

COMUNICACIÓN ANUAL DE PROGRESO DEL PACTO GLOBAL

Company Name	CESVA Instruments, S.L.	Date	1 June 2011
Address	C/ Maracaibo, 6 08030 Barcelona	Membership date	9 June 2008
Country	Spain	Number of employees	30
Contact name	Joan Casamajó Monclus		
Contact Position	General Manager	Sector	Metallurgical
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Brief description of nature of business

Design and manufacture of instruments for the measurement and control of noise and vibration.

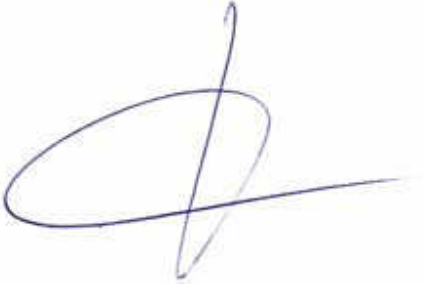
General Manager's Statement of support

CESVA instruments, s.l. has an ongoing commitment to the 10 principles of the United Nations Global Compact. We operate in a world of fierce competition, and at a time of economic crisis which has put pressure on many companies of all sizes to find ways of making savings, cutting costs and increasing profitability. CESVA is no different in this respect, but we are committed to achieving this without ever taking recourse to actions that would infringe on the 10 principles.

We therefore remain firmly opposed to any form of corruption, supporting fair play in a competitive market and the protection of workers' rights and conditions, not only in our own company, but also all those we deal with. We are equally committed in our support of environmental protection, especially in the field most closely connected with our line of business; noise pollution.

We support the work of the United Nations Global Compact wholeheartedly, and without reservations, and we hope that by doing so we may be a positive role model for those in our spheres of influence.

Signature

A handwritten signature in blue ink, consisting of a large, stylized loop followed by a horizontal stroke extending to the right.

Joan Casamajó Monclus, General Manager.

Human Rights

The first two principles cover the area of **Human Rights**: Businesses should support and respect the protection of internationally proclaimed human rights; and make sure that they are not complicit in human rights abuses.

Policy and Processes

In order to ensure that CESVA is not complicit in human rights abuses, we have adopted a policy of not sourcing materials from countries with a systematically poor human rights record.

Results

In 2010 CESVA did not import goods from, nor do business with any companies in countries with a systematically poor human rights record.

Labour

The second area covered by principles 3 to 6 is that of **Labour Rights**: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced and compulsory labour; the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation.

Policy and Processes

CESVA has a policy of recruitment based strictly on qualification and ability. Factors such as sex, religion or sexual orientation play no part in the recruitment process. Salary increases are in line with the collective agreement reached by the Unions and the Employers' Association for the sector.

In addition, in line with the policy described in reference to Human Rights, we ensure that our suppliers do not use child labour in their production processes.

Results

Employees and Management have taken training courses to improve their knowledge and skills.

The working hours have been compressed, which increases free time and enables staff to spend more time with their families.

CESVA has acquired a new premises which practically triples the size of the factory. This will provide the staff with greater working space and improved areas for relaxation and dining areas.

All CESVA employees are paid according to their qualifications and the work that they carry out, independent of factors such as sex or religion, etc.

In 2010 CESVA did not import parts from companies that use child labour in their production processes.

Environment

Principles 7 to 9 pertain to the area of **Environmental Protection**: Businesses are asked to support a precautionary approach to environmental challenges; undertake initiatives to promote greater environmental responsibility; and encourage the development and diffusion of environmentally friendly technologies.

Policy and Processes

CESVA has adopted a policy of “reduce, reuse and recycle” in the factory. We have installed recipients for the recycling of paper, plastics and other materials, and for the separate disposal of toxic materials such as paint, chemicals or batteries.

In addition we have placed boxes by the printers for paper which has been used on one side, with the idea of reusing this paper for printing documents intended for internal use.

Results

The new premises will enable all the staff to work in natural light, thus reducing the company's carbon footprint.

Paper consumption has been reduced an extra 10% (by 60% over the three previous years).

Recyclable materials are not thrown away with organic and general waste.

Anti-Corruption

The tenth principle deals with the problem of **Corruption**, and states simply that: Businesses should work against corruption in all its forms, including extortion and bribery.

Policy and Processes

CESVA has always adhered to this principle. It may be that there are companies who resort to bribery to win contracts, but CESVA has never entertained the idea that this could, under any circumstances, be an acceptable business practice, even when it has cost us contracts or tenders.

Results

CESVA does not, and never has resorted to bribery or extortion.