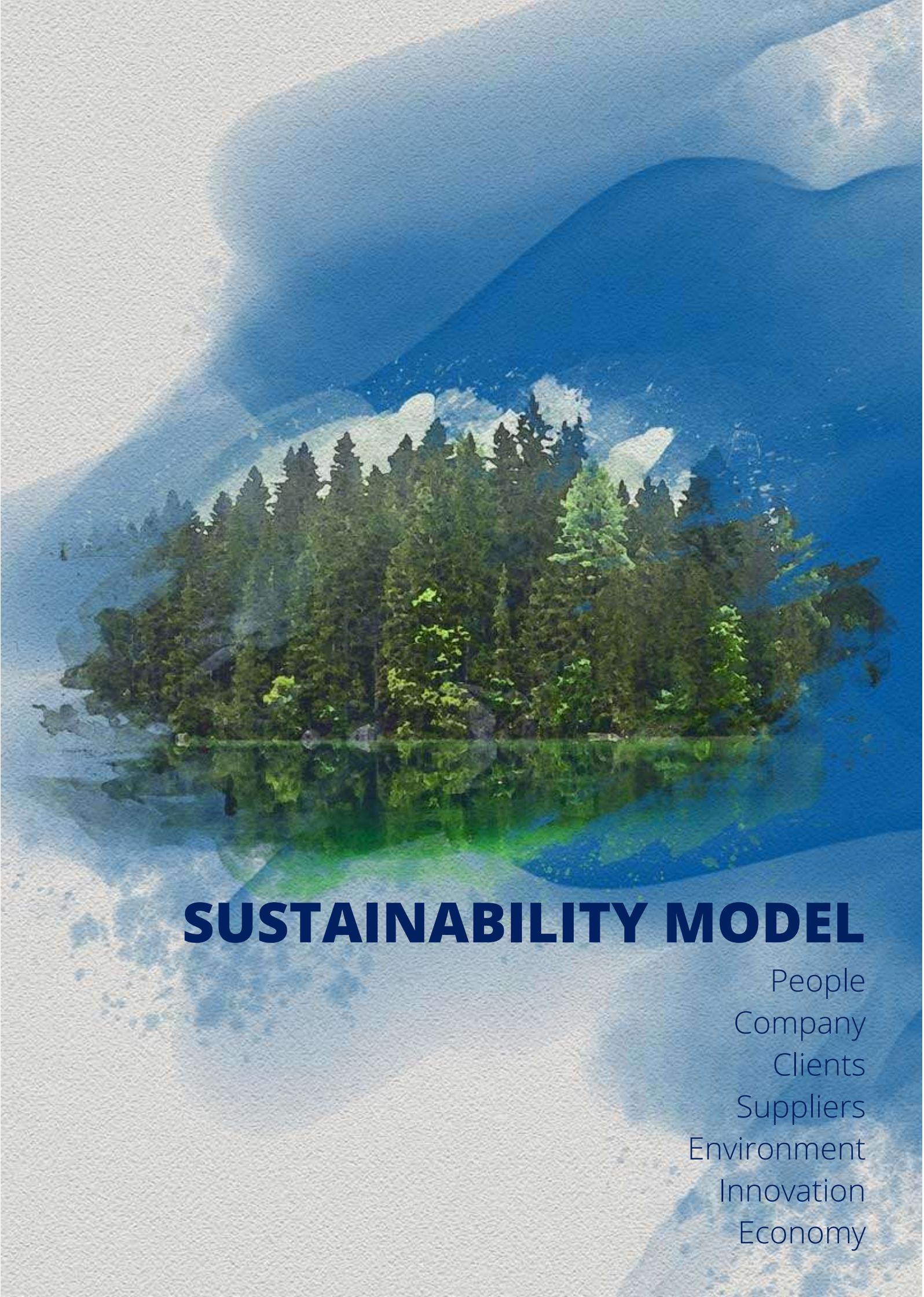


Materiality

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.		
5	203 Indirect economic effects	203-1 Investment in infrastructures and supported services		
		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		
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		
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		
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

People
Company
Clients
Suppliers
Environment
Innovation
Economy

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.



EQUALITY

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.



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 active 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.



CONCILIATION

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**.



VOLUNTEERING

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**.

Sustainability model

» WORKFORCE PROFILE

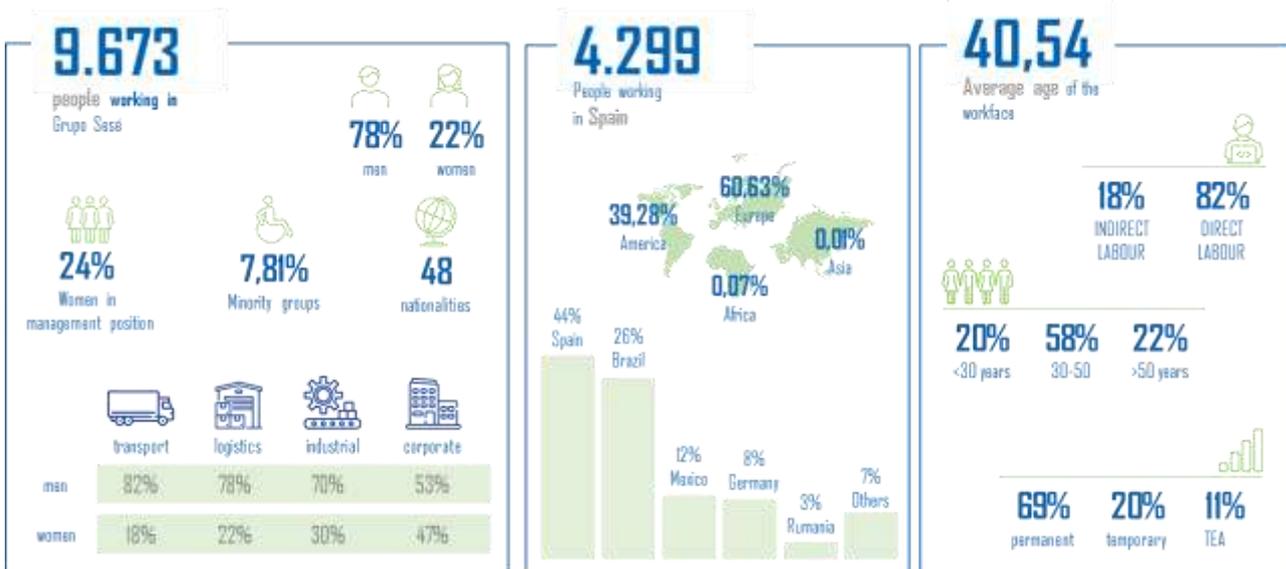
The saying 'a company's assets are its employees' has lost some of its meaning by being exploited in different forums, but in the service sector it is a reality; it is the people who allow the company to function, who transmit the values, who represent the face, the voice and the eyes in front of the 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 17 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.

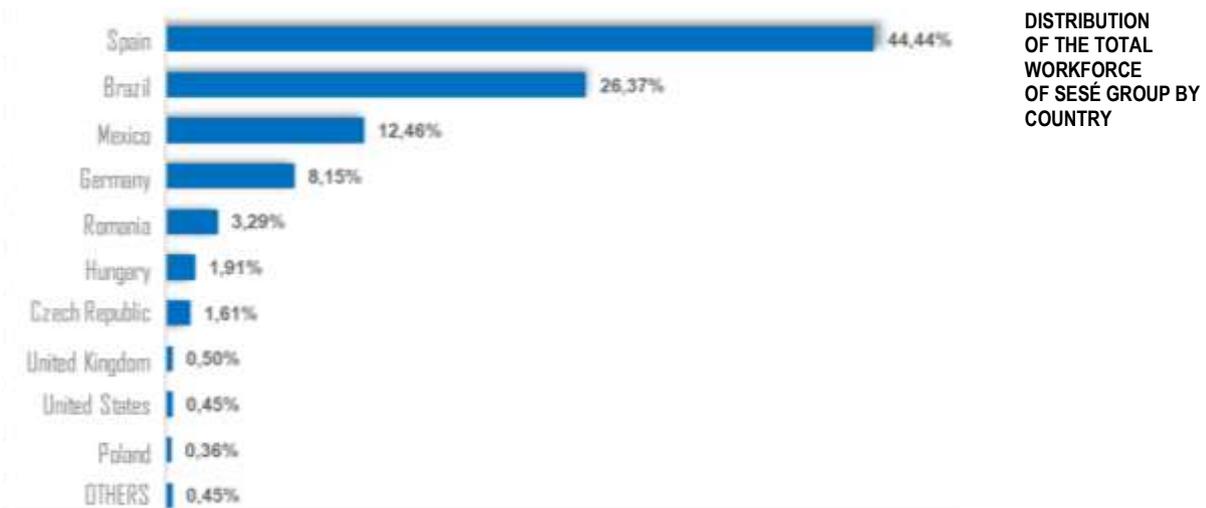


EVOLUTION OF THE WORKFORCE OF GRUPO SESÉ AND GRUPO SESÉ SPAIN

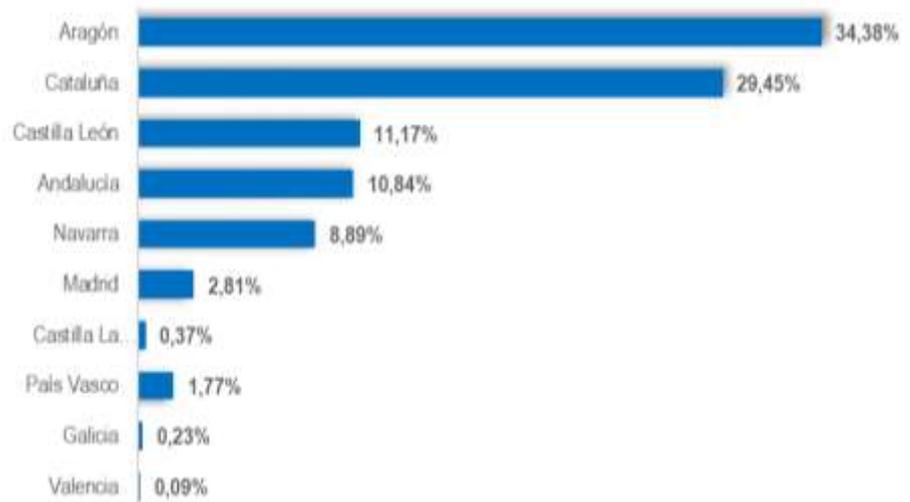


SUMMARY OF THE MAIN FIGURES AT YEAR-END, SCOPE OF THE SESÉ GROUP

Sustainability model



DISTRIBUTION OF THE WORKFORCE IN SPAIN BY AUTONOMOUS COMMUNITY



	BY BUSINESS LINE				BY CONTINENT			
	Logistics	Transport	Technical Office	Central	Europe	America	Africa	Asia
2020	75%	17%	6%	2%	60.63%	39.28%	0.07%	0.01%
2019	70%	20%	5%	5%	54.44%	45.27%	0.28%	0.01%
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

Sustainability model



	GRUPO SESÉ		GRUPO SESÉ SPAIN	
	Men	Women	Men	Women
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



	GRUPO SESÉ			GRUPO SESÉ SPAIN		
	< 30 years	30 - 50 years	> 50 years	< 30 years	30 - 50 years	> 50 years
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)
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

Sustainability model

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

With regard to part-time contracts, this is the breakdown by sex and age:

	GRUPO SESÉ									
	Details of indefinite partial contracts					Details of temporary partial contracts				
	Men	Women	< 30 years	30-50 years	> 50 years	Men	Women	< 30 years	30-50 years	> 50 years
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

	GRUPO SESÉ	GRUPO SESÉ SPAIN
	Nationalities	
2020	48	7.81%
2019	45	7.22%
2018	43	6.29%
2017	27	7.03%
2016	23	6.84%

NATIONALITY DETAILS

MINORITY GROUP DETAILS

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

Sustainability model

	GRUPO SESÉ SPAIN			
	Corporate	Transport	Logistics and Distribution	Technical Office
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 year 2020: the high rate of absenteeism compared to previous years is due to the incidence of Covid-19

GRUPO SESÉ 2020							
	Men	Women	< 30 years	30 - 50 years	> 50 years	Direct Structure (MOI)	Direct Structure (MOD)
Germany	79%	21%	19%	54%	27%	22%	78%
Brazil	88%	12%	29%	61%	10%	16%	84%
Spain	75%	25%	9%	60%	31%	24%	76%
United States	86%	14%	2%	52%	45%	100%	0%
France	88%	12%	0%	53%	47%	18%	82%
Hungary	57%	43%	18%	54%	28%	9%	91%
Morocco	57%	43%	14%	71%	14%	100%	0%
Mexico	67%	33%	33%	51%	16%	5%	95%
The Netherlands	100%	0%	0%	0%	100%	100%	0%
Pakistan	100%	0%	100%	0%	0%	100%	0%
Poland	83%	17%	26%	57%	17%	9%	91%
Portugal	56%	44%	28%	72%	0%	100%	0%
United Kingdom	100%	0%	3%	55%	43%	15%	85%
Czech Republic	56%	44%	32%	53%	15%	16%	84%
Romania	76%	24%	27%	56%	17%	3%	97%

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

Sustainability model

And within Spain, these are the details of the two autonomous communities with the greatest weight in personnel:

GRUPO SESÉ SPAIN 2020							
	Men	Women	< 30 years	30 - 50 years	> 50 years	Direct Structure (MOI)	Direct Structure (MOD)
Aragón	78%	22%	13%	57%	30%	32%	68%
Catalonia	73%	27%	3%	57%	40%	23%	77%

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

» 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 (customers, 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.

Sustainability model

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 IN 2020
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
Portugal	This is not required	
France	Companies with more than 50 employees	Not applicable by company size
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.
United Kingdom	Companies with more than 250 employees	Not applicable by company size
Romania	This is not required	
Poland	Written information on legal regulations on equality	All employees are informed at the time of recruitment
Czech Republic	This is not required	
Hungary	Companies with more than 50 employees	Not applicable by company size
Bulgaria	This is not required	
Morocco	This is not required	
Algeria	This is not required	
United States	This is not required	
Mexico	This is not required	
Brazil	This is not required	
Pakistan	This is not required	

COMPANY	STATUS	2019	2020	2021
Grupo Logístico Sesé SL	In progress		Diagnosis Performed	Equality Plan in development
Sesé Asensio SL	In progress		Diagnosis Performed	Equality Plan in development
Landaben Logistik SL	In progress			Diagnosis and Equality Plan under development
Logística JIT Aragón SL	Close	Diagnosis and Equality Plan Performed		
Palau Automotive Manufacturing SL	In progress			Diagnosis and Equality Plan under development
PKW Logistik Iberia SL	In progress			Diagnosis and Equality Plan under development
Servicios Logísticos Martorell s.XXI SL	In progress		Diagnosis Performed	Equality Plan in development
Sesé Integra SLU	In progress		Diagnosis Performed	Equality Plan in development
Trans Sesé SL	Close	Diagnosis and Equality Plan Performed		

(*) STATUS OF THE EQUALITY PLANS OF SPANISH COMPANIES IN ACCORDANCE WITH THE REQUIREMENTS SET BY RDL 6/2019

Sustainability model


GRUPO SESÉ

Comparison with local minimum wage

Wage gap

Average data

Men

Women

Woman vs. Men

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 2020	Comparison with local minimum wage (x times)		
	< 30 years	30 - 50 years	> 50 years
Germany	1.3	1.5	1.5
Brazil	6.9	8.5	9.0
Spain	1.5	1.8	1.9
United States	5.2	5.0	4.6
France	--	1.9	2.2
Hungary	1.6	1.8	1.7
Morocco	2.6	3.7	2.6
Mexico	1.8	2.5	1.9
The Netherlands	--	--	6.0
Poland	1.3	1.4	2.1
Portugal	1.7	3.0	--
United Kingdom	2.6	2.1	2.3
Czech Republic	1.7	1.7	1.6
Romania	1.3	1.4	1.1

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

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

Sustainability model



GROUP SESÉ - ANALYSIS BY CATEGORY

Comparison with local minimum wage

Indirect Structure (MOI)

Direct Structure (MOD)

2020

x 4.4

x 2.2



GROUP SESÉ - ANALYSIS BY AGE RANGE

Comparison with local minimum wage

< 30 years

30 - 50 years

> 50 years

2020

x 2.4

x 2.8

x 3.0

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

GRUPO SESÉ 2020	Comparison with local minimum wage (x times)	
	Indirect Structure (MOI)	Direct Structure (MOD)
Germany	1.8	1.3
Brazil	9.6	7.8
Spain	2.5	1.5
United States	4.8	--
France	2.4	2.0
Hungary	3.3	1.6
Morocco	3.4	--
Mexico	8.5	1.8
The Netherlands	6.0	--
Poland	4.9	1.2
Portugal	2.7	--
United Kingdom	5.2	1.7
Czech Republic	2.3	1.5
Romania	3.9	1.3
Germany	1.8	1.3

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

Sustainability model



GRUPO SESÉ - Distribution by category and sex

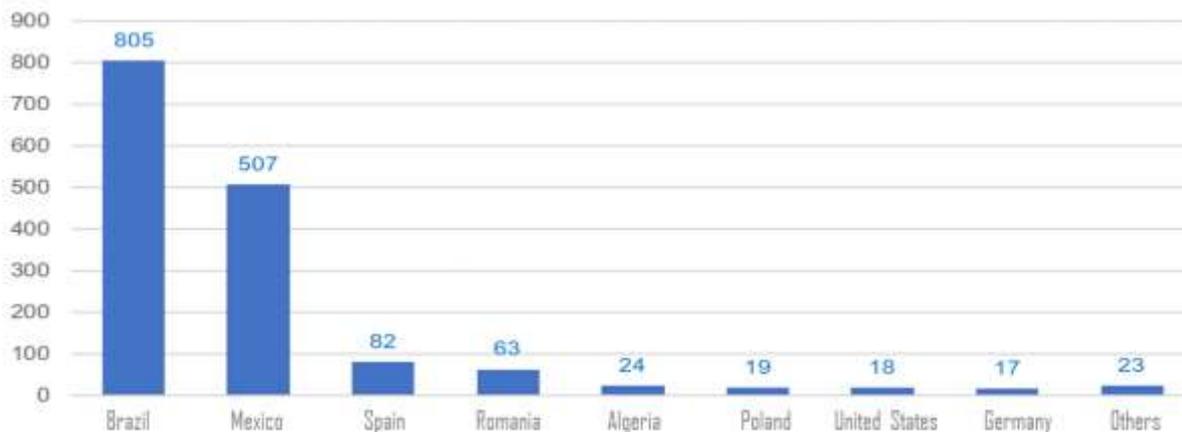
	Women		Men	
	Direct structure (MOD)	Indirect structure (MOI)	Direct structure (MOD)	Indirect structure (MOI)
2020	173	63	1,158	164
2019	67	45	159	63
2018	7	17	43	12



GRUPO SESÉ - Distribution by age range and sex

	Women			Men		
	< 30 years	30-50 years	> 50 years	< 30 years	30-50 years	> 50 years
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- 2020



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

In 2018, data was only available for Grupo Sesé Spain. For 2019, the data is for the entire Grupo Sesé except for Brazil, since no information is available for this country broken down by type of leave from the organisation (end of contract, voluntary leave or dismissal, etc.). Since 2020 the details correspond to all Grupo Sesé

In 2020, no cases of discrimination based on sex were reported or detected

[GRI 406-1] CASES OF DISCRIMINATION AND REMEDIAL ACTION TAKEN, WITHIN THE SCOPE OF GRUPO SESÉ



0 files

Sustainability model

» OCCUPATIONAL HEALTH AND SAFETY

The prevention of occupational risks, safety in the workplace and the health of workers are fundamental values of Grupo Sesé's business culture.



"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.

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.

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.

The integral concept of prevention is only feasible through the participation, collaboration and involvement in preventive action of each and every member of the organisation. The measures that have been developed over the last twelve years focus on eight basic pillars:

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.

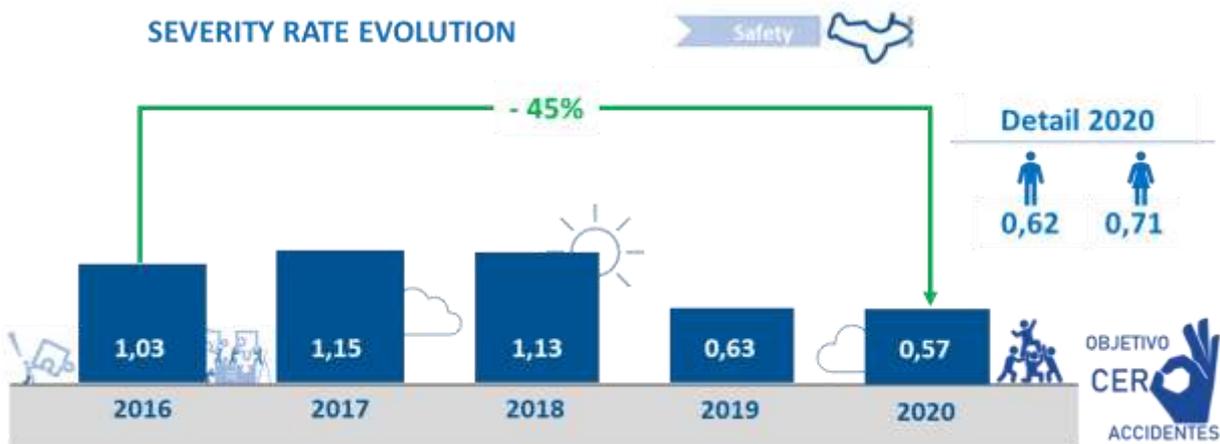


The Integrated Management Policy is available on the Corporate Website and on the organisation's Intranet.

Sustainability model

	GRUPO SESÉ					
	Employees controlled by the ORP Management System		Employees under internal ORP audit		Employees under external ORP certificate	
	No. employees	% employees	No. employees	% employees	No. employees	% employees
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
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 data from van Eupen companies. Does not include temping staff.
METHOD OF CALCULATION RATE (No. fatalities per accident / No. hours worked) x 1,000,000

Sustainability model



GRUPO SESÉ

	No. serious accidents			Serious accident rate		
	Total workforce	Men	Women	Total workforce	Men	Women
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, GRUPO SESÉ SCOPE.
Does not include data from van Eupen companies. 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 (I.F.)		
	Total workforce	Men	Women	Total workforce	Men	Women
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, GRUPO SESÉ SCOPE.
Does not include data from van Eupen companies. 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
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 data from van Eupen companies. Does not include temping staff.
METHOD OF CALCULATION SI RATE (No. days lost / No. hours worked) x 1000

Sustainability model

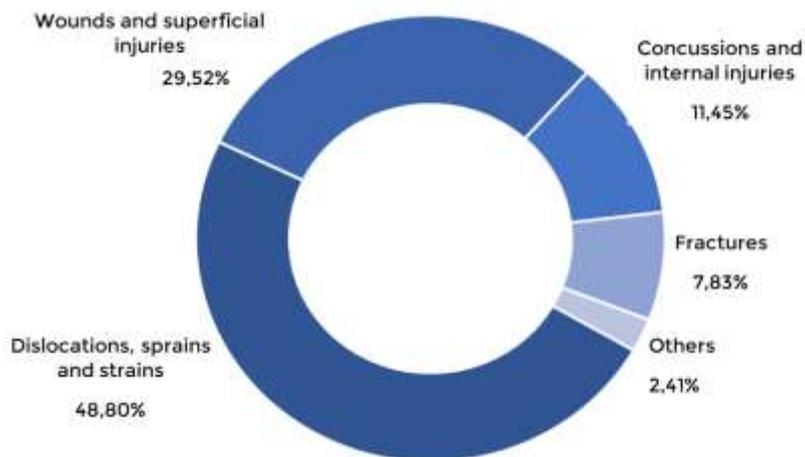


	GRUPO SESÉ								
	No. deaths due to occupational disease			Death rate due to PE			No. occupational illnesses		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
2020	0	0	0	0.00	0.00	0.00	3	3	0
2019	0	0	0	0.00	0.00	0.00	25	13	12
2018	0	0	0	0.00	0.00	0.00	25	20	5

GRI 403-10] OCCUPATIONAL DISEASES AND ILLNESSES.
 WITHIN THE SCOPE OF GRUPO SESÉ. Does not include data from van Eupen companies. 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	SI	FI	No. PE	Fatal Accidents	SI	FI	No. PE
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

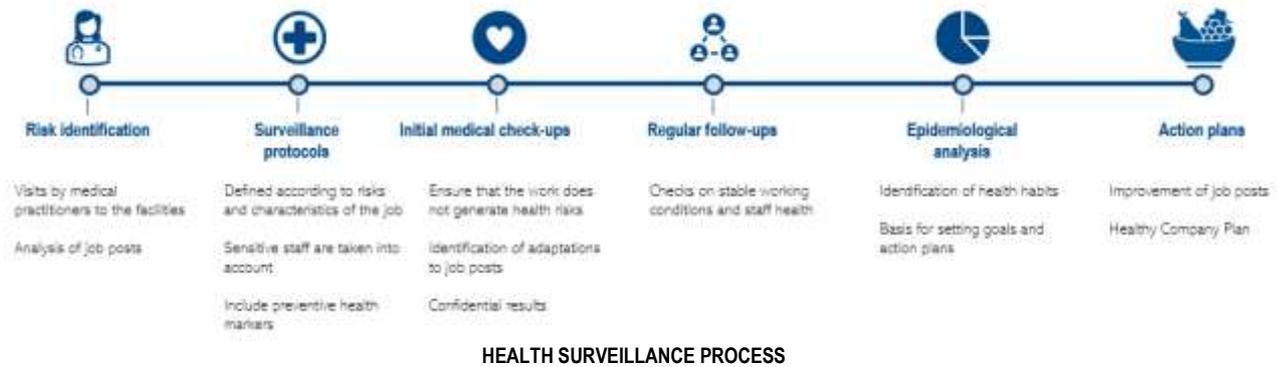
GRI 403-9] OCCUPATIONAL INJURIES, [GRI 403-10] OCCUPATIONAL DISEASES AND ILLNESSES.
 WITHIN THE SCOPE OF GRUPO SESÉ. Does not include data from van Eupen companies. Does not include temping staff.



GRI 403-9] WORK-RELATED INJURIES, TYPES OF INJURIES.
 SCOPE OF GRUPO SESÉ EUROPA Does not include data from van Eupen companies. Does not include temping staff

Sustainability model

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.



During the year 2020, 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 the Sesé Group coronavirus.

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.



The results of this study have been 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".



Sustainability model

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 have created the *Por Ti* programme, which takes over from a previous Cooperative 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.



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.

The pillars of the Healthy Company Plan fully coincide with those developed in the *Por Ti* programme: healthy diet, emotional well-being and physical well-being, with Grupo Sesé also having an additional vital leg in the area of Road Safety. The *Por Ti* programme provides a solid base, providing added value in the form of complete, innovative training in this area.



PILLARS OF THE SESÉ GROUP'S HEALTHY BUSINESS PLAN

Sustainability model

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. 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.



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.

Sustainability model



COMPARISON OF SQAS RATING TO BBS (Behaviour-Based Safety)

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

Thanks to the welcome and continuous training processes imparted to its fleet of drivers, in 2018 it obtained a qualification of 55% in the BBS (Behaviour-Based Safety) section, achieving a result 5 percentage points better than the average for the sector in Europe.

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.

Sustainability model



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 2020, due to the preventive protocols established by Covid-19, it was not possible to celebrate Road Safety Week.

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 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.



Sustainability model

» 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:

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



On Demand Training.



On Boarding.



Development of the Training Plan.



Recycling Training.

Sustainability model

TÍTULO	FECHAS DE PUBLICACIÓN	HORAS	IDIOMA	DESTACADO	ESTADO
Geometrías sencillas con AutoCAD	Abierto durante 30 días	1	ES		Activear
Primeros pasos con AutoCAD	Abierto durante 30 días	1	ES		Activear

SESÉ CAMPUS

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.

	GRUPO SESÉ EUROPE				
	Hours/year/person				
	Total	Men	Women	Direct Structure (MOD)	Indirect Structure (MOI)
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

Sustainability model

› Occupational Risk Prevention	33.53%
› HR - Equality	6.47%
› IT – Information Security	6.01%
› Quality - Environment	4.66%
› Work processes	3.56%
› Skills	1.17%
› Languages	0.73%
› Others	0.37%



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



PHOTOGRAPHS OF AWARENESS-RAISING TALK ON HEALTHY EATING HABITS

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

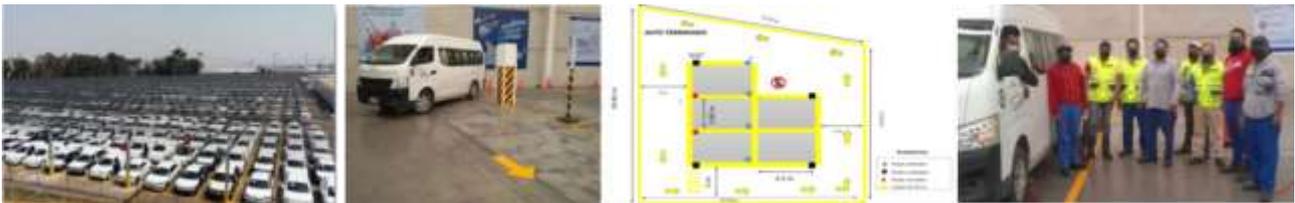
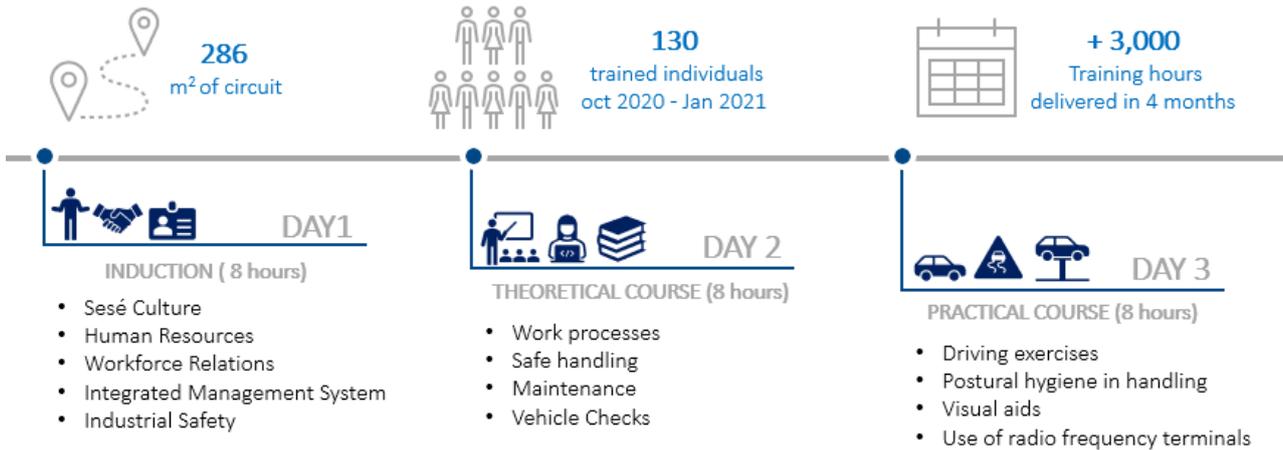
2017	2018	2019	2020
3.43 [score out of 4]	3.54 [score out of 4]	3.45 [score out of 4]	3.53 [score out of 4]

SCOPE OF GRUPO SESÉ EUROPA

Sustainability model

An example of ad hoc, internal training design to meet the business needs of the **Driving School** that was launched this year, 2020, in one of the operational centres of Grupo Sesé in **Mexico**. This school was founded with a twofold objective:

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



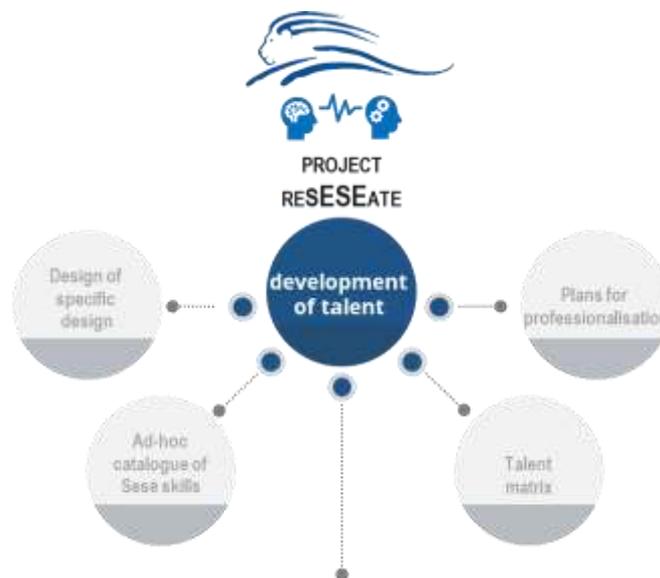
OUTLINE OF MEXICO DRIVING SCHOOL APPRENTICESHIP PROGRAM

Sustainability model

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:

- 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

- Station-to-station interview: definition of the **job profile**.
 - Functions and responsibilities.
 - Necessary competencies for the position, definition of levels (**Customised Dictionary of Competencies**).
- Identification of **critical positions in the Group**, positions that are not easy to replace, not because of the hierarchy they have, but because they are key to their activity, because of the level of knowledge of their position or because there is a shortage of professionals for that job.
- Preparation of personalised **evaluation questionnaires**.
- Training and **coaching** of teams and managers.
- **Annual performance evaluation interviews** by competencies.
- Establishment of **action plans** and definition of personal improvement objectives (**half-yearly monitoring**)
- Identification and validation of the **Talent Map** of each department, area and company of the Group.
- Definition of **Development Plans** (professionalisation plans), including 2nd organisation chart.
- Monitoring of the fulfilment of plans and reorientation where appropriate.
- Continuous monitoring and **mentoring** by the HR team.

Sustainability model

This project will be deployed in phases throughout the organisation:

- In 2017 the pilot project with the traffic management group started with great success and excellent reception.
- Throughout 2018, it was extended to the entire Transport Division, where almost 200 personal interviews were held in Spain to redefine and unify job profiles and identify the competencies required for their development. As a result of this exercise, **70 people** were evaluated using this methodology (9% of the structural staff in Spain).
- The deployment achieved during 2019 was:
 - Production of all structural job profiles at national level through sample interviews with more than 250 people. This process involves the identification of applicable competencies and the development of objective evidence for each position and level of competence.
 - All Corporate Departments have joined the process already launched in the Transport Division, meaning that **301 people** have been evaluated by this methodology (43% of the structural staff in Spain).

	GRUPO SESÉ		
	Persons evaluated		
	Total	Men	Women
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 has forced the temporary postponement of part of the activities.

In return, we will advance the design of internal on-line **teaching material** for the development of **Soft Skills**.

[GRI 404-3] PERCENTAGE OF EMPLOYEES RECEIVING PERIODIC PERFORMANCE AND PROFESSIONAL DEVELOPMENT APPRAISALS
All persons assessed are MOI-category

» 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

Sustainability model

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.

 Dual Training Programming	GRUPO SESÉ SPAIN			
	2017	2018	2019	2020
Participating students	8	10	8	--

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

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. These are just a few of the usual unmissable events attended by the Human Resources team:

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

In 2020, due to COVID, many of these fairs could not be held. Grupo Sesé did take part in the fifth Huejotzingo Job Fair (Mexico), held on this occasion virtually.



SCENES FROM THE PARTICIPATION OF GRUPO SESÉ IN JOB FAIRS

Sustainability model

More than 200 applications received each year	GRUPO SESÉ SPAIN			
	Total	Men	Women	% Recruitment (*)
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.

PROXIMITY TO 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, which was attended by more than 900 people, was organised by the Technological Institute of Aragon 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/>

Sustainability model

» **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 - THE FIRST SPANISH LOGISTICS COMPANY CERTIFIED BABY-FRIENDLY

» **RECONCILIATION** - For staff with children, whether male or female, measures are generally established to facilitate **family reconciliation** in accordance with the provisions of the legislation in force and above the level shown in the laws of reference.

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

Sustainability model

» **CLOSENESS TO THE EMPLOYEE IN THEIR DEALINGS** - 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 to the 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

» **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, encouraging **internal promotion** and career development of its employees.

Sustainability model

►► **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

►► **ORGANISATION OF WORK** - 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.

►► **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.

Sustainability model

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.

 post adaptations / improvements	GRUPO SESÉ		
	2018	2019	2020
	136	169	222

► **WORK ENVIRONMENT** - Over the last few years, work climate 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.

Results of work climate assessments



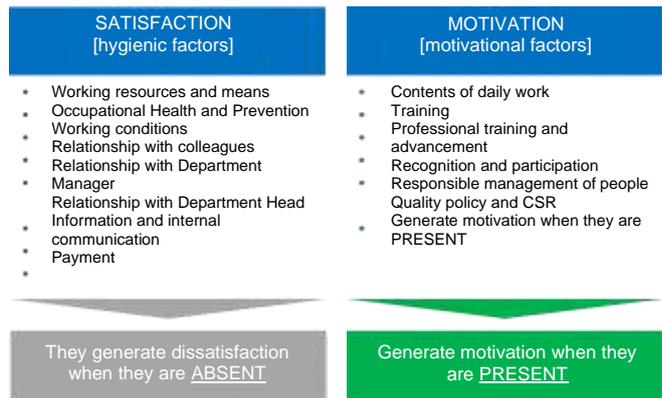
GENERAL DATA	
● Survey period:	24/04/19 – 31/05/19
● Staff surveyed:	403 Corporate (Groups all the staff in the building) [Spain] 2,602 Centres
● Participation:	285 (70.7%) Corporate [Spain] 807 (31.0%) Centres
● Value scale	0 a 10 (0: "I completely disagree" and 10 "I fully agree")

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.
- 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.



Sustainability model

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

» **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:

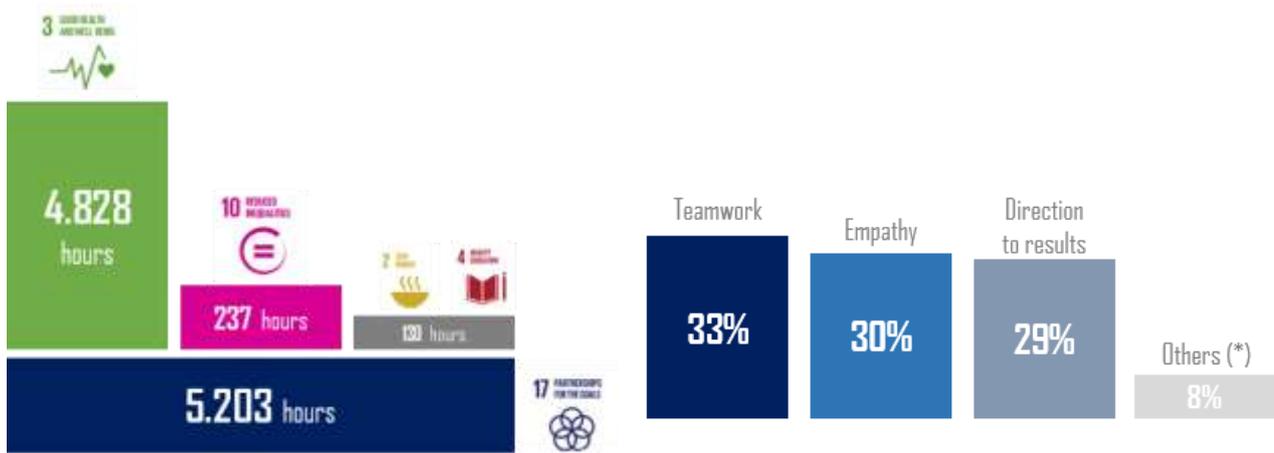
- ▶ To promote and support the exercise of the spirit of solidarity of the workers of Grupo Sesé, facilitating their participation in causes and projects that improve the quality of life and the integration of disadvantaged groups or those at risk of exclusion.
- ▶ To develop as a preference those projects aligned with the Sustainable Development Objectives of Grupo Sesé.
- ▶ To collaborate with Fundación Sesé in all the projects it requires, following its guidelines and supporting its causes at all times.
- ▶ 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 registered	Volunteer hours
2020	13	94	5,203
2019	12	160	1,590

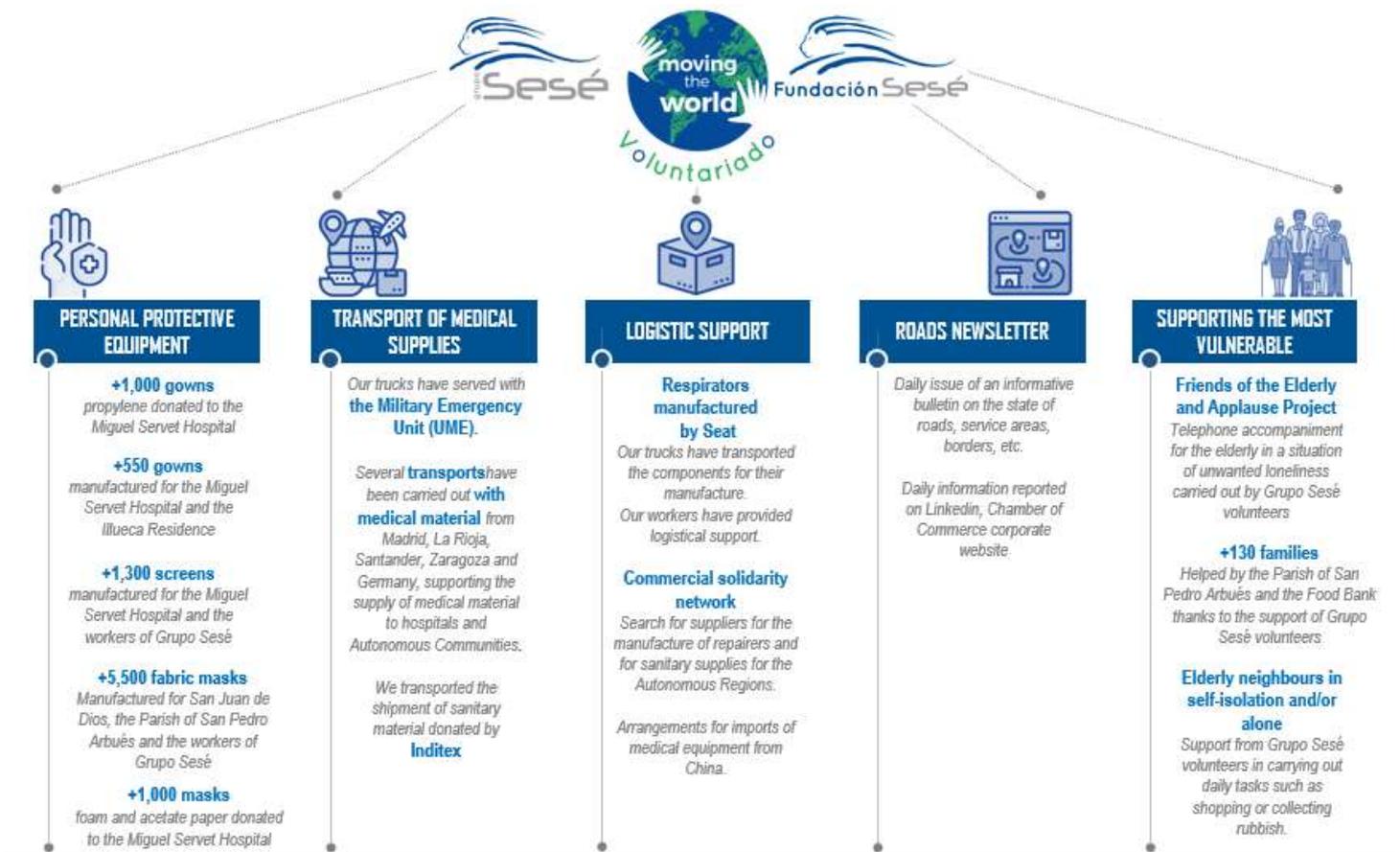
Sustainability model



RELATIONSHIP WITH THE SUSTAINABLE DEVELOPMENT GOALS AND COMPETENCIES DEVELOPED BY THE PROGRAMME

(*) Optimism and enthusiasm, Innovation and creativity, Effective communication, Adaptation to adverse situations

2020 has been a year directly marked 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

Sustainability model

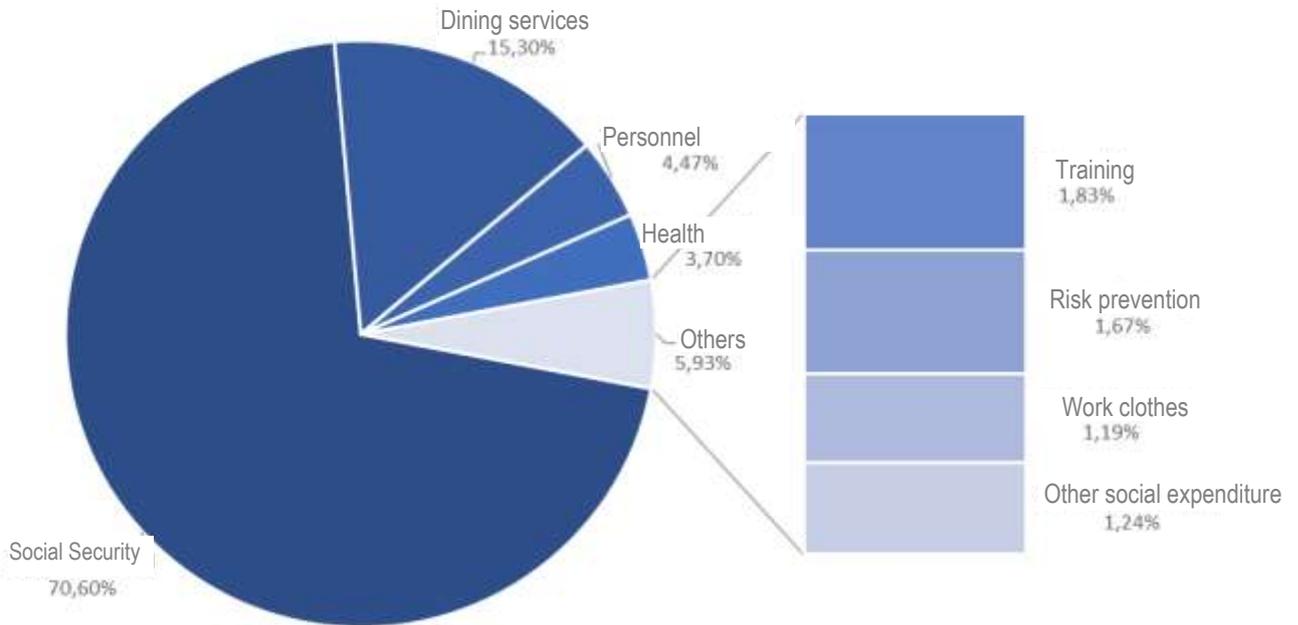
Special mention should be made of all the volunteers who have put their best efforts into the altruistic manufacture of masks and, above all, the people of Urrea de Gaén, who have thrown themselves body and soul into collaborating on this project.



PHOTOGRAPHS OF THE VOLUNTEERS OF GRUPO SESÉ AND URREA DE GAÉN MAKING MASKS

Sustainability model

» **SOCIAL EXPENSES** – The attached figure shows the breakdown of Grupo Sesé’s social expenses (EUR 48 million).



BREAKDOWN OF SOCIAL EXPENDITURE, WITHIN THE SCOPE OF GRUPO SESÉ

» **DIALOGUE AND PARTICIPATION**

Grupo Sesé carries out its HR 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
	89.42%	83.14%	86.02%	92.48%	91.00%

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

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.

Sustainability model



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 Website** (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**. 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.)
- **Sesé Conecta app**, launched in 2017.
- **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 gather together information/documentation so that all employees can resolve any query or problem through them. You only need to have a corporate email account to access it.



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

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



Sustainability model

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:

- The results of the 2019 financial year were presented.
- The principles of the 2020 strategy were deployed.
- The business units, subsidiaries and corporate departments presented the main milestones achieved in 2019 and the goals and expectations for 2020.
- For the first time, a specific section was incorporated to recognise and distinguish best practices in the organisation. Specifically, these were the award categories:
 - Most profitable project - Brazil
 - Best innovation - Control Tower project for Seat.
 - Best contribution to productivity - Corporate Logistics Operations Department.
 - Environmental sustainability - Héctor Cebrián (Duo Trailer Project).
 - Best VDA audit 6.3. - CKD Mexico.
 - Young Talent - Rafael Saenz (Finance).
 - Teamwork - Corporate Quality Department.
 - Special Mentions:
 - Social Action - José Luis Carillo (Sesé Integra).
 - Work on the integration of countries - Rüdiger König (van Eupen).
 - Honourable Mention - Fernando Aristu.



SNAPSHOTS OF THE 3rd GLOBAL MANAGEMENT MEETING

Sustainability model

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"** category.



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 strategic objective of Zero Accidents: even one accident is one too many, since it deprives a company of its most valuable asset - its workers.

Sustainability model



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 renewing the label.



Grupo Sesé has renewed its RSA+ Seal once again. 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.

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.



"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 that represent them as an organisation and as a team.



On this occasion, and in an anomalous virtual edition due of the pandemic, **49 of our workers** have participated in the various editions held in Spain supporting one more year with their enthusiasm.

The 2020 Asturian Dairy Central Women's Race closes with more than 41,000 participants throughout Spain and the donation of more than €90,000 to charitable causes

PHOTOGRAPHS CORRESPONDING TO THE 2019 EDITION

Sustainability model



Rooted in its origins, Grupo Sesé has participated since 2016 as a company in the offering of flowers to the Virgen del Pilar.

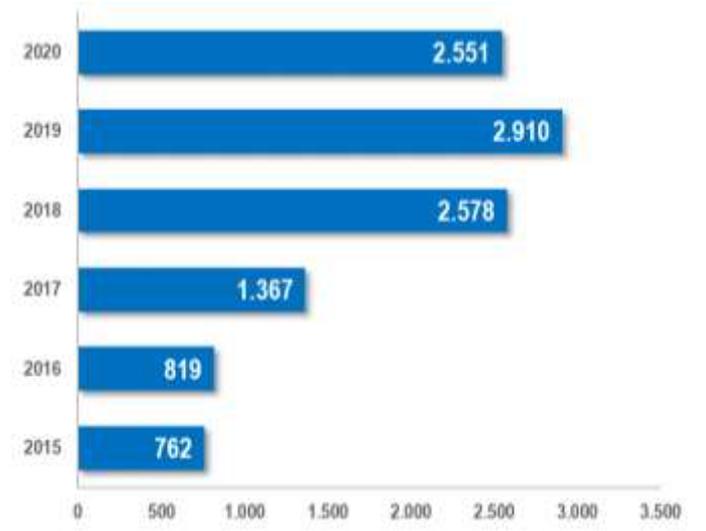
This year, the offering organised by the City Council of Zaragoza was virtual, but this did not prevent the presence and support of Grupo Sesé and its workers.



» 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 3,700 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 0.09% are non-local, having been transferred from another team in the organisation to participate in the management of local operations.

As far as the organisation's senior executives are concerned, 87% have been hired from the local community.

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.

87%

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

Sustainability model

>> Reinvesting in home communities <<

Grupo Sesé is an Aragonese company with deep roots in its origins. 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.

+1,400
PEOPLE

34% of In Spain's staff is employed in Aragón. With these figures, it is one of the 20 Aragonese companies that generate the most direct employment in Aragón.

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

» 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.

Sustainability model

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.

Fundación Sesé is present in the third sector



Fundación Sesé participated in the **Fair of employment promotion and training "Si i Millor"** organised by the Catalan Federation of Special Employment centres (FECETC) in the Saló de l'ocupació of the Barcelona City Council, as part of the business networking activities and direct contact with candidates with disabilities for future selection processes.

María Pilar Alegre, insertion and training coordinator of Fundación Sesé, participated in the **round table "Talent that fosters Talent"** together with representatives of Ilunion, Fundación Iman, Arcasa-Apetito and Grupo Armonía, with whom they shared experiences on the management of the most diverse talent.



"Companies with the SDGs" Cycle



The Energy Cluster of Aragon, as a recognised agent of the Aragonese R&D&i system and Sesé Foundation as part of its commitment to the promotion and dissemination of the Sustainable Development Goals, organised the **Cycle of Conferences: "Companies with the SDGs"**, with extensive technical and educational content, accompanied by practical experiences from different sectors.

María Pilar Alegre, coordinator of insertion and training of Fundación Sesé, participated with the presentation **"The commitment to SDG 8, 10 and 17. A social and business benefit"**.

Sustainability model

>> 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 Aragónés** 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.



The 2018 edition was chosen as one of the best races in Spain according to Runedia and has received the Red Aragón tourist excellence seal. In this first edition, the march was linked to the fight against **Amyotrophic Lateral Sclerosis**, a cause for which €22,000 was raised thanks to the participation of more than 260 cyclists.

In 2019, the charity route focused its fund-raising on the **Fight against Cancer**. This year, thanks to more than 560 participants and over 100 volunteers from Grupo Sesé, Fundación Sesé, Urrea de Gaén and the surrounding villages, €26,000 was raised.

Sustainability model

In 2020, due to the restrictions and preventive health measures against Covid-19, it has not been possible to celebrate 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 Room**.


200
 donated solidarity menus


+200
 participants


€ +49,000
 collected since its 1st edition



PHOTOS OF THE SESÉ BIKE TOUR 2019

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.



Sustainability model



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 33,885 EUR were collected.

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 (I'm at the pictures in the hospital)** 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.



PHOTOS FROM THE 2019 CHARITY GALA "ON THE MOVE, MUSIC FOR AUTISM"

Sustainability model

In 2020, due to the restrictions and preventive health measures against Covid-19, the Charity Gala could not be held and was postponed until the health situation allows us to restart activities of this type.

€
€ +98,000
 collected since its 1st edition



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.

It is a 118 square metre space converted into a real cinema equipped with the latest audio and video technology and decorated with bright colours and posters for children's films.

Volunteers from Grupo Sesé attend the Miguel Servet Hospital every Tuesday afternoon to show a film to the hospitalised children.

The activity was suspended in March and is expected to resume when the health situation allows.



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



Sustainability model



TRAINING AND SCHOOL REPORT

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, mainly immigrant children from the Delicias district of Zaragoza and their mothers.

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. With the pandemic, an online monitoring system was set up, which only 6 of the 40 students have been able to access due to the need for PCs and WiFi, which not all of them have access to.



40 young people
aged between 10 and 16



20 women



8 volunteers
once per week



FAMILY CANTEEN

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 in a situation of poverty.

The “**Delicias**” **Family Canteen** tries to serve those people who may lack the basic need for food.



25 people
attend the canteen daily



+7,000
Charity menus



6 volunteers
once per week



WORK CAMP

Since 2017, Fundación Sesé and the **Griébal Scout** Foundation, in collaboration with the **Federico Ozanam Foundation**, have been organising a summer **work camp** for young people at risk of social exclusion.

Through the work camp, the aim is to promote knowledge and conservation of the rural environment, to educate on the basis of hard work and to encourage interpersonal relationships and individual development.



10 young persons between 18 and 21 years of age



2 monitors
volunteers



10 volunteers
Grupo Sesé

Sustainability model



TRAINING CAMP - VFL WOLFSBURG

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.

In 2019 the 4th Training Camp took place in Spain, with the participation of 83 children, and the 3rd Training Camp in Mexico, with the participation of 15 children.

In 2020, due to the health restrictions of the pandemic, it has not been possible to hold any of the usual editions.




98 children
 aged between 6 and 16


34 volunteers
 Grupo Sesé



PHOTOS OF THE SPANISH AND MEXICAN EDITIONS, YEAR 2019



ALTATORRE WOMEN'S SOCCER 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 women's football team of the Altatorre Centre for Deaf People in Madrid (CAPSM), sponsored by Fundación Sesé, is participating in the Spanish Indoor Football Championship for Deaf People.

This team managed to come second in the European "Deaf Champions League" in 2019.

Sustainability model



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, together with **LaLiga Genuine**, seeks to normalise the practice of football among people with intellectual disabilities.

This type of initiative seeks to promote social inclusion, coexistence and fun through this sport. 48 players are attending the Genuine League School of Real Zaragoza. The activity was suspended in March and resumed in February 2021.



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.

During this campaign, more than 17,000 gifts were collected and distributed thanks to the generosity of the Aragonese people and the selfless work of the volunteers who managed the 70 collection points, including those from Grupo Sesé.



17,000 gifts
distributed during the campaign



70 collection points

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

- Children's villages 60 children.
- El Cañar Association 80 children.
- San Pedro Arbués Parish (Delicias) 70 children.
- Parishes of St. Peter the Apostle and Coronation of the Virgin (Oliver) 45 children.
- San Vicente Mártir Parish (San José) 45 children.



Sustainability model



A TODO TRAPO



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 **Caritas**, works mainly through activities linked to the care, recovery and marketing of second-hand clothes: tailoring, laundry, ironing, reuse, etc

- This activity generates 8 jobs for people at risk of exclusion.
- 380 kg have been collected in Sesé's facilities, which have been completely treated in the treatment plant that they have in the Moda Re project, in Sant Esteve Ses Rovires, belonging to the insertion company of Caritas 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.



RED CROSS ROMANIA

Grupo Sesé collaborates with the Romanian Red Cross to deliver clothes to groups at risk of exclusion. This joint action started in 2019, involves the complete logistical management of the process until it reaches the end users. Thanks to this joint initiative it has been possible to assist more than 3,000 disadvantaged people at risk of exclusion



+3,000 people cared for



+17,300 kg of clothes managed



SOLIDARITY FOOD TRANSPORT

Grupo Sesé has signed a collaboration agreement with the Archbishopric and Fundación Sesé to collaborate in the development of various food assistance programs.

In this way, we collaborate in the logistics and transport between **the Food Bank of Zaragoza and the parish of San Pedro Apostle.**



+100 families attended



+11,000 kg of food transported



4 volunteers Grupo Sesé

Sustainability model



MEDICAL-HEALTH SOLIDARITY TRANSPORT

Collaboration with Juan Ciudad ONG and the Hospital San Juan de Dios for the transport of medical-sanitary material and other auxiliary materials.

- Transport of medical material to the Logistics Centre in Madrid to send to their projects in Africa: 10 pallets of sanitary material (stretcher paper, walkers, wheelchairs and syringes), three neonatal beds and two stretchers.
- Transport of furniture and clothes to SJD's hostels in Barcelona and Valencia: 8 pallets with 1,912 units of clothes and kitchen utensils, 12 mattresses (white), 7 chairs and 2 armchairs with armrests.



CHARITY MARKET



Imaginarium

Fundación Sesé, in collaboration with Imaginarium, organised a charity market in 2020 in which the funds raised were destined to the social dining room of Delicias.



1,600 menus
donated



15 volunteers
Grupo Sesé



ROAD SAFETY POLO PARK

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 m²
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.

Sustainability model

>> 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.

The future objective is to make investments that will make it possible to develop and implement new projects in the Autonomous Region of Aragón, especially in areas that are more disadvantaged due to their low population density. It is also intended to develop other projects outside Aragón in order to offer new employment opportunities to these groups.



PROGRESS OF DISABLED STAFF IN SPECIAL EMPLOYMENT CENTRES IN SPAIN



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".

Sustainability model

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

(*) A person can belong to several different categories

>> Fundación Sesé on social networks <<



EVOLUTION OF THE IMPACT ON SOCIAL NETWORKS OF THE ACTIONS OF FUNDACIÓN SESÉ FROM 2019 TO 2020

-  <https://www.facebook.com/FundacionSese/>
-  https://twitter.com/fundacion_sese
-  <https://www.youtube.com/user/fundacionsese>
-  <https://es.linkedin.com/in/fundacionsese>
-  <https://www.instagram.com/fundacionsese>

SOCIAL NETWORKS WHERE FUNDACIÓN SESÉ IS PRESENT

Sustainability model

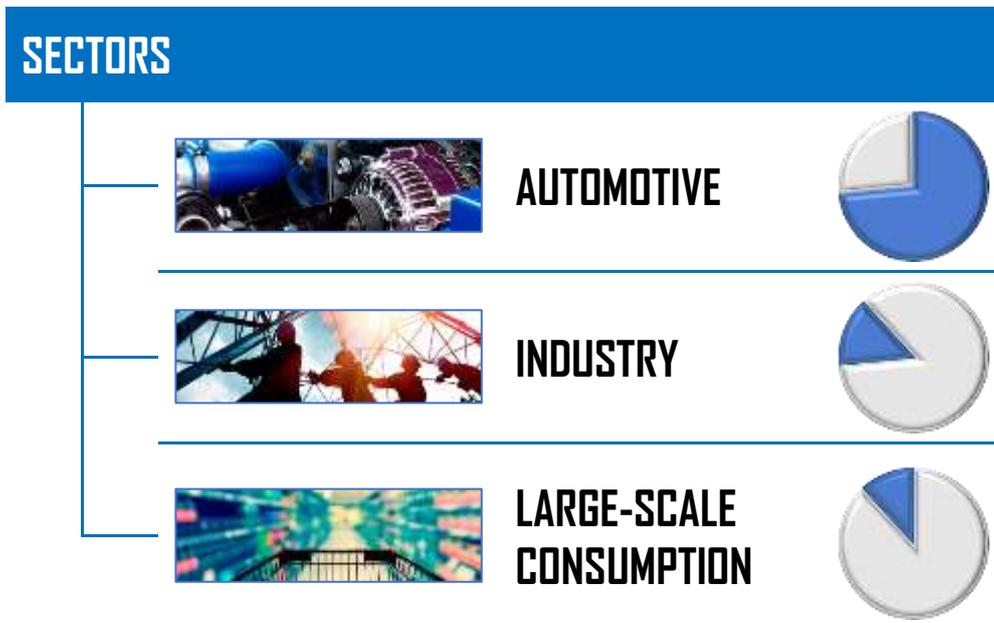
Sustainability model | Customers

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 FMEAs 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.



Grupo Sesé actively participates in the sector's Trade Fairs and Congresses: Because of COVID-19, it has not been possible for the vast majority of these events to be held, or they have had to be held virtually.

- SIL (*Salón Internacional de la Logística*, the International Logistics Fair).
- Participation in Bisutex International Exhibition.
- Participation in the Logistics Business Summit (ESIC) - success stories from Aragón
- Global Robot Expo.
- Expodronica 2020

Sustainability model

» 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 those clients with strategic weight



The clients of 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 Unit Management.

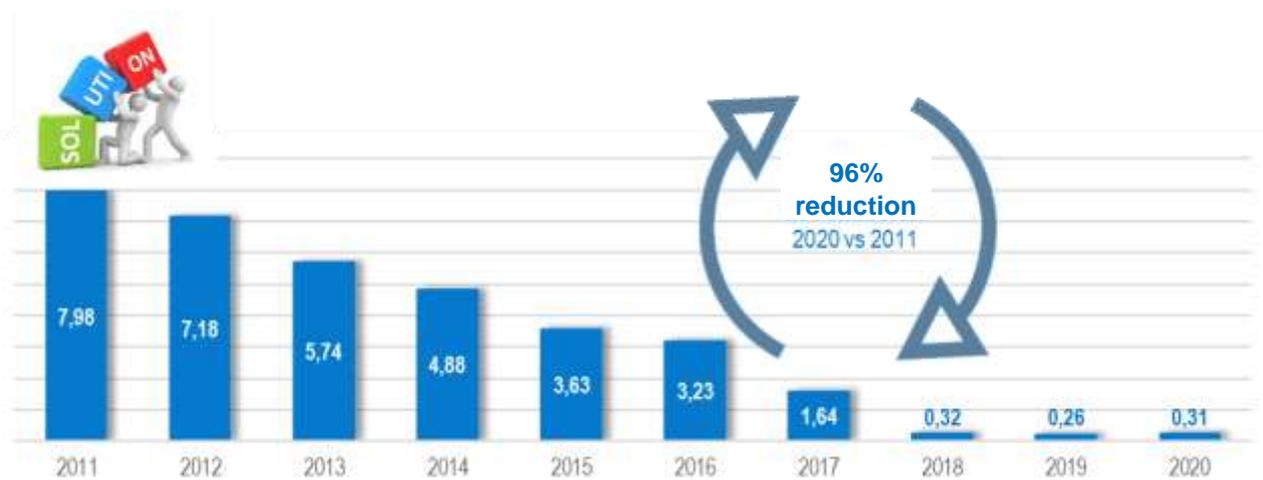
Sustainability model

►► 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

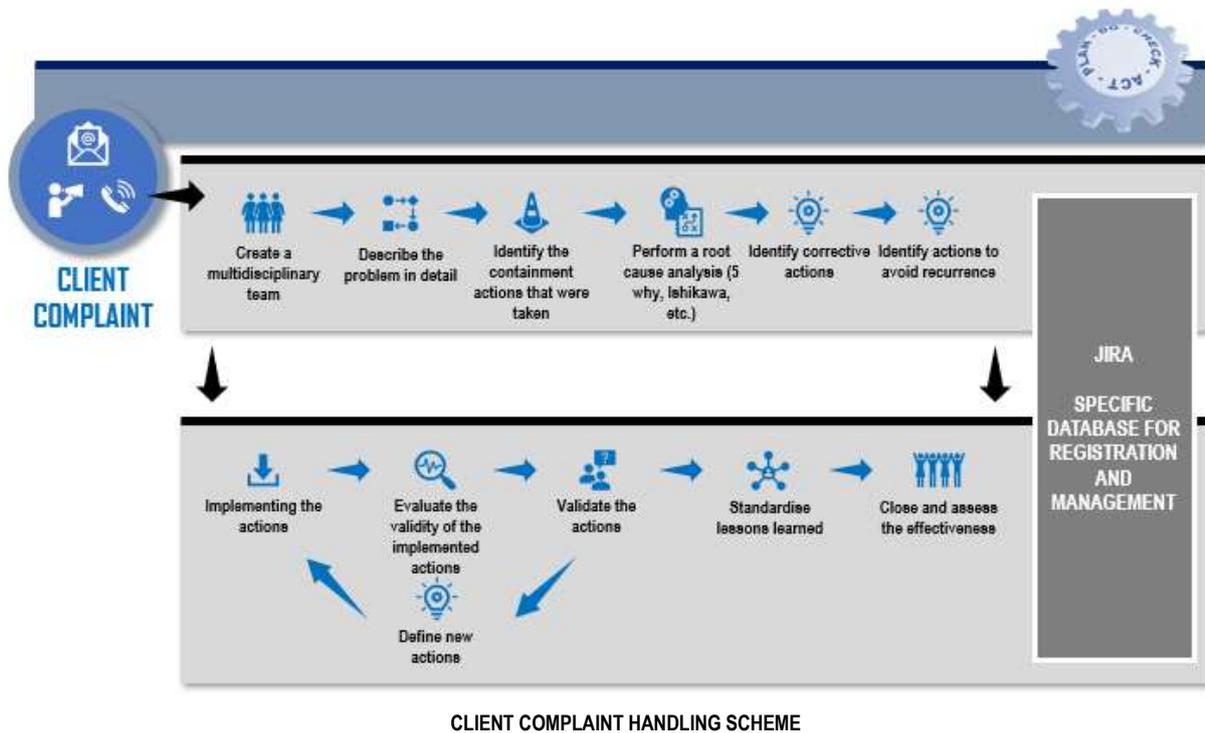


Level of customer satisfaction

2016	2017	2018	2019	2020
98.68%	94.75%	95.41%	98.64%	99.34%

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

Sustainability model



The 2020 evaluation in **EcoVadis** gave Grupo Sesé the **Gold Medal** rating with a **97% score**, improving by 1 point compared to 2019 (69 points). The improvement of 10 percentage points in the Ethics section is notable, going from 70 to 80 points.

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 2020
 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**.

Sustainability model

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.

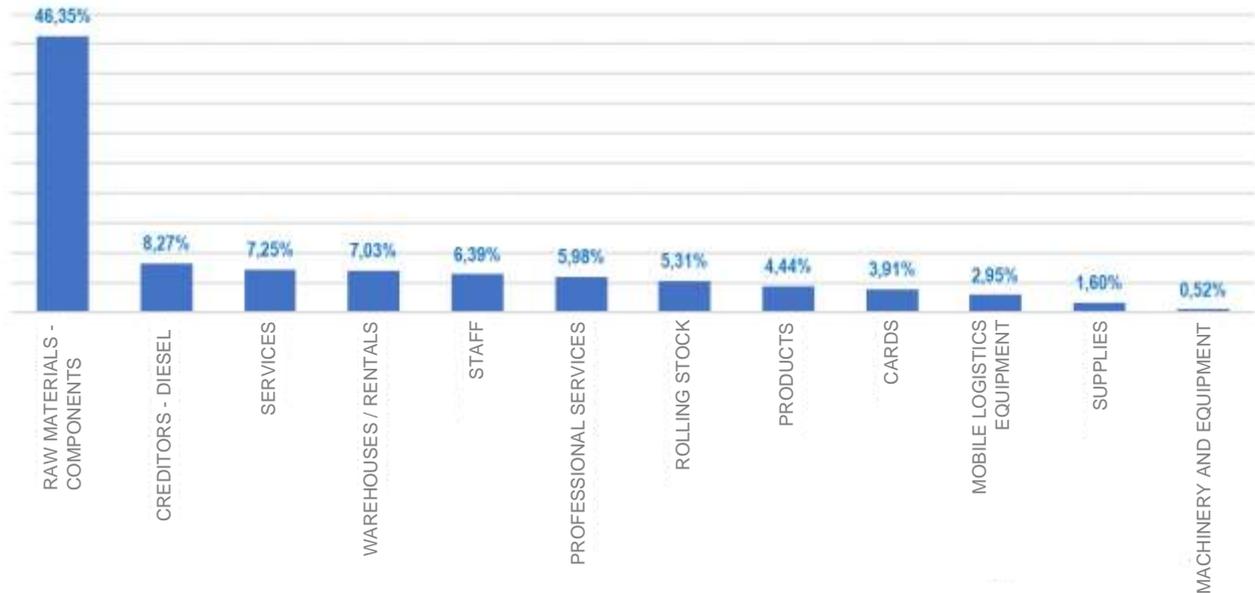


18
people

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

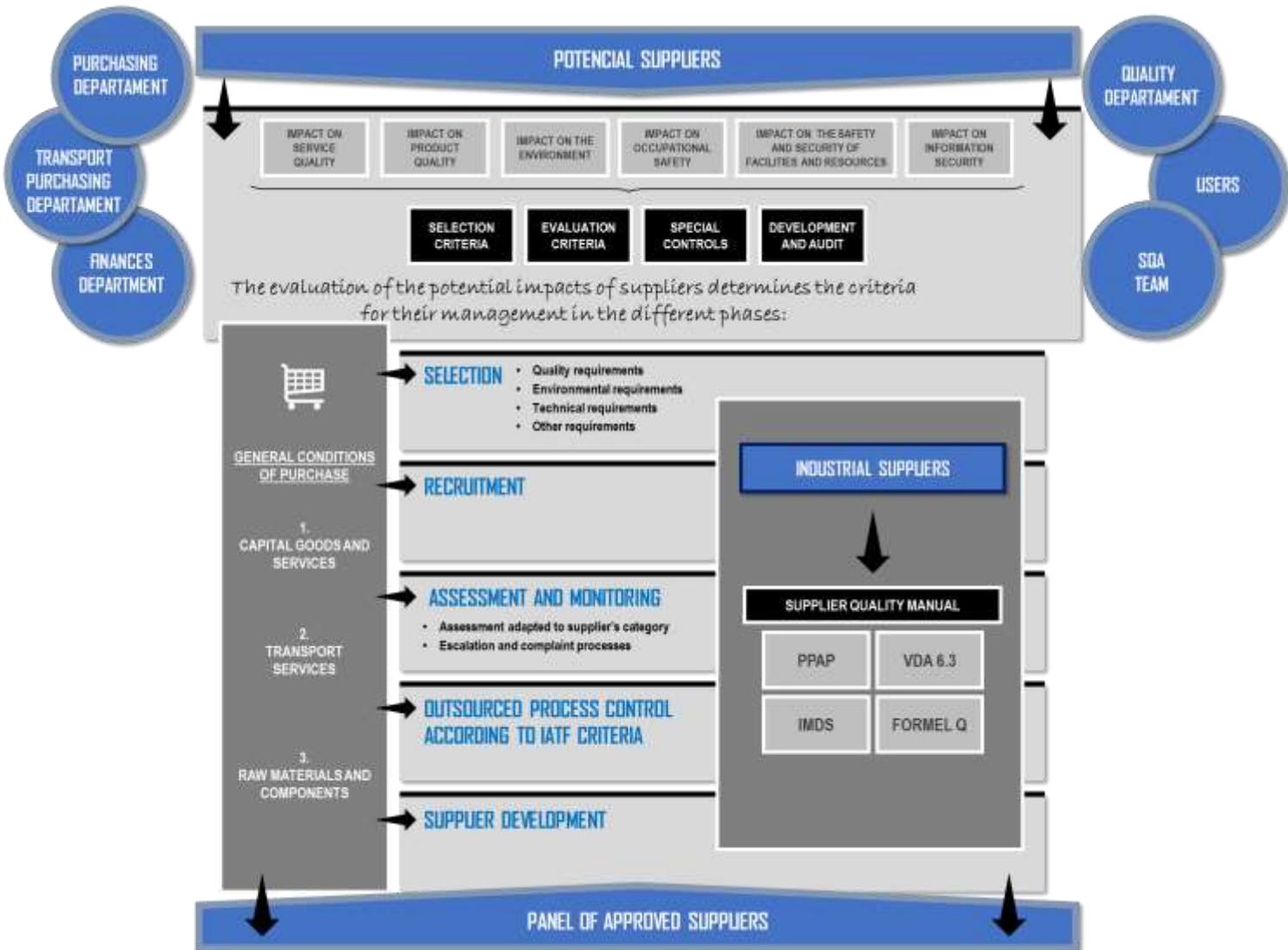
Note. To better analyse the results of the breakdown, the main purchase, which is the subcontracting of transport, has been taken out of the graph so as not to distort the graphic representation

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

INTERNAL CLASSIFICATION CATEGORIES FOR SUPPLIER MANAGEMENT

Sustainability model

» 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 integral management of suppliers was launched, which consists of the following treatment blocks that will be activated in stages

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

Sustainability model

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.)

Sustainability model

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
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
Average result of the annual evaluation	97.30%	96.96%	97.46%	98.84%	94.85%
Percentage of suppliers evaluated (*)	93.46%	96.09%	90.24%	88.76%	92.46%

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

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

Sustainability model

» COMMUNICATION AND TRANSFER OF MANAGEMENT

	Transport suppliers	Industrial suppliers	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				
Protocol for Coordination of Business Activities (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.

Sustainability model | Environment



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 and integral logistics activities.
- 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.



"WE DO NOT INHERIT THE LAND FROM OUR ANCESTORS, WE BORROW IT FROM OUR CHILDREN"



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

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.

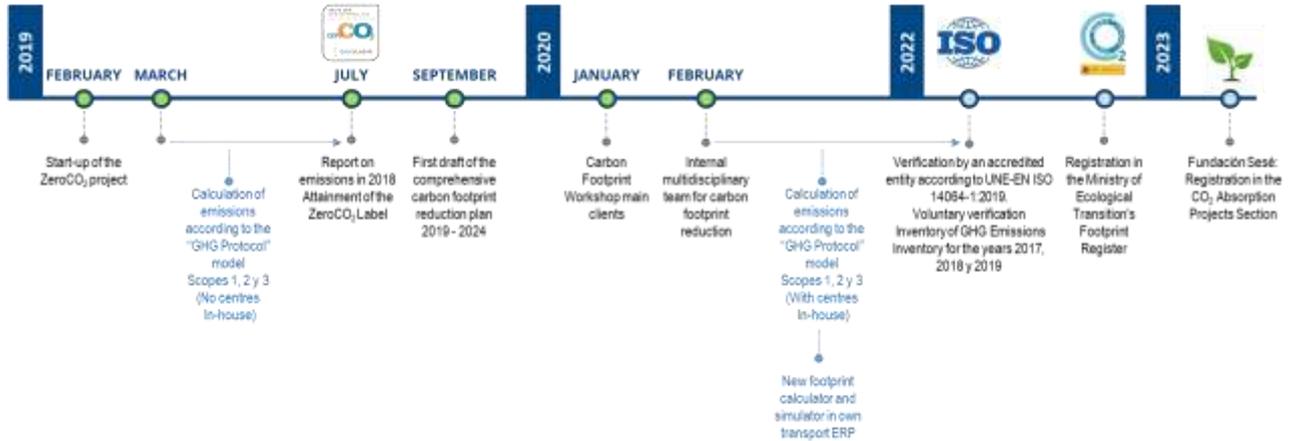
Non-significant environmental aspects of the organisation include, among others (Note: Spanish Law 11/2018 on non-financial information and diversity requires that the management approach be explained in the following points).

- 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.

Sustainability model

►► 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, and some of the planned dates for its milestones have had to be modified due to the direct impact of Covid-19 on the cessation of activity at world level, milestones that, for this reason, have seen their execution transferred to the year 2022.



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

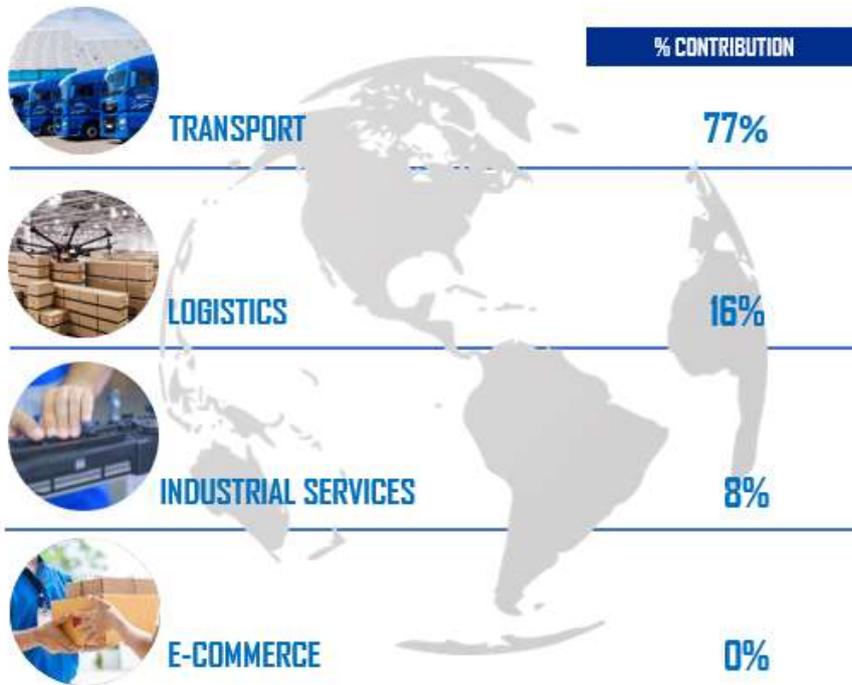
This is the first comprehensive project for measuring, verifying and reducing the carbon footprint of all of Grupo Sesé's activities and business lines:

- ▶ 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.



GRUPO SESÉ'S DECARBONISATION GOALS

Sustainability model



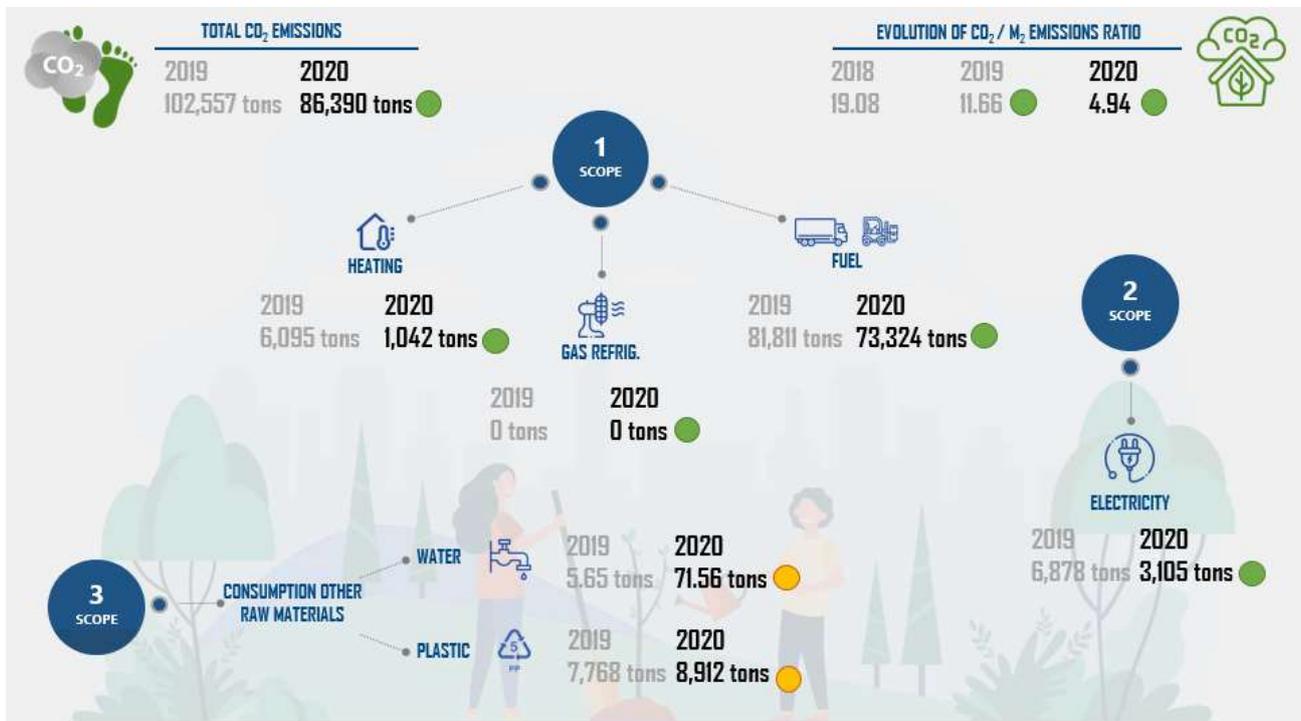
As a result, it is possible to determine the percentage contribution of each of the organisation's Operational Business Divisions in a quantified and objective manner.

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.

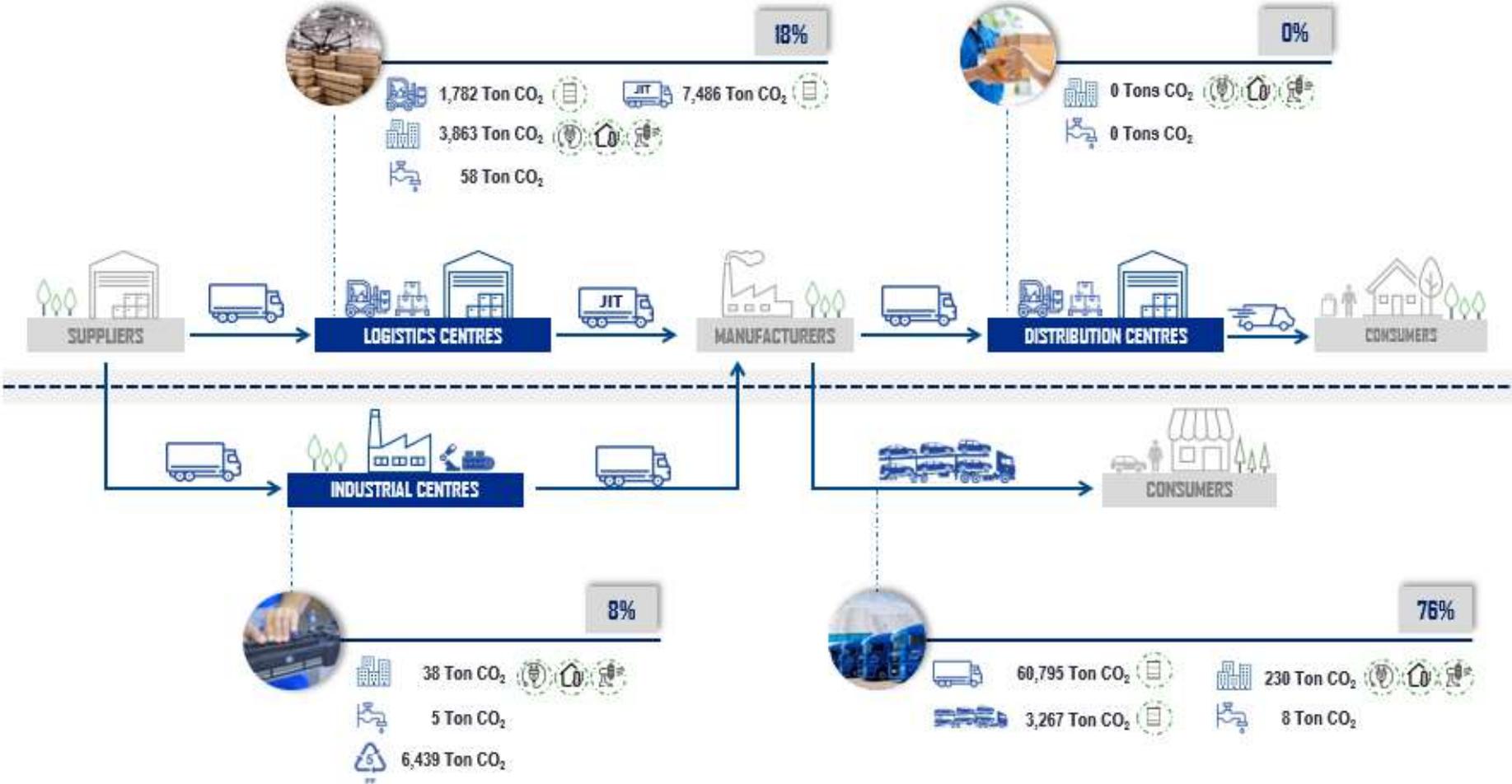


DISTRIBUTION OF CARBON FOOTPRINT BY BUSINESS LINE



2020 vs 2019 CARBON FOOTPRINT COMPARATIVE SCHEME

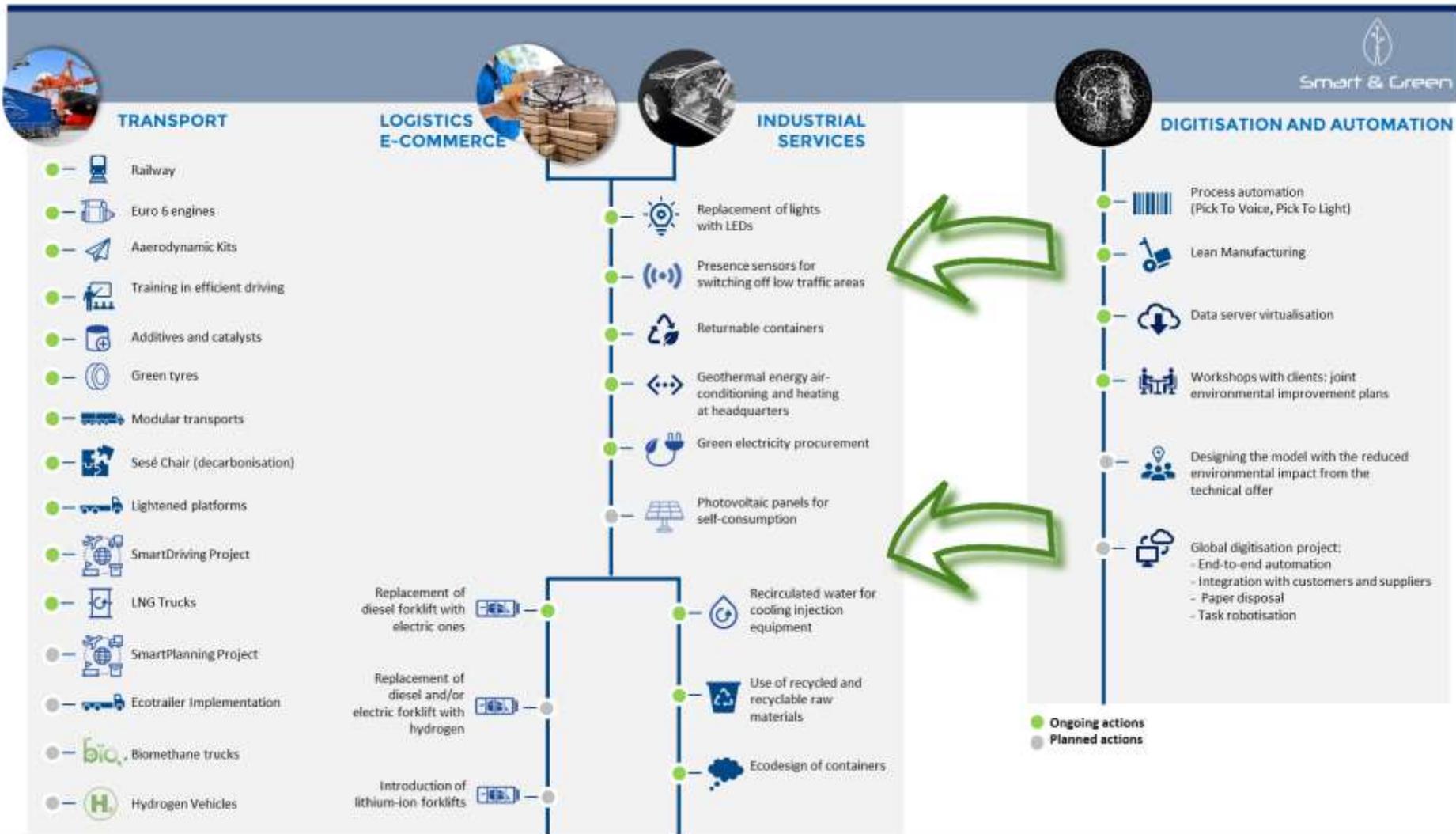
Sustainability model



CARBON FOOTPRINT DETAILED BY ITS IMPACT ON EACH LINK IN THE SUPPLY CHAIN



Sustainability model



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

Sustainability model



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

The University of Zaragoza (UZ) 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. The tenure of this Chair has an initial duration of two years and with it the Group seeks to make growth compatible with social and environmental responsibility, considering innovation as a determining factor.

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
Cooperation

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, as well as the sponsorship of testing and research laboratories, or the awarding of end-of-degree, master and doctoral theses through different prizes.



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.



Dissemination
Disclosure

Participation in the preparation and editing of textbooks, the publication of the Blue Book of Transport or the organisation of informative days and congresses.

LINES OF WORK OF THE SESÉ CHAIR



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

Sustainability model

The table below shows the main technological lines active in the reduction of greenhouse gas emissions in transport:

	Intermodality: a transport alternative that combines competitiveness, ecology and safety.	96%
	Use of modular lorries (Mega Trailer and Duo Trailer) reducing emissions per ton transported.	20-40%
	LNG vehicles (liquefied natural gas).	15-20%
	State-of-the-art vehicles: Grupo Sesé seeks to continuously improve the engines of its lorries in order to reduce diesel consumption and CO ₂ emissions.	16%
	Use of high-efficiency tractors such as Scania Ecolution.	15%
	Use of lightweight platforms to reduce emissions per tonne transported.	8%
	100% of the fleet is equipped with aerodynamic kits.	8%
	Training in efficient driving.	6-8%
	Use of additives/catalysts such as AdBlue. 100% of the fleet is equipped with RCA technology, with the Ad-Blue product being stored in an exclusive warehouse.	4%
	All tyres are environmentally friendly which, due to their technical characteristics, allows for a reduction in fuel consumption and a limitation of CO ₂ emissions.	2%

DEGREE OF MITIGATION OF THE ENVIRONMENTAL IMPACT OF PRODUCTS AND SERVICES [Note: the percentages of reduction are calculated by comparing a unit with this characteristic against another that is not equipped with it]



**EVOLUTION OF PROPRIETARY FLEET ENGINES [LNG lorries are included in Euro 5 engines]
SCOPE OF GRUPO SESÉ EUROPA**

Sustainability model

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%.



GOAL: ACHIEVE A 10% REDUCTION IN 2019 vs 2012

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

2016	2017	2018	2019	2020
-9.83%	-10.31%	-11.61%	-12.85%	-11.14%

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

reduction of CO₂ emissions per use of rail vs road

One direct consequence of the reduction of these emissions was undoubtedly the commitment to the use of intermodality on the Bettembourg-Le Boulou route via Lorry Rail.



2018	2019	2020
- 881,382 Kg	- 1,710,262 Kg	-2,121,283 Kg

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



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.

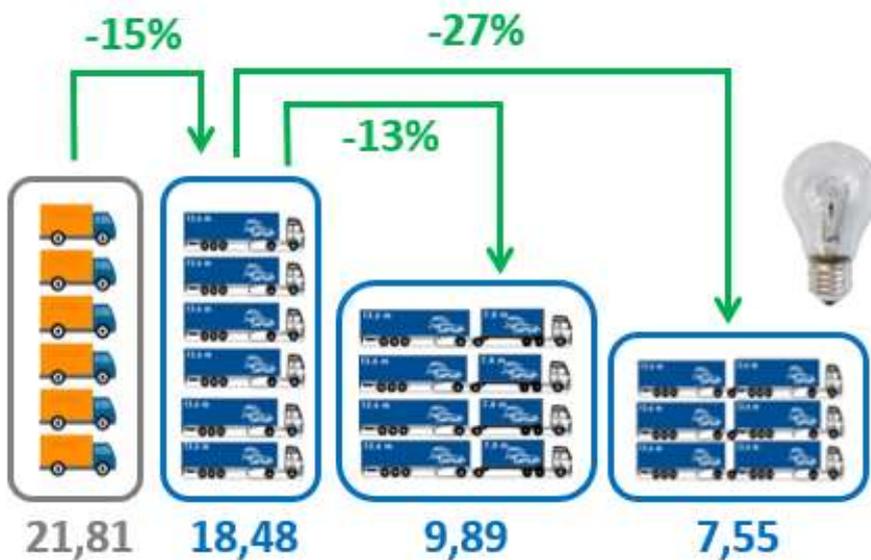
In 2018, Grupo Sesé, once again a pioneer, together with the Department of Mechanical Engineering of the University of Zaragoza, put the **Duo Trailer**, a 31.75 metre lorry with a 70 tonne MMA, into circulation in Spain for the first time. For the time being, these are research tests that will culminate 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.

Sustainability model

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 intermodality 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 Trailer Duo could also favour rail transport with the rest of Europe.

 <p>20% - 35% reduction in logistics costs</p>	 <p>30% reduction in CO₂ emissions</p>	 <p>50% reduction in lorries on the road</p>
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COMPARISON BETWEEN EQUIVALENT UNITS IN TOTAL LOAD TRANSPORTED
[KG CO₂ / KM / TN. TRANSPORTED]

Sustainability model

	Total emissions CO ₂ (Tn)	CO ₂ (Tn) emissions per scope		
		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

	NO _x (Kg) [GRI 305-7]	SO _x (Kg) [GRI 305-7]	VOCs (Kg) [GRI 305-7]
2016	60,758	33	12,038
2017	61,602	65	3,214
2018	83,909	1	10
2019	26,456	0.13	48
2020	23,615	0.14	80

[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: Since 2019 the data corresponds to Grupo Sesé, and until 2018 to Grupo Sesé Europe)

	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%)	29,702,518	4,418

[GRI 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)

Sustainability model

» 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.

	<p>Energy sources</p> <ul style="list-style-type: none"> Shift from traditional energy sources to renewable energy sources.
	<p>Lighting</p> <ul style="list-style-type: none"> 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.
	<p>Air conditioning</p> <ul style="list-style-type: none"> 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.
	<p>Hardware</p> <ul style="list-style-type: none"> 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
[GRI 302-4] REDUCTION OF ENERGY CONSUMPTION

	 Geothermal Geothermal-heated corporate building	 5 work centres in Spain with change of standard light fittings to LED from 2017  electricity consumption from renewable sources (megawatt-hour)	 1 centre with 100% recovery of its waste  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

[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

Sustainability model

» 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	 CO ₂ 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

[GRI 304-1] OPERATIONS CENTRES LOCATED WITHIN PROTECTED AREAS, WITHIN THE SCOPE OF GRUPO SESÉ

MEASURES TO PROTECT BIODIVERSITY, WITHIN THE SCOPE OF GRUPO SESÉ

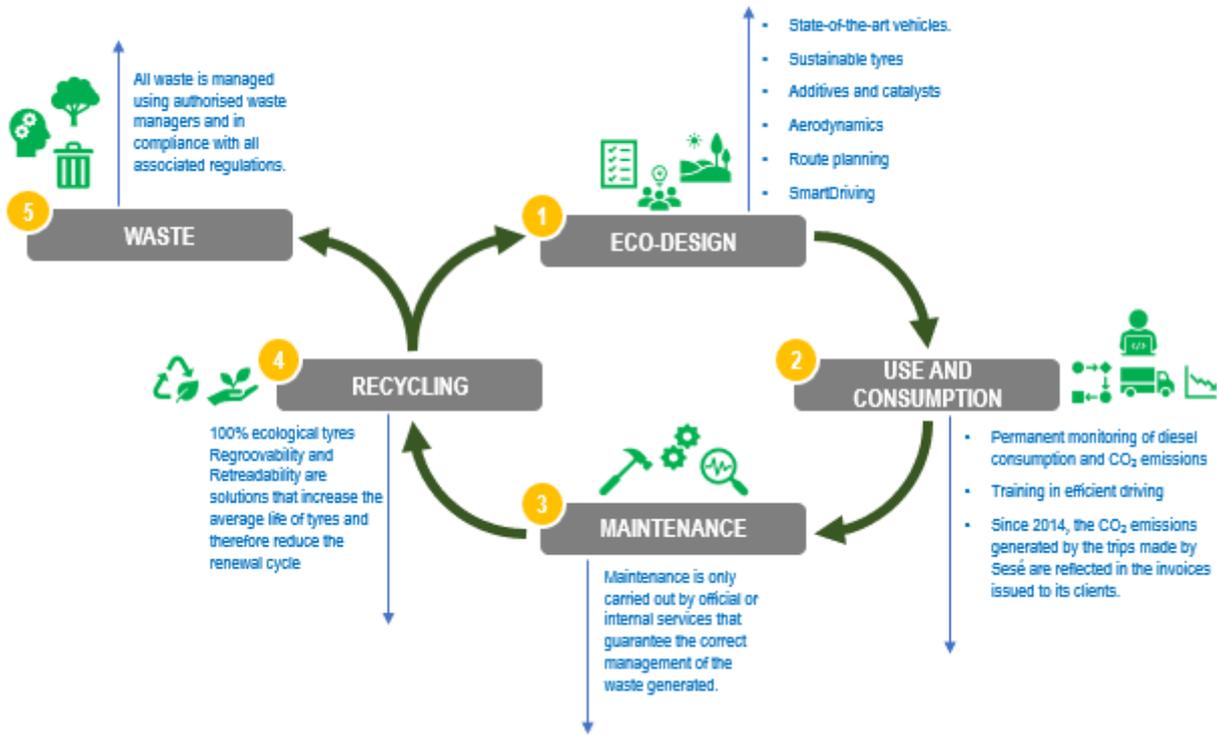
» WASTE MINIMISATION AND MANAGEMENT

	<p>Sensitisation</p> <ul style="list-style-type: none"> Awareness campaigns for the reasonable use of resources and proper separation of waste
	<p>Segregation</p> <ul style="list-style-type: none"> Segregation of paper and cardboard, plastics and wood in offices and operational centres
	<p>Minimisation</p> <ul style="list-style-type: none"> 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 green 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.
	<p>Food waste</p> <ul style="list-style-type: none"> 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

Sustainability model

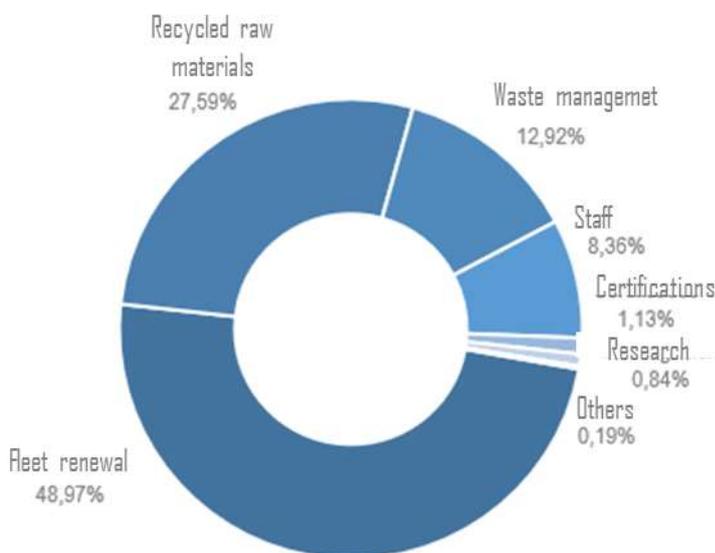
» CIRCULAR ECONOMY



CIRCULAR ECONOMY - EXAMPLE OF MANAGEMENT IN TRANSPORT

» ENVIRONMENTAL INVESTMENTS

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



Year	Environmental expenditure and investment
2018	0.89%
2019	0.63%
2020	0.76%

Percentage of the costs (Note 1) of purchases of products and services dedicated to environmental expenses and investments.

(Note 1) Subcontracted transport has been removed from the graph.

BREAKDOWN OF EXPENDITURE AND INVESTMENTS

[GRI 203-1] INVESTMENTS IN INFRASTRUCTURE AND SUPPORTED SERVICES, WITHIN THE SCOPE OF GRUPO SESÉ

Sustainability model

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	88 ICT staff 5 Transport Planning staff 2 Fleet staff
	ORGANISATIONAL INNOVATION	10 Processes Improvement and Lean Manufacturing staff in Logistics 2 Transport Processes Improvement staff

+85 Cloud-based servers	+50 Physical servers	+6,900 Connected devices WMS + GPS + Tablets + Smartphones	+8 M € Annual ICT budget	+2,500 In fleet control devices	+1,200 App Users App Drivers + App Managers
+200 Integrations	+3,000 Mobile users / web clients / suppliers	2 DRONES 1 Autonomous inventory 1 Manned supply	+80 Voice devices	+ 550 CK3 handhelds	+ 65K Internal annual hours in development

[SESÉ 501-1] INNOVATION IN NUMBERS, WITHIN THE SCOPE OF GRUPO SESÉ. Data for the year 2020

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.

Sustainability model

► PROMOTION OF INNOVATION



HELD THE FIRST DAY OF THE SESÉ CHAIR

Under the slogan of **Innovative Solutions to reduce the carbon footprint**, the 1st conference of the Chair of Grupo Sesé with the University of Zaragoza was held.

The meeting dealt with current issues in the transport sector:

- Carbon footprint and digitisation in Freight Transport.
- Technological change in road transport vehicles.

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



PARTICIPATION IN THE ICIL DEBATES

Roberto Lorente, Director of Informatics and Innovation participates with a presentation in the ICIL dialogues #15Debates.

"In today's world, where everything is connected to everything; visibility, process automation is not cost effective, it is a must. Control Tower systems allow people to manage exceptions, systems to talk and make trivial decisions in an automated way, without human intervention. Total supply chain visibility systems allow us to do this; to just see what we need to see and automate the rest."



EXPODRÓNICA 2020 - PRESENTATION ON LOGISTICS 4.0

Grupo Sesé is a faithful participant at this Fair and this time it has also took part in a more direct way through Manuel Solans, Logistics Area IT Manager, who, in a round table about digitisation in the sector, chatted with the rest of the attendees about the rise of drones in logistics.

Sustainability model



DIGITISATION IN THE TRANSPORT OF GOODS BY ROAD

The Federation of Freight Transport Companies of Zaragoza (FETRAZ) organised a conference on digitisation in transport, where Grupo Sesé shared its vision, its experience and its objectives in this matter with Saul Correas, responsible for the integrations area of the IT Department.

» SUCCESS STORIES IN 2020

TRACEABILITY AND ORDER TRACKING SYSTEM FOR LAST MILE TRANSPORT



In 2020 a new last mile project was started for a major retail customer. In order to perform this service to the required standard of quality, different technological solutions have been incorporated in an integral way:

-  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.

 Each professional has a smartphone APP on their phone with which they can show deliveries and/or incidents in real time. Information that is reported to the customer, also in real time.



+600 packages
newspapers delivered



+2,000 packages
daily deliveries on Black Friday, Christmas and Sales

Sustainability model

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 allow 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.

ON-LINE PRODUCTION CONTROL WITH STAFF EFFICIENCY AND ACTIVITIES MEASUREMENT SYSTEMS



A new system integrated with the assembly lines has been designed that allows 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.

Sustainability model

» HISTORY OF PAST YEARS



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 to 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.



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 transportation 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.

Sustainability model

**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.

**2018 - CHATBOT**

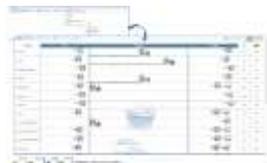
A Chatbot is a Bot that **uses Artificial Intelligence** to answer pre-programmed questions based on predefined semantics, i.e. the answers it gives are closed.

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)**

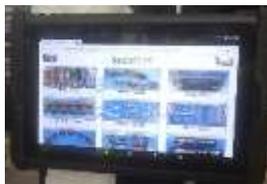
The general objective of this project is to develop a system based on 4.0 technologies, within the field of mobile and airborne robotics, to achieve an improvement in the logistics processes for warehouses and distribution centres.

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.

Sustainability model

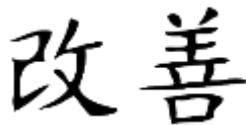


2016 - MEGATRUCK

Grupo Sesé launched the first Megatruck 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.

The incorporation of the Megatrucks means a saving of 22% in logistics costs, since the price per transported ton is reduced. Concentrating the load across fewer vehicles also means a 14% reduction in the level of CO2 and gaseous pollutant emissions.

At present, Grupo Sesé has 13 Megatrucks in circulation.



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 integral 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.



7 second reduction per reading vs. gun

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.

Sustainability model

Sustainability model | Economy

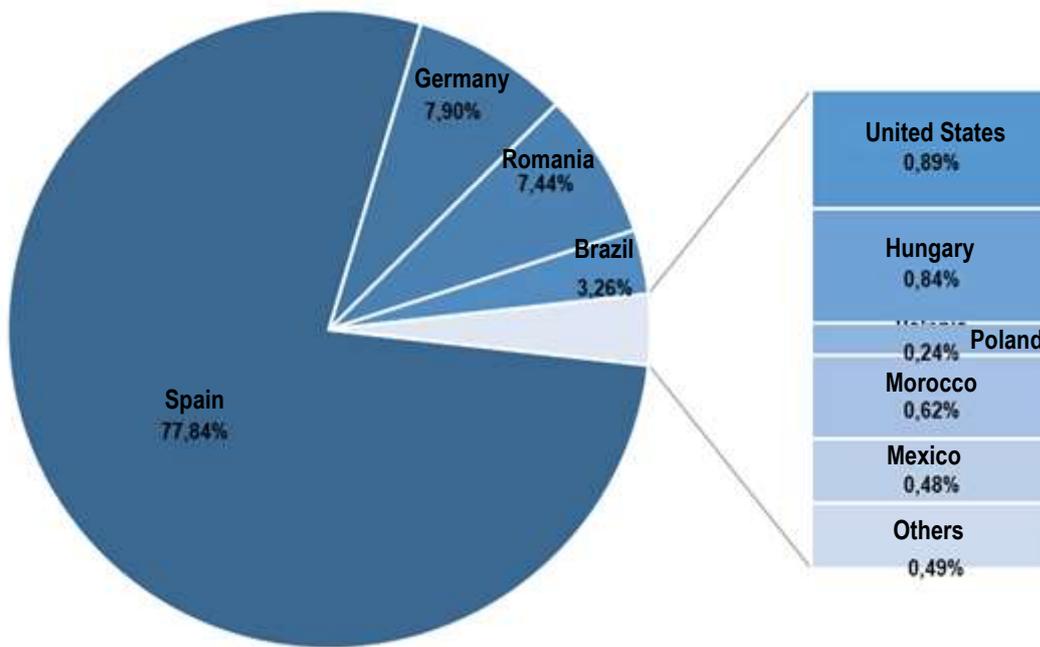
	2020	2019	2018	2017
NET TURNOVER AMOUNT FROM TRADE	553,447,894.00	666,464,550.44	590,932,649.00	531,278,913.00
Sales	3,445,264.33	11,565,515.58	11,752,045.00	15,325,678.00
Provision of services	550,002,629.67	654,899,034.86	579,180,604.00	515,953,235.00
SUPPLIES	-248,512,260.65	-319,283,294.80	-311,058,018.00	-288,490,477.00
Merchandise consumption	-16,030,356.00	-103,085,305.55	-27,725,692.00	-33,964,730.00
Consumption of raw materials and other consumables	-15,178,280.00	44,016,382.05	-23,764,277.00	-22,062,259.00
Work carried out by other companies	-217,303,624.74	-260,214,371.30	-259,568,049.00	-232,463,488.00
Merchandise impairment	0.00	0.00	0.00	0.00
OTHER OPERATING INCOME	12,222,339.38	5,476,837.73	15,556,363.00	12,155,766.00
Ancillary and other current operating income	7,036,056.18	3,795,931.17	13,921,941.00	11,621,969.00
Operating subsidies included in the outturn for the year	5,186,283.20	1,680,905.56	1,010,499.00	533,797.00
Exceptional income	0.00	0.00	623,923.00	0.00
PERSONNEL COSTS	-184,097,449.35	-203,283,438.52	-155,938,103.00	-117,163,971.00
Wages, salaries and similar items	-143,368,194.52	-155,722,293.72	-119,471,077.00	-89,769,435.00
Social security taxes	-40,804,984.83	-47,766,693.56	-36,467,026.00	-27,394,536.00
Provisions	75,730.00	205,548.76	0.00	0.00
OTHER OPERATING EXPENSES	-125,468,498.75	-128,873,250.29	-125,073,723.00	-124,752,539.00
External services	-120,981,753	-124,637,984.77	-119,433,239.00	-119,453,777.00
Taxes	-1,574,741	-1,513,968.07	-1,465,453.00	-1,173,831.00
Losses, impairment and variance in profit from commercial operations	-738,319	110,947.10	27,306.00	-1,730,492.00
Other current management expenses	-4,002,644	-4,582,944.36	-4,202,337.00	-2,394,439.00
Exceptional expenses	1,828,959	1,750,699.81	0.00	0.00

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

Sustainability model

	 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	€865,910.38	€ 5,362,275	€ 315,570

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

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 a 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

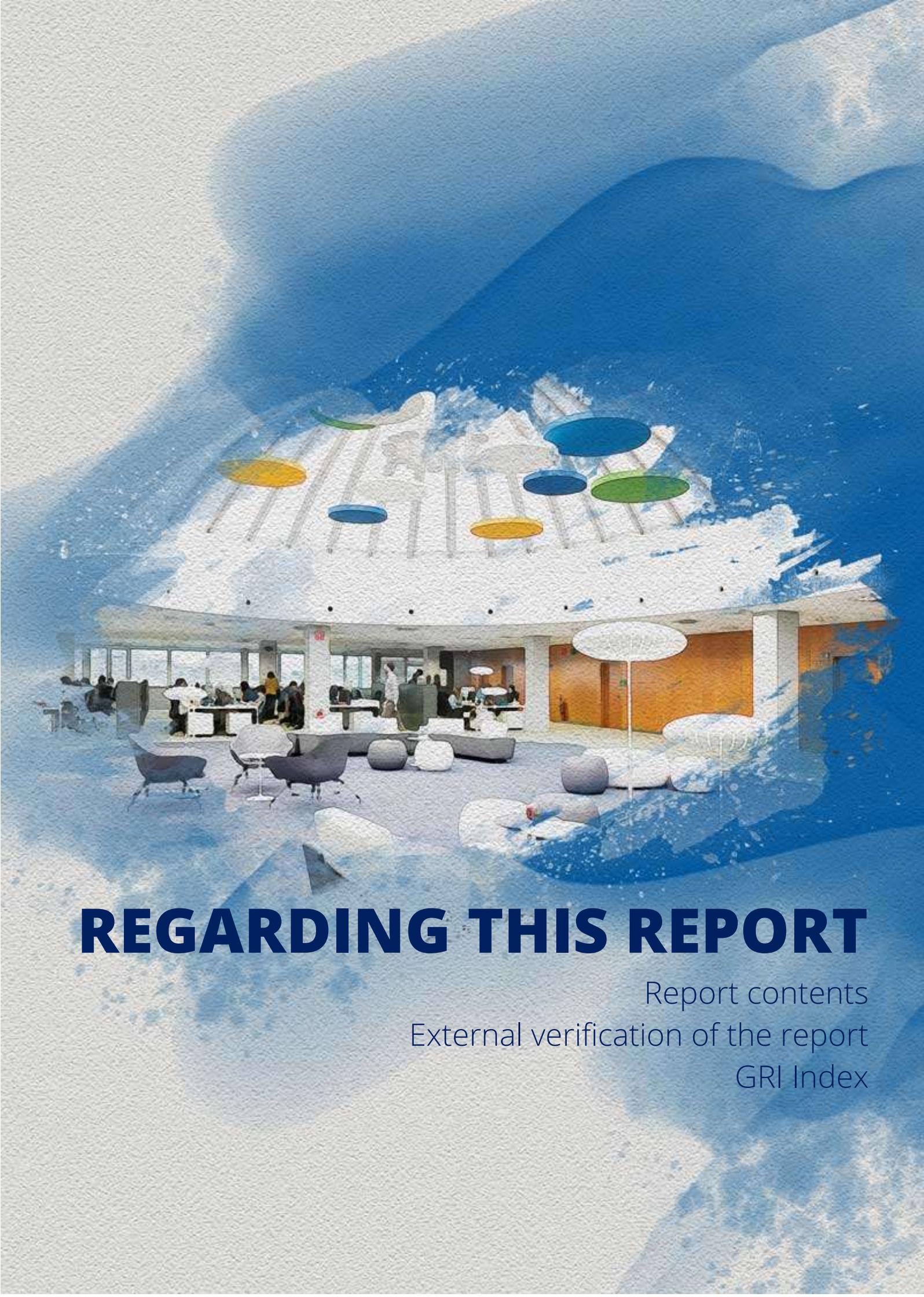
Grupo Sesé has a complete network of tax advisors that provide the organisation with all the necessary mechanisms for legal compliance in economic matters. Likewise, its accounts and related procedures are externally audited by an independent body on an annual basis.

Sustainability model

	 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

[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



REGARDING THIS REPORT

Report contents
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About this report | Report Contents

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 2020, covering the period from 01/01/2020 to 31/12/2020. 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	GRUPO SESÉ
Grupo Logístico Sesé SL (Holding)	X	X	X
Hermanos Sesé Asensio SLU	X	X	X
Trans Sesé SLU	X	X	X
Logística JIT Aragón SL	X	X	X
Palau Automotive Manufacturing SLU	X	X	X
Servicios Logísticos Martorell s.XXI SLU	X	X	X
Operaciones Picking Martorell SLU	X	X	X
Sesé Integra SLU	X	X	X
Landaben Logistik SL	X	X	X
Secuenciación Navarre Automotive Logistic SLU	X	X	X
Fundación Sesé	X	X	X
Sesé Integra Norte SL	X	X	X
PKW Logistik Iberia SLU	X	X	X
Noil Station Service SL	X	X	X
Tir Bages SL	X	X	X
Altia Logistic Software SL	X	X	X
Sesé Autologistics SLU	X	X	X
Transportes Basegar, S.L.	X	X	X
Intermodal Sea Solutions, S.L.	X	X	X
Tarim Blue, S.L.	X	X	X
Sesé Integra Landaben SL	X	X	X
Sesé Go Last Mile SL	X	X	X
Terram Caelum Mare Logistics SL	X	X	X
Sesé Portugal LDA		X	X
Sesé France SARL		X	X
SC Trans Sesé SRL		X	X
Sesé Logistics UK LTD		X	X
Sesé Polska SPZOO		X	X
Sesé Autologistics Czech Republic SRO		X	X
Sesé Autologistics Hungary Kft		X	X
van Eupen Holding GmbH		X	X
van Eupen Logistik GmbH & Co		X	X
van Eupen Service Logistik Verwaltungs GmbH		X	X
van Eupen Repair GmbH		X	X
van Eupen Czech SRO		X	X
van Eupen Logistics Hungary, Kft		X	X
Sesé Deutschland GmbH		X	X
Sesé Maroc SRL		X	X
Deux S Logistic SPA		X	X
Sesé Netherlands BV		X	X

Regarding this report

COMPANY	GRUPO SESÉ SPAIN	GRUPO SESÉ EUROPE	GRUPO SESÉ
Sesé US Corp			X
Sesé Logistics US LLC			X
Sesé Fleet US LLC			X
Sesé Global Forwarding LLC			X
Sesé Industrial Services US Corp			X
Logística Sesé México SA de CV			X
Sesé Logística Do Brasil LTDA			X
Servicios y Negocios Sesé Brasil Logística LTDA			X
Transportes y Cargas Sesé Brasil Logística LTDA			X
Pino Automotive Mexico SA de CV			X
Sesé Rahmani Pakistan Private Limited			X

In 2020 the following companies will be incorporated into the Sesé Group's consolidated group:

- Sesé Integra Landaben SL.
- Sesé Go Last Mile SL.
- Terram Caelum Mare Logistics SL.
- van Eupen Logistics Hungary, Kft.
- Sesé Industrial Services US Corp.

In relation to the companies, it should be noted that during the financial year 2020 the personnel and assets of the company Sesé Deutschland were transferred in their entirety to the company van Eupen Logistik GmbH & Co, thus unifying all logistics activities in Germany under the same company.

Further information can be found at 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. In 2020, the Group's coverage efforts for all indicators were strengthened.

During 2020 there were relevant events that deserve to be referred to in this section:

- The Board of Directors has undergone organisational changes, explained on page 12 of this report. Likewise, in January 2021, a new External Director was incorporated.
- The WHO's declaration of the COVID-2019 pandemic, which is changing the world's socio-economic landscape; although it is known that it will have great repercussions on the organisation, due to the current uncertainty it is still too early to assess its impact on Grupo Sesé.
- Due to the impact of Covid-19 on the activities of Grupo Sesé's customers, it has been necessary to implement temporary redundancy plans in all Spanish companies and in all non-Spanish companies whose legislation provides for an equivalent figure.

This report is annual, the last published report is from 2019, 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.

Regarding this report

**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.

**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 done through the available information of 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, Spain**



+34,976,455,800



www.gruposese.com

Regarding this report

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VERIFICATION ACCORDING TO GRI STANDARD



Declaración sobre la verificación

TÜV Rheinland Inspection, Certification&Testing, S.A.
declara que:

Se ha efectuado la verificación de la **Memoria de Sostenibilidad 2020** en lo que respecta a su estructura, contenido y fiabilidad de la información aportada por **Grupo Logístico Sesé S.L. y Sociedades Dependientes**

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. Así mismo 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.
- Se ha realizado de conformidad con los requisitos y principios establecidos en la Guía para elaboración de Memorias de Sostenibilidad, elaborada por Global Reporting Initiative (GRI), en concreto según los estándares GRI.

Conforme a esto, TÜV Rheinland Iberica, ICT, S.A. establece para la Memoria de sostenibilidad 2020 De Grupo Logístico Sesé S.L. y Sociedades Dependientes, que se ha realizado DE CONFORMIDAD para la opción Esencial

Fdo: Ara E. Morales López

Verificador Jefe
TÜV Rheinland Group in Spain

Fdo: Almudena Bouza

Almudena
Bouza Martínez

Firmado digitalmente por
Almudena Bouza Martínez
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Responsable Técnico Sostenibilidad
TÜV Rheinland Group in Spain

6-FS2.682.06 Rev. 0 20.02.2020 Declaración GRI

Regarding this report

VERIFICATION ACCORDING TO REQUIREMENTS LAW 11/2018



de

Informe de verificación v.0

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 00/210012	2020

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	2020
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 2020 para Grupo Logístico Sesé S.L. y Sociedades Dependientes recoge información suficiente para entender la evolución, los resultados y la situación del grupo/empresas 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 incluídas 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 incluída 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 16/03/2021.

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 00/210012	2020

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 17029:2020 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.

19/3/2021	MORALES López EVA 38130541Z	11802558Q SANTIAGO CARRETE (R- A59555466)	Firmado digitalmente por 11802558Q SANTIAGO CARRETE (R- A59555466) Fecha: 2021.04.15 10:26:47 +02'00'
Fecha	Verificador jefe	Responsable del área de Certificación	

Regarding this report

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Regarding this report

GENERAL CONTENTS						
GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	External verification
Organisation profile						
GRI 102	GENERAL CONTENTS					
102-1	Name of the organisation	GRUPO SESÉ	✓			✓
102-2	Activities, brands, products and services	Structure and Organisation Chart (p12), Products and Services (p28)	✓			✓
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 (p10)	✓			✓
102-5	Ownership and legal structure	Grupo Sesé. Name of the holding company: Grupo Logístico Sesé SL, Spanish Tax ID B99066011	✓			✓
102-6	Markets served	Experience on the Move (p10), Products and Services (p28), Business Markets (p29), Clients (p109)	✓			✓
102-7	Size of the organisation	Staff profile (p56), Grupo Sesé in 2020 (p15)	✓	Total number of staff	✓	The capitalisation is Equity, there is no participative debt. The shareholder structure as of 31/12/2020 is: > Promo Melga SL 52% > Alosa Union SL 48%
102-8	Information about employees and other workers	Staff profile (p56)	✓	Distribution of employees by country, by type of contract and by category	✓	✓
102-9	Supply chain	Value chain (p26)	✓			✓
102-10	Significant changes in the organisation and its supply chain	Structure and organisation chart (p12), Grupo Sesé in 2020 (p15), Business markets (p29), Report content (p143)	✓			✓
102-11	Precautionary principle or approach	Strategy and objectives (p41), Risk management (p33), Environment (p118)	✓	Application of the precautionary principle	✓	✓
102-12	External initiatives	External principles (p21)	✓			✓
102-13	Affiliation with associations	External principles (p21), Presence in society (p93)	✓			✓



Regarding this report

GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	External verification
Strategy						
102-14	Statement by senior decision-makers	Letter from the President (p5), Mission - vision - values (p39)	✓			✓
102-15	Main impacts, risks and opportunities	Risk management (p33)	✓			✓
Ethics and integrity						
102-16	Values, principles, standards and norms of conduct	Mission - vision - values (p39), Business ethics and transparency (p35)	✓	Number of complaints of human rights violations Promotion of fundamental conventions International Labour Organisation	✓ ✓	✓
102-17	Advisory mechanisms and ethical concerns	Business ethics and transparency (p35)	✓			✓
Government						
102-18	Governance structure	Structure and Organisation Chart (p12), Corporate Governance (p31)	✓			✓
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	Governing bodies and functions (p31)	✓			✓
102-23	President of the highest governing body	Structure and Organisation Chart (p12), Governing Bodies and Functions (p31)	✓			✓
102-24	Nomination and selection of the highest governing body	Structure and Organisation Chart (p12), Governing Bodies and Functions (p31)	✓			✓
102-25	Conflicts of interest	Business ethics and transparency (p37)	✓			✓
102-26	Role of the highest governance body in the selection of purposes, values and strategy	Governing bodies and functions (p32)	✓			✓
102-27	Collective knowledge of the highest governing body					
102-28	Evaluation of the performance of the highest governance body					

Regarding this report

GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	External verification
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					
102-38	Total annual compensation ratio					
102-39	Ratio of percentage increase in total annual compensation					
Stakeholder engagement						
102-40	List of stakeholders	Committed to SDGs (p46), Stakeholder engagement (p50)	✓			✓
102-41	Collective bargaining agreements	Dialogue and participation (p90)	✓	Social dialogue Percentage of employees covered by the country's collective bargaining agreements	✓ ✓	✓
102-42	Identification and selection of stakeholders	Committed to SDGs (p46), Stakeholder engagement (p50)	✓			✓
102-43	Approach to stakeholder engagement	Committed to SDGs (p46), Stakeholder engagement (p50)	✓			✓
102-44	Key issues and concerns mentioned	Committed to SDGs (p46), Stakeholder engagement (p50), Materiality analysis (p51), Balance material issues (p52)	✓			✓

Regarding this report

GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	External verification
Practises for the preparation of reports						
102-45	Entities included in the consolidated financial statements	✓				✓
102-46	Definition of report contents and topic coverage	✓				✓
102-47	List of material topics	✓				✓
102-48	Restating of information	✓			Indicators associated with this materiality issue are modified for 2020, 2019 and 2018 in compliance with GRI 403: Occupational health and safety 2018. Data from previous years are eliminated as it is not possible to express these calculations in the same defined terms.	✓
102-49	Changes in reporting	✓				✓
102-50	Period covered in the report	✓				✓
102-51	Date of last report	✓				✓
102-52	Reporting cycle	✓				✓
102-53	Contact point for questions about the report	✓				✓
102-54	Statement that the report has been prepared in accordance with GRI standards	✓				✓
102-55	GRI contents index	✓				✓
102-56	External verification	✓	Report content (p143), External verification of report (p146)			✓

Regarding this report

MANAGEMENT APPROACH						
GRI 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	See introduction to each of the headings.	✓			✓

ECONOMIC DIMENSION							
GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	External verification	
GRI 201	ECONOMIC PERFORMANCE						
201-1	Direct economic value generated and distributed	Grupo Sesé in 2020 (p15), Economy (p138, p139)	✓	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	Economics (p139)	✓	Public subsidies received	✓		✓
GRI 202	MARKET PRESENCE						
202-1	Ratio of the standard entry level salary by sex to the local minimum wage	Equality (p63, p64)	✓	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 (p95)	✓				✓

Regarding this report

GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	External verification
GRI 203	INDIRECT ECONOMIC EFFECTS					
203-1	Investment in infrastructures and supported services Environment (p130), Economy (p138)	✓	Resources dedicated to the prevention of environmental risks	✓		✓
203-2	Significant indirect economic impacts Grupo Sesé committed to its stakeholders (p32 p94), Supporting the local communities where it operates (p95, p96), Economy (p138)	✓	Contributions to foundations and non-profit organisations The company's commitment to sustainable development	✓ ✓		✓
GRI 204	PROCUREMENT PRACTICES					
204-1	Proportion of spending on local suppliers					
GRI 205	ANTI-CORRUPTION					
205-1	Operations assessed for corruption-related risks Business ethics and transparency (p35)	✓	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 Business ethics and transparency (p35)	✓				✓
GRI 206	UNFAIR COMPETITION PRACTICES					
206-1	Legal actions related to unfair competition and practices that are monopolistic and contrary to free competition Business ethics and transparency (p35)	✓				✓

Regarding this report

ENVIRONMENTAL DIMENSION						
GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	External verification
GRI 301	MATERIALS					
301-1	Materials used by weight or volume	Environment (p127)	✓	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					
GRI 302	ENERGY					
302-1	Energy consumption within the organisation	Environment (p127, p128)	✓	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	Environment (p122, p128)		Measures taken to improve energy efficiency The company's commitment to sustainable development	✓ ✓	✓
302-5	Reductions in the energy requirements of products and services					
GRI 303	WATER					
303-1	Interaction with water as a shared resource					
303-2	Management of impacts related to water discharges					
303-3	Water extraction	Environment (p118)		Water supply	✓	✓
303-4	Water discharges					
303-5	Water consumption	Environment (p118)		Water consumption	✓	✓

Regarding this report

GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	External verification
GRI 304	BIODIVERSITY					
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 (p129)	✓	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					
GRI 305	EMISSIONS					
305-1	Direct GHG emissions (Scope 1) Environment (p127)	✓	Current and foreseeable effects of the company's activities on the environment Certification and/or environmental assessment Important elements GHG emissions Circular Economy at Grupo Sesé	✓ ✓ ✓ ✓	The calculation of direct GHG emissions (Scope 1) does not include any leakage of refrigerant gases from vehicle air conditioning	✓
305-2	Indirect GHG emissions (Scope 2) Environment (p127)	✓				✓
305-3	Other indirect GHG emissions (Scope 3) Environment (p127)					
305-4	Intensity of GHG emissions Environment (p125)	✓				✓
305-5	Reduction of GHG emissions Environment (p125)	✓	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 (p127)	✓				✓

Regarding this report

Clarification of some of the sources for the calculation of indicators:

Indicator	Source of premium	Source for the calculation of emissions
305-1	CO ₂ lorry CO ₂ trolleys	Emission factors, April 2020 v15 - OECC (<i>Oficina Española de Cambio Climático</i> , the Spanish Climate Change Bureau), the Spanish Ministry for Ecological Transition
305-2	CO ₂ fixed installations CO ₂ electricity CO ₂ raw materials	Emission factors, April 2020 v15 - OECC (<i>Oficina Española de Cambio Climático</i> , the Spanish Climate Change Bureau), the Spanish Ministry for Ecological Transition Report on the system of guarantee of origin and labelling of electricity for 2019, 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) Ecoinvent.org 2018 database (for electricity emissions in Germany) Guidelines to Defra/DECCs GHG Conversion. Version 1.0 2020
305-7	NO _x transports NO _x and SO _x forklifts NO _x and SO _x fixed 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. <i>Ministerio para la Transición Ecológica</i> , Ministry for Ecological Transition.

GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	External verification
GRI 306	EFFLUENTS AND WASTE					
306-1	Discharge of water depending on its quality and destination					
306-2	Waste by type and method of disposal	Environment (p128, p129)	Actions to combat waste Waste management	✓ ✓	Not applicable by activity	✓ ✓
306-3	Significant spills					
306-4	Transportation of hazardous waste					
306-5	Water bodies affected by water discharges and/or run-off					
GRI 307	REGULATORY COMPLIANCE					
307-1	Non-compliance with environmental legislation and regulations	Economy (p140, p141)	Amount of provisions and guarantees for environmental risks	✓		✓

Regarding this report

GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	External verification
GRI 308	SUPPLIER ENVIRONMENTAL ASSESSMENT					
308-1	New suppliers who have passed selection filters according to environmental criteria					
308-2	Negative environmental impacts on the supply chain and measures taken					

SOCIAL DIMENSION

GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	External verification
GRI 401	EMPLOYMENT					
401-1	New employee hires and staff turnover	People (p65)	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 (p83– p87)	Conciliation measures, work disconnection, organisation of working time	✓		✓
401-3	Parental leave					
GRI 402	RELATIONS BETWEEN WORKERS AND MANAGEMENT					
402-1	Minimum notice periods for operational changes					
GRI 403	OCCUPATIONAL HEALTH AND SAFETY					
403-1	Occupational Health and Safety Management System	Occupational Health and Safety (p66), GRI Index (p163)		✓		✓
403-2	Hazard Identification, Risk Assessment and Incident Investigation	Occupational Health and Safety (p66), Dialogue and participation (p90)		✓		✓
403-3	Occupational health services	Occupational Health and Safety (p66, p70)		✓		✓
403-4	Worker participation, consultation and communication on occupational health and safety	Corporate Governance (p32), Occupational Health and Safety (p66), Dialogue and Participation (p90)	Social dialogue Percentage of employees covered by the country's collective bargaining agreements	✓		✓

Regarding this report

GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	External verification
403-5	Training of workers in occupational health and safety	Occupational Health and Safety (p66, p72), Training and competences (p75)	✓			✓
403-6	Do you monitor your workers' health?	Occupational Health and Safety (p66, p68, p70)	✓			✓
403-7	Prevention and mitigation of impacts on the health and safety of workers directly linked to business relationships	Occupational Health and Safety (p66, p70, p72)	✓			✓
403-8	Coverage of the occupational health and safety management system	Occupational Health and Safety (p66, p67)	✓		No information is available for non-employed workers	✓
403-9	Work-related injuries	Occupational Health and Safety (p66 - p69)	✓	Frequency rate, severity rate by sex	✓	No information is available for non-employed workers
403-10	Occupational ailments and illnesses	Occupational Health and Safety (p66 - p69)	✓	occupational disease by sex	✓	No information is available for non-employed workers
GRI 404	TRAINING AND TEACHING					
404-1	Average hours of training per year per employee	Training and skills (p75)	✓	Policies implemented in training Training ratio by professional category	✓ ✓	✓
404-2	Employee skills improvement programmes and transition assistance programmes	People (p55), Training and skills (p75), Young talents (p80), Conciliation (p83)	✓	Policies implemented in training Measures implemented to promote employment	✓ ✓	✓
404-3	Percentage of employees receiving periodic performance and professional development appraisals	Training and skills (p79, p80)	✓			✓
GRI 405	DIVERSITY AND EQUAL OPPORTUNITIES					
405-1	Diversity in governing bodies and employees	Governing Bodies and Functions (p32), Staffing Profile (p58- p60)	✓	Distribution of employees by sex and age Employees with disabilities	✓ ✓	✓
405-2	Ratio of basic salary and remuneration of women compared to men	Equality (p63, p64)	✓	Remuneration by sex Wage gap	✓ ✓	Calculated against the SMI of each country

Regarding this report

GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	External verification
GRI 406	NON-DISCRIMINATION					
406-1	Cases of discrimination and corrective actions taken	✓	Equality plans, diversity policy Measures implemented to promote equality Sexual harassment protocols Employees with disabilities	✓ ✓ ✓ ✓		✓
GRI 407	FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING					
407-1	Operations and suppliers whose right to freedom of association and collective bargaining may be at risk					
GRI 408	CHILD LABOUR					
408-1	Operations and providers at significant risk of child labour cases					
GRI 409	FORCED OR COMPULSORY LABOUR					
409-1	Operations and suppliers with significant risk of forced or compulsory labour cases					
GRI 410	SAFETY PRACTICES					
410-1	Security personnel trained in human rights policies or procedures					
GRI 411	RIGHTS OF INDIGENOUS POPULATIONS					
411-1	Cases of violations of the rights of indigenous peoples					
GRI 412	HUMAN RIGHTS ASSESSMENT					
412-1	Operations subject to human rights impact reviews or assessments					
412-2	Training of employees in human rights policies or procedures					

Regarding this report

GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	External verification
412-3	Significant investment agreements and contracts with human rights clauses or subject to human rights assessment					
GRI 413	LOCAL COMMUNITIES					
413-1	Operations with local community participation, impact assessments and development programmes	Supporting the local communities where it operates (p95), Fundación Sesé (p96)	✓	The company's commitment to sustainable development	✓	✓
413-2	Operations with significant negative impacts, whether actual or potential, on local communities					
GRI 414	SUPPLIER SOCIAL ASSESSMENT					
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					
GRI 415	PUBLIC POLICY					
415-1	Contributions to political parties and/or representatives					
GRI 416	CLIENT HEALTH AND SAFETY					
416-1	Assessment of health and safety impacts of product or service categories					
416-2	Cases of non-compliance relating to health and safety impacts of product and service categories					
GRI 417	MARKETING AND LABELLING					
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					

Regarding this report

GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	External verification
GRI 418	CLIENT PRIVACY					
418-1	Substantiated claims regarding violations of client privacy and loss of client data					
GRI 419	SOCIO-ECONOMIC COMPLIANCE					
419-1	Non-compliance with laws and regulations of a social or economic nature	Business Ethics and Transparency (p35), Economics (p140, p141)		✓		✓
SESÉ 501	INNOVATION					
SESÉ 501-1	Innovation in figures	Innovation (p131)		✓		✓

Regarding this report

Details of the companies by certificate and weight on the Group's turnover represented by the certified companies:

ISO 9001	ISO 14001	ISO 45001	SPP (*)	ISO 27001	SQAS	IATF 16949
98%	52%	45%	Not applicable, intragroup	100%	45%	7%
Grupo Logístico Sesé SL Sesé Asensio SL Trans Sesé SL Logística JIT Aragón SL Landaben Logistik SL Servicios Logísticos Martorell s.XXI SL Sesé Logistics UK LTD SNAL SL Sesé Autologistics SLU Sesé Integra Norte SL Sesé France SARL Deux S Logistic SPA Sesé Integra SL Palau Automotive Manufacturing SL PKW Logistik Iberia SL Sesé Autologistics Hungary Kft Sesé Autologistics Czech Republic SRO Logística Sesé México SA de CV Pino Automotive Mexico SA de CV Van Eupen Logistik GmbH Sesé Deutschland GmbH Sesé Logística do Brasil LTDA Tir Bages SL Sesé Logistics US LLC SC Trans Sesé SRL Sesé Portugal LTDA Fundación Sesé van Eupen Logistics Hungary, Kft	Grupo Logístico Sesé SL Sesé Asensio SL Trans Sesé SL PKW Logistik Iberia SL Logística JIT Aragón SL Tir Bages SL Sesé Autologistics SLU	Grupo Logístico Sesé SL Trans Sesé SL Sesé Asensio SL	Sesé Asensio SL	Grupo Logístico Sesé SL	Trans Sesé SL	Grupo Logístico Sesé SL, (remote location) Sesé Integra SL Palau Automotive Manufacturing SL

(*) 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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