



CORPORATE SOCIAL RESPONSIBILITY REPORT

Non-Financial Information Statement

2019



TRABAJO EN EQUIPO

PRODUCTIVIDAD

GRUPO
Sesé



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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1. **LETTER FROM THE CHAIRMAN**



2019 has been a **decisive year** for Grupo Sesé, and it has been so in every sense: from a financial point of view, from the confidence in our business model and in the structure of the balance sheet, from a corporate point of view with the constitution of the new Board of Directors, and as a team, for the show of commitment and loyalty to the Sesé brand.

All of this has happened in a year marked by a complex economic environment, with a global economic slowdown and a low interest rate, which has led to an overall growth of 3.1%, the lowest rate recorded since 2009. It is a year that has required a special effort in view of the uncertainty of the markets, uncertainty which has only increased with the beginning of 2020.

Together, we are facing an unprecedented situation. The global COVID-19 pandemic is affecting our families, our businesses, and our very way of life.

More than ever, **our values must be unwavering and must continue to guide everything we do.**

"Hardships often prepare ordinary people for an extraordinary destiny." C.S. Lewis

Branding and Client Service

We are a service company, meaning that for us the **value of the brand is incalculable**, so our business model puts the client first at all times, understanding their requirements and expectations and always ensuring maximum transversality in their supply chains. The results of the service quality ratios demonstrate once again the effectiveness of this management approach.

We continue to be clearly focused on results and strategy, with the understanding that we are all part of the strategic plan, from the first to the last worker, and that the entire Sesé team are all equally the best ambassador for our brand, the best commercial leverage that can be activated to guarantee success with our clients.

2019 has been a satisfactory year in terms of results, we have met many of our objectives, but, if we want to be excellent, these results must serve to gain momentum and continue to improve.

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

Social Responsibility

I am deeply proud of the work carried out by Fundación Sesé in terms both of social matters and of the integration of persons with disabilities into the workplace, along with those at risk of exclusion, but at the same time I feel that we must do more as individuals and as an organisation to respond to the needs of our society, as social responsibility does not end with paying taxes, it must go beyond that and take **people** and the **environment** into account.

This year, 2019, has seen the launch of Grupo Sesé's **Corporate Volunteer Program** and our volunteers have joined the excellent work carried out by Fundación Sesé on social projects that directly benefit our closest community. Without hesitation, I can say that at Grupo Sesé we are good people, we stand out for what we embody: humanity, solidarity and empathy, values that are important in any situation, but especially so right now.

Our **commitment to SDGs and the UN Agenda for 2030** is strong and we are doing our part, with the goal of leaving no one behind.

In 2019, we have again been awarded the **Ecovadis Gold Medal** for our CSR, reaching the 97th percentile amongst the companies of our sector.

Sustainability

Another highlight of 2019 is the increased awareness and mobilisation against climate change and the sustainability challenges we face as a company. **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.

We want 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.

In 2019, the University of Zaragoza and Grupo Sesé have joined forces to create the **Sesé Chair**, the central focus of which is research into reducing the carbon footprint of our supply chain and, by extension, our clients' supply chain, through innovative and sustainable solutions.

Grupo Sesé is a proud, strong, family-run company with solid values and principles, rooted in its land and committed to its environment, a commitment that is reinforced by the confirmed and continued support of the company that presides over the **United Nations Global Compact**, as well as its principles and initiatives.

People

Without a doubt, **success lies in people**. In the society in which we live we need to fertilise the seed of **empathy**, caring about everybody we face. This is the most difficult path, because it involves effort and commitment, but it is the most satisfying - I can't think of a better investment to make. We must avoid individualism and **focus on groups**. If this is something that was already relevant in my personal and business philosophy, the current situation in which we are immersed as a society reaffirms to me that I am not wrong and that it is the only path worth following.

This is an appropriate moment to thank **our exceptional team** for their commitment and professionalism, which are undoubtedly one of the main pillars of both the successes achieved so far and those to come. I can tell you that it's a pleasure to see how we mature as people, as professionals, but above all, as a team.

In this regard, I would like to most prominently highlight the commendable work that our **drivers** do every day to ensure ensure smooth non-stop journeys, meeting all requirements and safely delivering materials to wherever they need to be.

Competitiveness

None of the above holds up if we are not competitive, if we are not able to **excel** in all areas of our business through:

- **Robust and stable processes** ensured by appropriate methods and control systems. In 2019 our organisation has achieved **ISO 27001** certification for our information security management system.
- **Optimal management of operations and costs**. The principles of Lean Manufacturing must be applied in an integral manner within the ORGANISATION as a tool for competitive improvement.
- We uphold the highest **quality** of service, based on the best planning and technology. Let's be pioneering, cutting-edge and disruptive.
- **Working safety** involves knowing the risks and how to avoid them. Our responsibility is to our teams at all times; their physical and emotional well-being must be the priority at all levels of the organisation. In 2019 our organisation has achieved **ISO 45001** certification for our occupational health and safety management system.

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

Sometimes, going out to win isn't everything. Winning is a question of training, of preparation, it is a consequence of the work done, but, above all, **it is a question of attitude**. Therefore, let us have confidence in ourselves as a team, let us be sure of our capabilities, let us be sure that we will face the path of life with resolve, wall to wall, and let us be confident that our attitude will make a difference.

Welcome to Grupo Sesé!

ZARAGOZA, 30th April 2020

ALFONSO SESÉ
President of Grupo Sesé
Chairman of the Board



ÁNGEL PUEYO
CEO



ANA SESÉ
JOSÉ ANTONIO SANZ
Vice-Presidency of the Board of Directors



CÉSAR ARRANZ
Director



TOMÁS GARCÍA MADRID
Director



CARLOS OEHLING
Director




JORDI TRILLES
Secretary of the Board



2.

THE

ORGANISATION

- 
- | |
|-------------------------------------|
| 1. On-going expertise |
| 2. Structure and organisation chart |
| 3. Grupo Sesé in 2019 |
| 4. Awards and recognition |
| 5. External principles |

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LETTER FROM THE CHAIRMANN	THE ORGANISATION	VALUE CHAIN	POLICY AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSIBILITY	REGARDING THIS REPORT

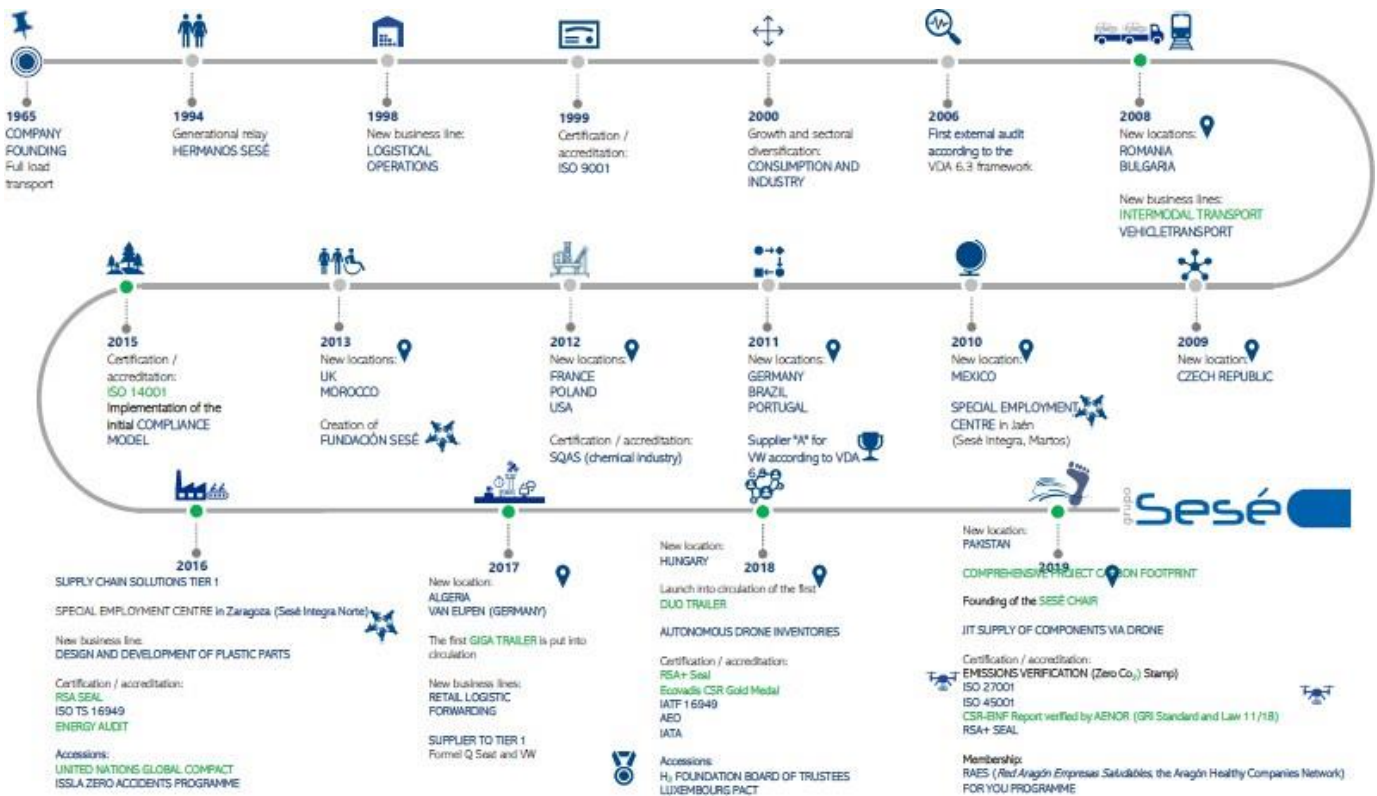


1 ON-GOING EXPERTISE

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 that is beginning to establish itself as a Tier 1 and Supply Chain Solutions supplier to the leading automotive manufacturers.

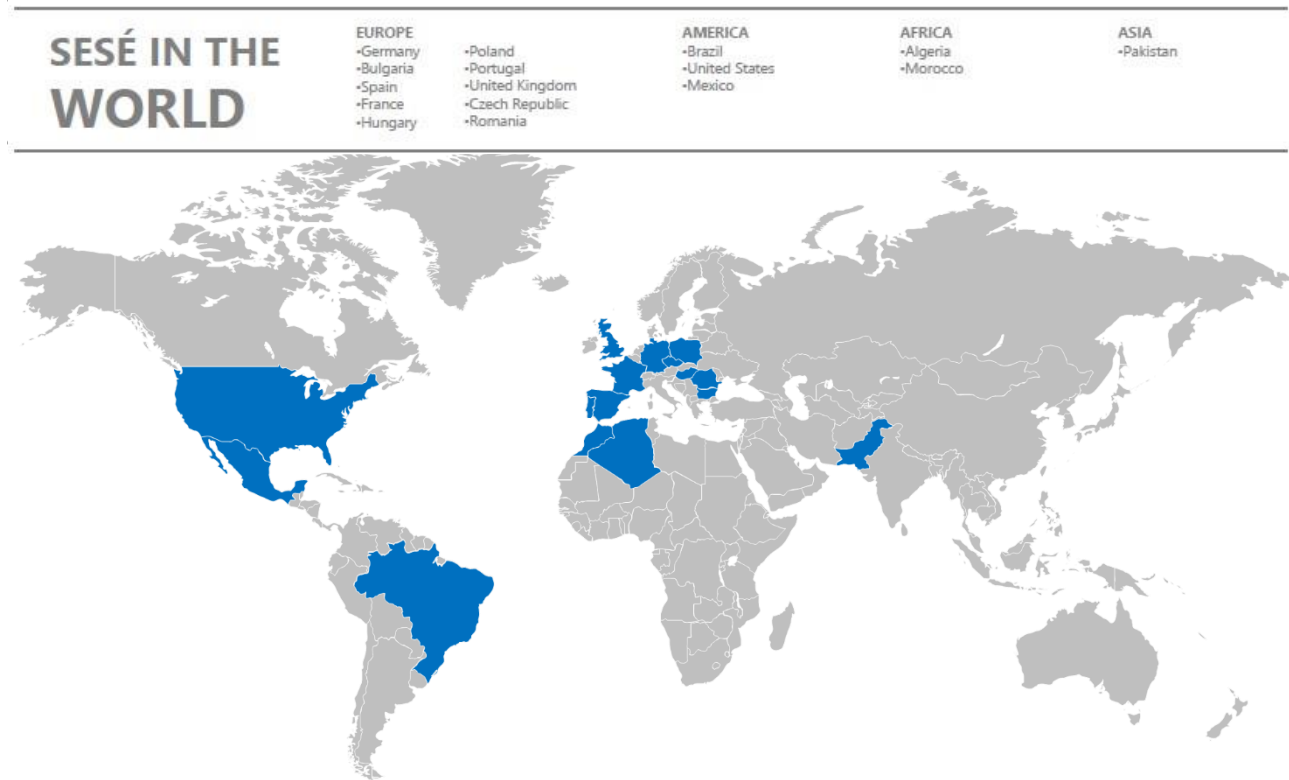


MAIN MILESTONES IN THE HISTORY OF GRUPO SESÉ



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Grupo Sesé, currently present in 16 countries, is made up of a team of more than 8,000 people who offer services that go beyond simple transport or storage, as they actively participate in their clients' supply chains, providing innovative and high value-added solutions to their outsourcing needs, elements that have proved to differentiate them from their competitors.



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

In 2019, Grupo Sesé entered its 16th country by commencing activities in Pakistan, through a Joint Venture that was agreed that summer with a local company.

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Grupo Sesé is made up of independent companies that are managed in a coordinated manner by an organisation structured into 6 large blocks:

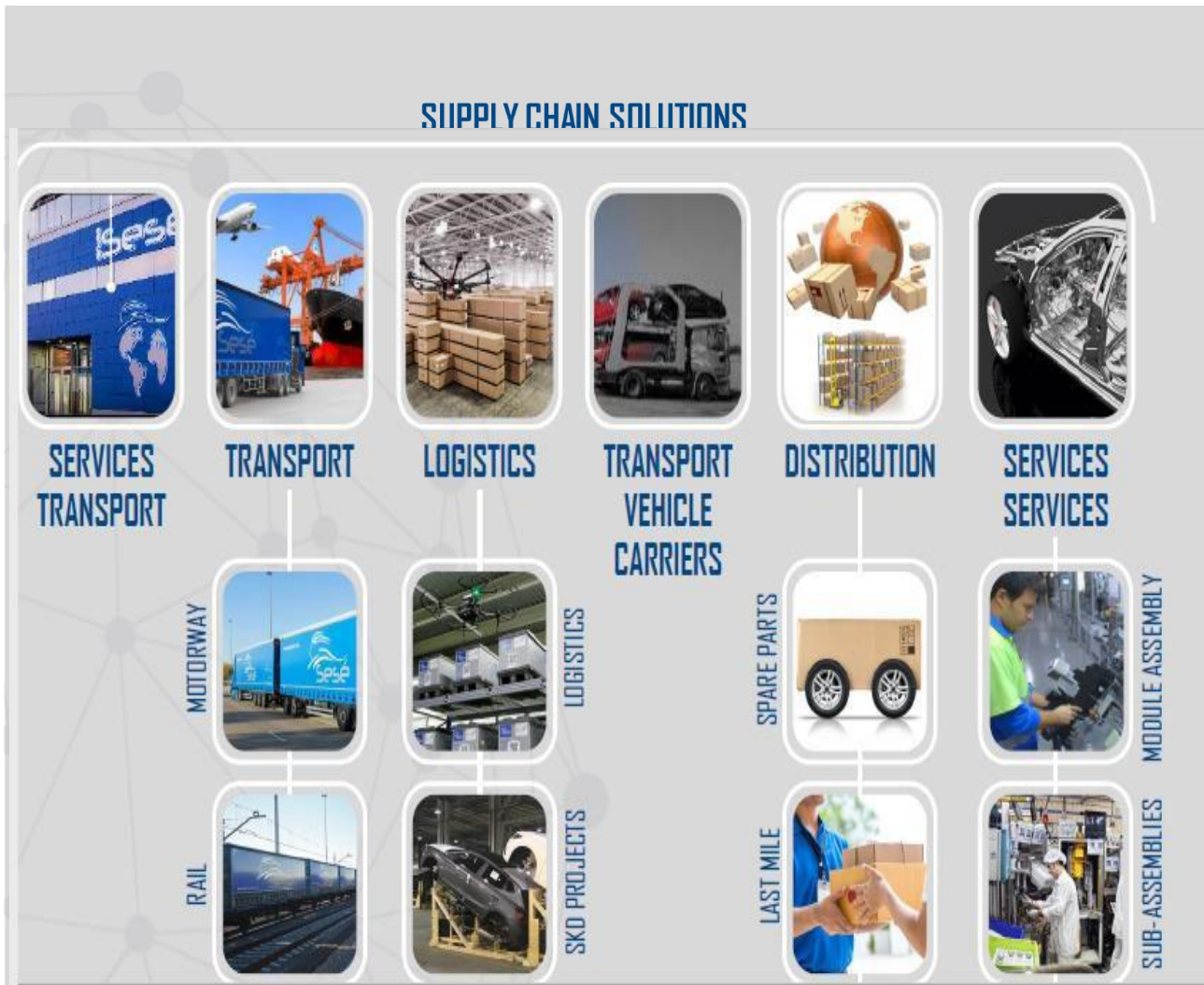


DIAGRAM OF GRUPO SESÉ DIVISIONS

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 / Mr. José Antonio Sanz). Likewise, Mr. Ángel Pueyo was appointed as Chief Executive Officer. This modifies the previous Board of Directors, which was in force until 31/12/2019 and comprised the shareholders (Mr. Alfonso Sesé, Ms. Ana Sesé and Mr. José Antonio Sanz).

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SESÉ GROUP BOARD OF DIRECTORS

grupo **Sesé**



President of Grupo Sesé
President of the Board
Alfonso Sesé



Vice-President of the Board
Ana Sesé (President of Fundación Sesé)
José Antonio Sanz



CEO
Ángel Pueyo



Director
César Arranz



Director
Tomás García Madrid



Director
Carlos Delling



Secretary of the Board
Jordi Trilles



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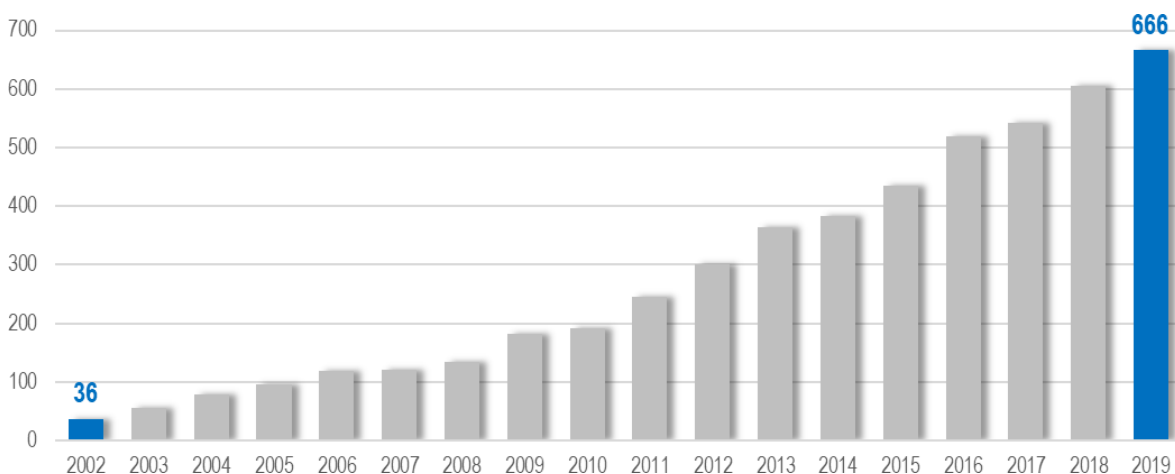
3 GRUPO SESÉ IN 2019

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 8,000 people who offer services that go beyond simple transport or storage, as they actively participate in their clients' supply chains, providing innovative and high value-added solutions.

A quick glance at the most representative figures allows us to evaluate the size and characteristics of the company today.



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





GRUPO SESÉ TURNOVER EVOLUTION - expressed in millions of euros




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The following may also be highlighted as the most relevant milestones within this year:


 In 2019, Grupo Sesé entered its 16th country by commencing activities in Pakistan, through a Joint Venture that was agreed that summer with a local company.


 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.

 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 Group seeks to reconcile growth with social and environmental responsibility, and to this end considers innovation to be a determining factor.




Grupo Sesé implemented a supplier selection, contracting and evaluation platform, taking a new step in its supplier development policy.


 Grupo Sesé was the successful bidder for a new logistics operation in Palencia for the Renault Factory.


 Mr. Alfonso Sesé, Chairman of Grupo Sesé, was appointed Chairman of AEFA (*Asociación Empresa Familiar de Aragón*, the Family Business Association of Aragón) (2019-2021).

 Grupo Sesé obtained ISO 45001 Occupational Health and Safety Management Systems and ISO 27001 Information Technology, Security Techniques and Information Security Management Systems (ISMS) certification.


 Fundación Sesé raised €27,260 with the Sesé Bike Tour, organised by that body in the geographical area of Urrea de Gaén with the aim of financially supporting research against cancer.


Grupo Sesé implemented a new CRM platform for the management of its clients.

 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.

 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.

 Fundación Sesé held a fund-raising concert, *En Marcha! Música X el Síndrome de Down*, raising €30,130 to fight Down syndrome and other intellectual disabilities

 Grupo Sesé was the successful bidder for a new In-House logistics operation at the PSA Opel Figueruelas factory.

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

Since the middle of the year there has been a break in the activity of the SKD project due to the application of vehicle import quotas by the Algerian Government. This means that all logistics activities in Spain and Algeria related to this project will be stopped.











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4 AWARDS AND RECOGNITION

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.	
	DIRECTORS AWARD for our business trajectory.	
2013	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.	

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2016

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.



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**.



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



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



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



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



2017

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



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



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



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



2018

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



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



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



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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.



COLLECTION OF THE LACUS FOUNDATION AWARD FOR MS. ANA SESÉ (PRESIDENT OF FUNDACIÓN SESÉ) AND MR. PEDRO GARCÍA (DIRECTOR OF FUNDACIÓN SESÉ)



SPEECH BY MR. ALFONSO SESÉ ASENSIO, AT THE CEREMONY FOR THE CENTRAL SPAIN FINALISTS, EY ENTREPRENEUR OF THE YEAR



COLLECTION OF THE ARAME AWARD BY MS. ANA SESÉ



COLLECTION OF THE EXECUTIVE AWARD BY MS. ARACELI CARRASCO, DIRECTOR OF LOGISTICS

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5 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



In 2019, Grupo Sesé obtained ISO 45001 Occupational Health and Safety Management Systems and ISO 27001 Information Technology, Security Techniques and Information Security Management Systems (ISMS) certification.

In 2019 the initial verification of this report was carried out as a double verification as part of a third-party audit, where it was verified that the requirements of the GRI Standards document published in 2016 were met and that the requirements defined in Spanish Law 11/2018 of 28 December regarding non-financial information and diversity were met.



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ISO REGULATIONS

ISO 9001 certification for the following activities:

- » Road freight transport.
- » Combined transport of goods.
- » Integrated logistics.
- » Spare parts management.
- » Assembly and sub-assembly of automotive parts assemblies.

ISO 14001 certification for the following activities:

- » Road freight transport.
- » Combined transport of goods.
- » Spare parts management.

IATF 16949 standard certification for the following activities:

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

ISO 45001 certification for management of:

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

ISO 27001 certification for the following activities:

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

VDA FRAMEWORK

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

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

The first VDA 6.3 audit dates from 2006.

SQAS ACCREDITATION

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

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

FORMEL Q FRAMEWORK

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

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

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

SUMMARY OF CURRENT CERTIFICATIONS

▶▶ COMMITMENTS, COLLABORATIONS AND SPONSORSHIPS

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



Accession to the United Nations International Convention on Persons with Disabilities



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.

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Participation in Talento Aragón Joven, a training programme created by Heraldo de Aragón and the ESIC business school to facilitate the access of young people to companies.



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



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



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



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



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



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



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



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



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Grupo Sesé and the Foundation are regular collaborators and/or sponsors of sporting, social and cultural events. Some examples of initiatives carried out in 2019 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 and participation in the round table of the Integrating SDGs into Business Strategy Conference, organised by Atlantic Ocean and the Government of Aragón.
- Sponsorship of and participation in the round table of the Positive Organisational Psychology Conference organised by ISSLA.
- Sponsorship of the *Por Ti* programme
- Gold Sponsors of WTM Zaragoza 2019 (Women Techmakers)
- Participation in the Sustainability and Road Freight Transport Conference. Mobility City Conference in Zaragoza, organised by the Ibercaja Foundation, the Basilio Paraíso Foundation and the Zaragoza Fair.
- Good Practices and Examples of Lean Transformation presentation at the 2nd Advanced Experiences in Lean Logistics meeting.
- Participation in the 19th National Transport Forum organised by AECOC.
- Participation in the round table of the Corridor Crossing Conference organised by the Valencian Association of Entrepreneurs (AVE) and the Business Confederation of the Valencian Community (CEV).
- Grupo Sesé participates in Ibercaja and Ecodes' Socially Responsible Investment Week to discuss carbon footprints.
- Collaboration with Fundación Garrampa in the adapted paddle tennis tournament.
- Collaboration in the ORGANISATION of the 2nd HIV and Business Conference. "Businesses: A key player in the response to HIV in Aragón".
- Participation in the 3rd Heraldo de Aragón Paddle Tennis Tournament
- Sponsorship of the Altatorre Women's Club, supporting its presence in the Deaf Football Championships.
- Sponsorship of the Royal Zaragoza School of Intellectual Disability.



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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 Navarra.
-  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 worktables, 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

3.

VALUE CHAIN

1. Process map
2. Products and services
3. Business markets

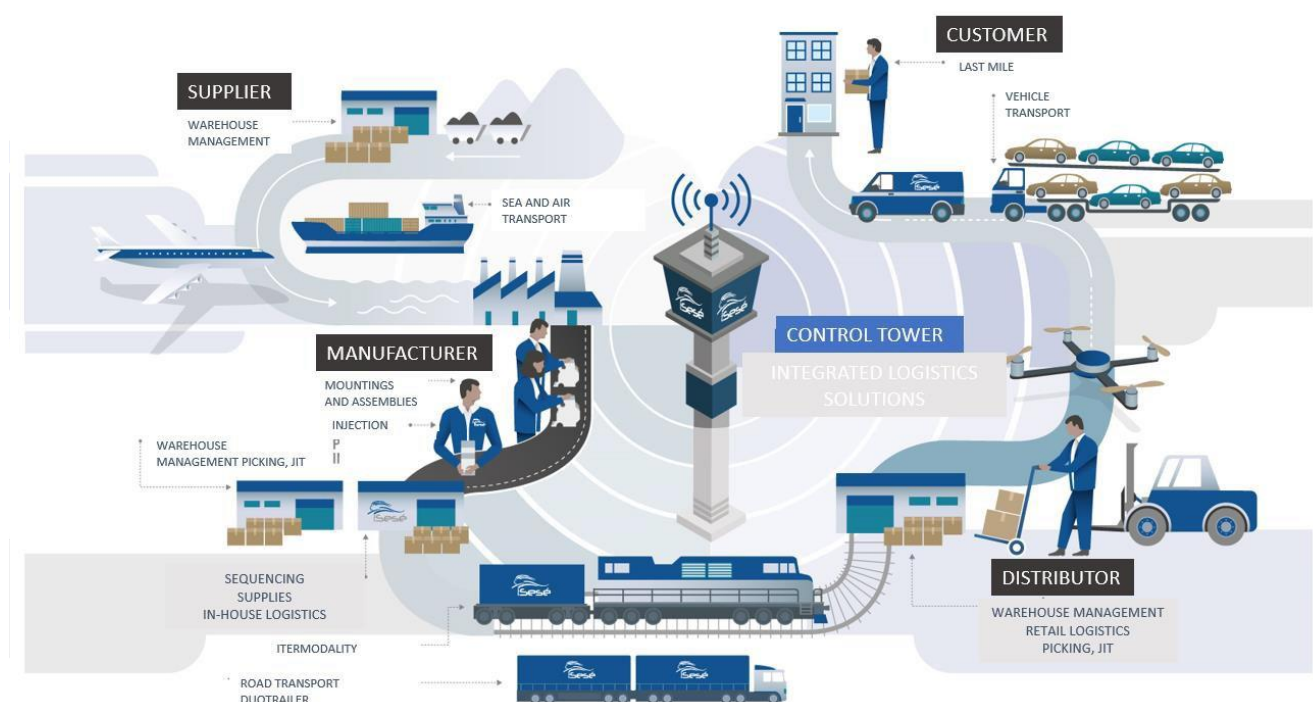
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1 PROCESS MAP

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. Therefore it is important to regulate and control the flows between each phase and avoiding creating 'islands', where each link breaks up and forgets that it belongs to a greater whole.

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



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

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

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

Success can only be achieved by achieving the ability to effectively deliver a service at every stage of the supply chain.

Knowledge of the activities of each phase allows for a more effective and efficient design of working methods, results that are perceived not only by the client but also by the other players involved in the chain.

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2 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.

TRANSPORT	LOGISTICS	TRANSPORT VEHICLE CARRIERS	DISTRIBUTION	SUPPLY CHAIN SOLUTIONS	SERVICES SERVICES
<ul style="list-style-type: none"> Transport planning LTL & FTL International and National Transport Grouping Just-in-Time Traffic Multimodal Transport Customs clearance services Quality control services 	<ul style="list-style-type: none"> Handling and preparation of orders Pre-post. Manufacturing Reverse logistics JIT / JIS logistics Cross docking Order visibility and traceability Client reporting Quality control on warehoused material Picking and kitting 	<ul style="list-style-type: none"> Transport planning Finished vehicle transport Finished vehicle logistics distribution 	<ul style="list-style-type: none"> Spare part logistics Handling and preparation of orders Picking and kitting Order visibility and traceability Client reporting Last-mile transport Forwarding services 	<p>DESIGN & IMPROVE</p> <ul style="list-style-type: none"> Define and optimise solutions Consultancy and analysis <p>MANAGE & EXECUTIVE</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>CONTROL & MONITORING</p> <ul style="list-style-type: none"> Contract management and control Management of purchases and payments to suppliers 	<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 Revisions and reworks

OUTLINE OF THE SERVICE CATALOGUE OF GRUPO SESÉ

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3 BUSINESS MARKETS

Grupo Sesé has a direct presence in 16 countries. 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.



INFOGRAPHICS ON THE BUSINESS MARKETS OF GRUPO SESÉ

In 2019, Grupo Sesé entered its 16th country by commencing activities in Pakistan, through a Joint Venture that was agreed that summer with a local company.

Since the middle of the year there has been a break in the activity of the SKD project due to the application of vehicle import quotas by the Algerian Government. This means that all logistics activities in Spain and Algeria related to this project will be stopped.

4. POLICY & STRATEGY

1. Mission - Vision - Values
2. Strategy and objectives
3. Quality policy
4. Committed to SDGs

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1 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:

“Endeavoring to serve the customer”

- endeavoring** Through each of our workers, in each project, in each country.
- to serve** All day, every day, in each of our proposals, in each our solutions.
- the customer** Always at the center, in permanent contact, our constant concern.



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 new 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.

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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.



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.

OUR VALUES

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

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.

In the 2018 edition, the new Mission, Vision and Values were presented to the highest levels of management and key figures in Grupo Sesé worldwide, alongside the Ownership and the Management Committee.

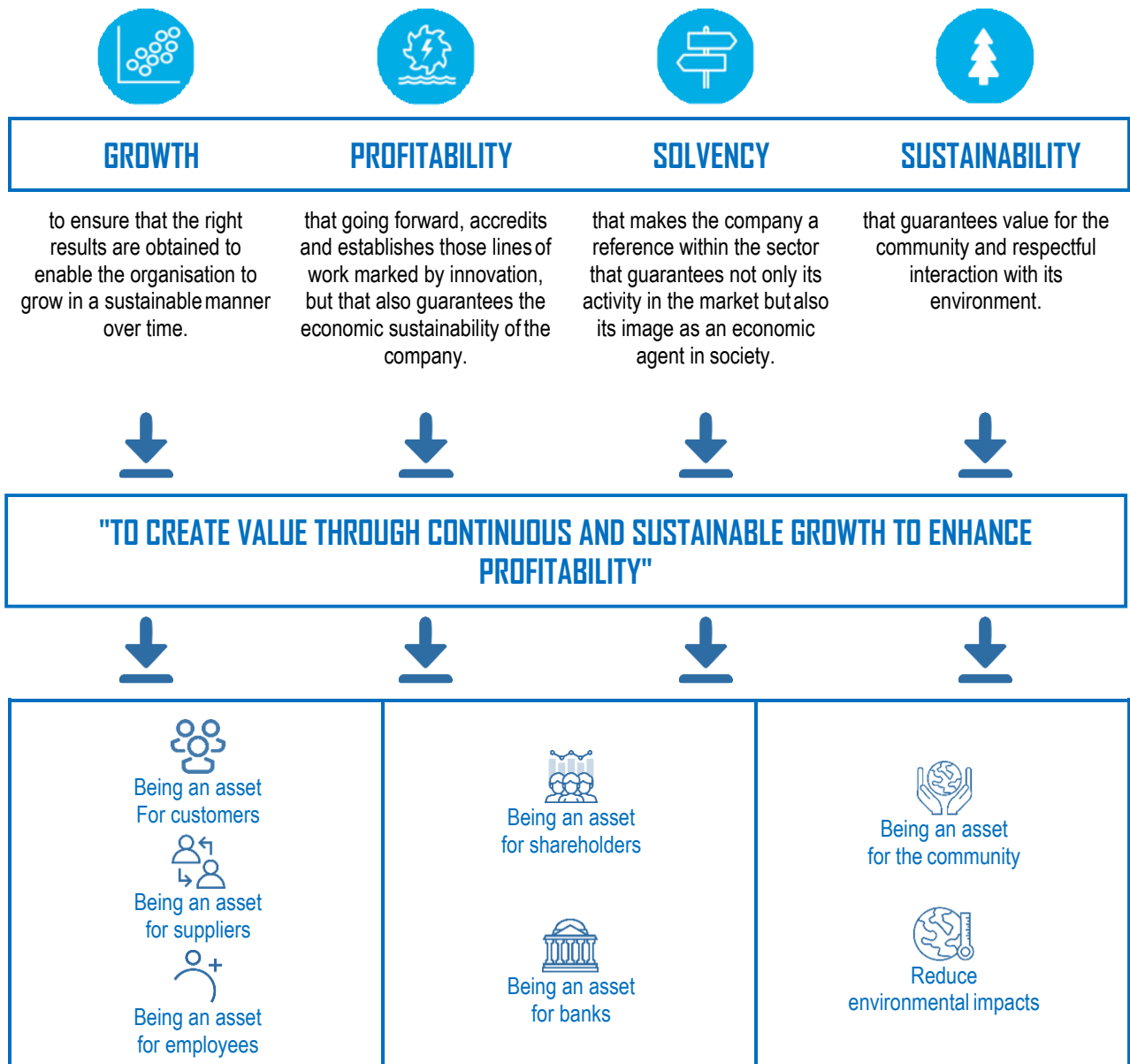
They were then distributed and deployed at all levels of the organisation. These are the MVVs in force today.

REGARDING THIS REPORT



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

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Each of these strategic lines is deployed through **strategic objectives** and compliance indicators that allow for quantitative verification of the degrees of achievement of the lines marked. They are supported by specific initiatives and plans that are set out in an annual program. 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

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3 QUALITY POLICY

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

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

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



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



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

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4 COMMITTED TO 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.

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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. Its **code of ethics** therefore contains the following points:

- To pursue strict compliance with the law and internal regulations.
- To guarantee maximum respect, fairness and dignity in the treatment of all employees, collaborators, partners, suppliers, competitors and other related third parties.
- 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.
- Develop rigorous selection and promotion programmes based on objective criteria of capacity and competence. All employees shall be given equal opportunities in their professional career, basing selection on the principle of merit at all times.
- 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.
- 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.

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.



SDGs DEVELOPED WITHIN THE ORGANISATION'S CSR STRATEGY

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CREATE VALUE FOR THE ORGANISATION'S STAKEHOLDERS

CLIENTS	SUPPLIERS	SHAREHOLDERS and BANKS	EMPLOYEES	COMPANY



- ▶ To promote initiatives that work for the benefit of the physical health and mental well-being of workers and their families.
- ▶ To promote initiatives that encourage sport, both within groups of workers and in their family environments.
- ▶ Reduce ITCC medical leave by 15% (2021 vs. 2012)
- ▶ 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.

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CREATE VALUE FOR THE ORGANISATION'S STAKEHOLDERS



- 
 - To modernize 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 (2024 vs 2019):
 - Transport: 20%
 - Logistics: 20%
 - Distribution: 15%
 - Industrial Services: 5%
 - Develop innovative supply chain solutions to reduce carbon footprints and combat climate change.
- 
 - 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.

5. CORPORATE GOVERNANCE

1. Governing bodies and functions
2. Risk management
3. Ethics and transparency

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“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 / Mr. José Antonio Sanz). Likewise, Mr. Ángel Pueyo was appointed as Chief Executive Officer.



BOARD OF DIRECTOS OF GRUPO SESÉ

Grupo Sesé establishes its corporate governance with the aim of providing the necessary resources to protect the company's interests, working on the creation of value and the efficient use of resources, and responsibly assuming the repercussions of its activities with stakeholders.

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

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► COMMITTEES, COMMISSIONS AND WORKING GROUPS



Board of Directors

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



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.



Compliance Committee

To follow the measures implemented for the prevention of criminal risks and to supervise the functioning of the Crime Prevention Model, as well as to review legislative amendments and other developments to ensure the Code of Ethics.



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 defense 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.



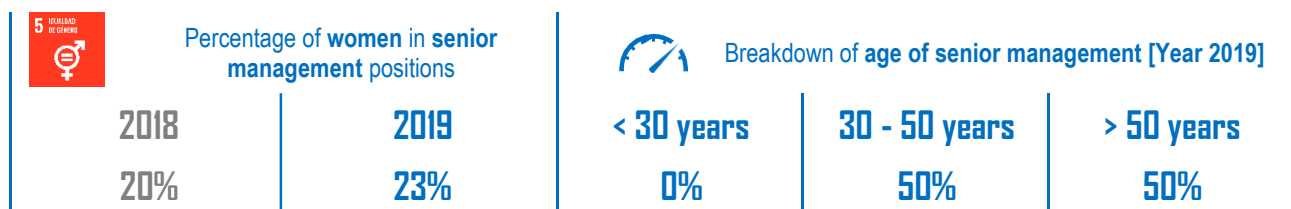
Equality Commissions

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

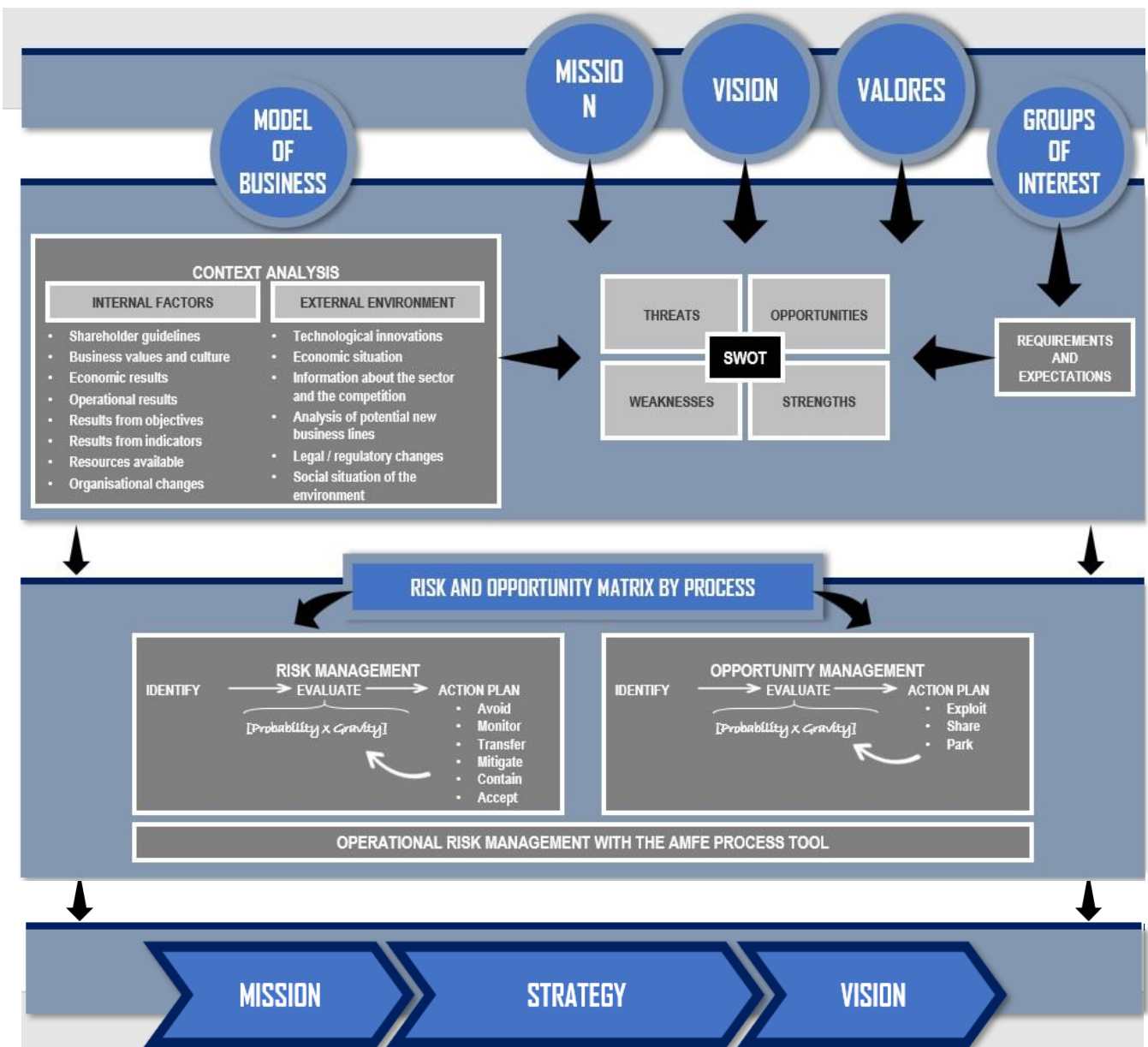


[GRI 405-1] DIVERSITY OF THE GOVERNING BODIES AND EMPLOYEES, WITHIN THE SCOPE OF GRUPO SESÉ
 Note: Senior Management includes the positions of the Board of Directors and the Management Team.

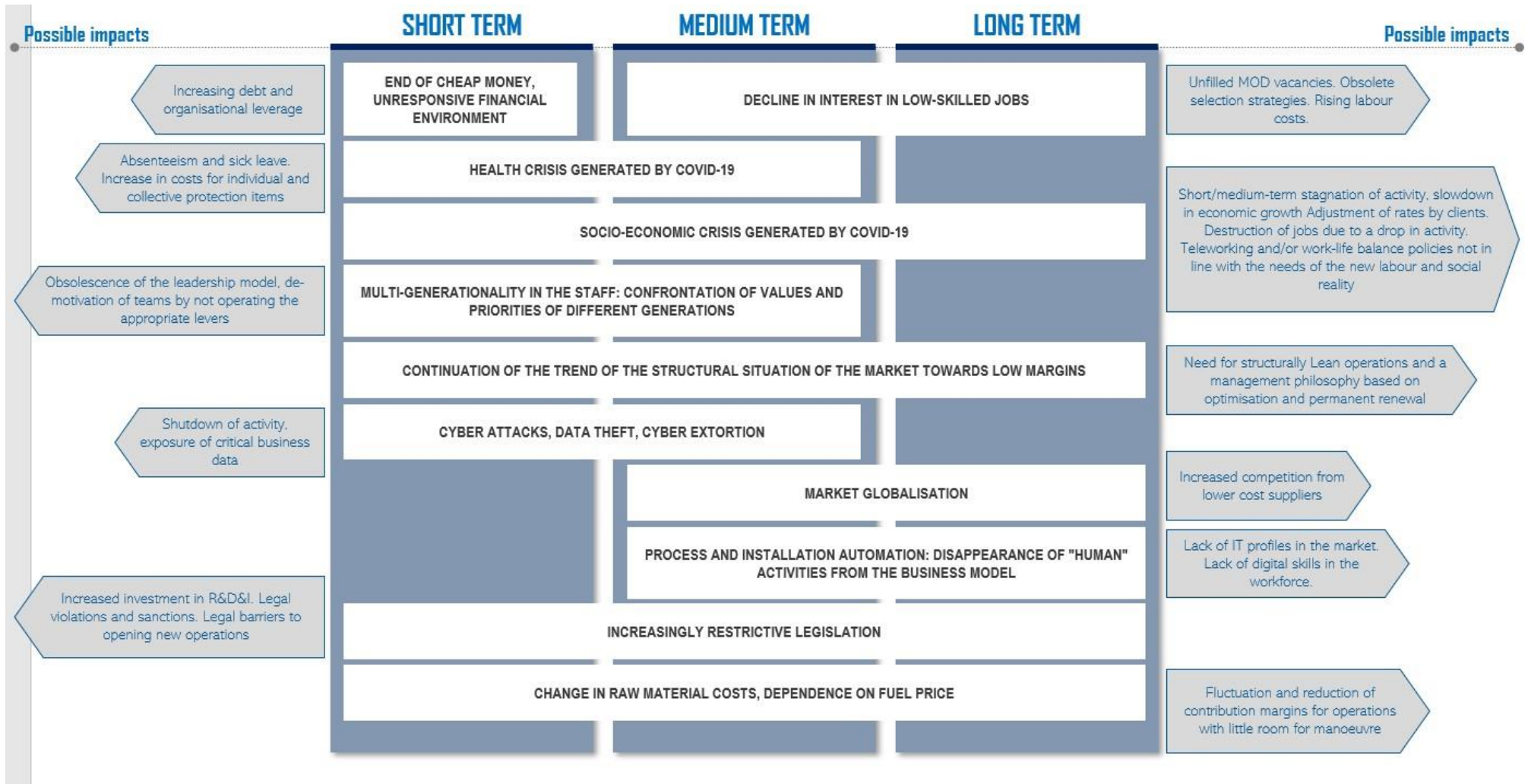
In 2019, women occupied 30% of the management positions in Spanish companies, according to the report Women in Business 2019 prepared by Grant Thornton.

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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



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

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



3

ETHICS AND TRANSPARENCY

In 2015, a **Compliance Program** 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 a Compliance Committee as an internal control and management body, and on a Compliance Manual consisting of a set of documents that establish guidelines for action.



"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 lawsuits for corruption, unfair competition, holding a monopoly or opposition to free competition.

<p>Model audited by OEM in December 2015 and June 2018 2nd part audit</p> <p>0 deviations</p>	<p>Self-assessment of the model and its deployment on external platforms (Ecovadis, RSA, Sofidel and Sustainability SAQ 3.0) with excellent results</p>	<p>Risk map of 100% of the business lines</p>	<p>Performance 2019</p> <p>0 deviations</p>			
THE ORGANISATION	VALUE CHAIN	POLICIES AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDER S AND MATERIALITY	MANAGEMENT RESPONSIBILITY	REGARDING THIS REPORT

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LETTER FROM THE CHAIRMAN	THE ORGANISATION	VALUE CHAIN	POLICY AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSIBILITY	REGARDING THIS REPORT



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:



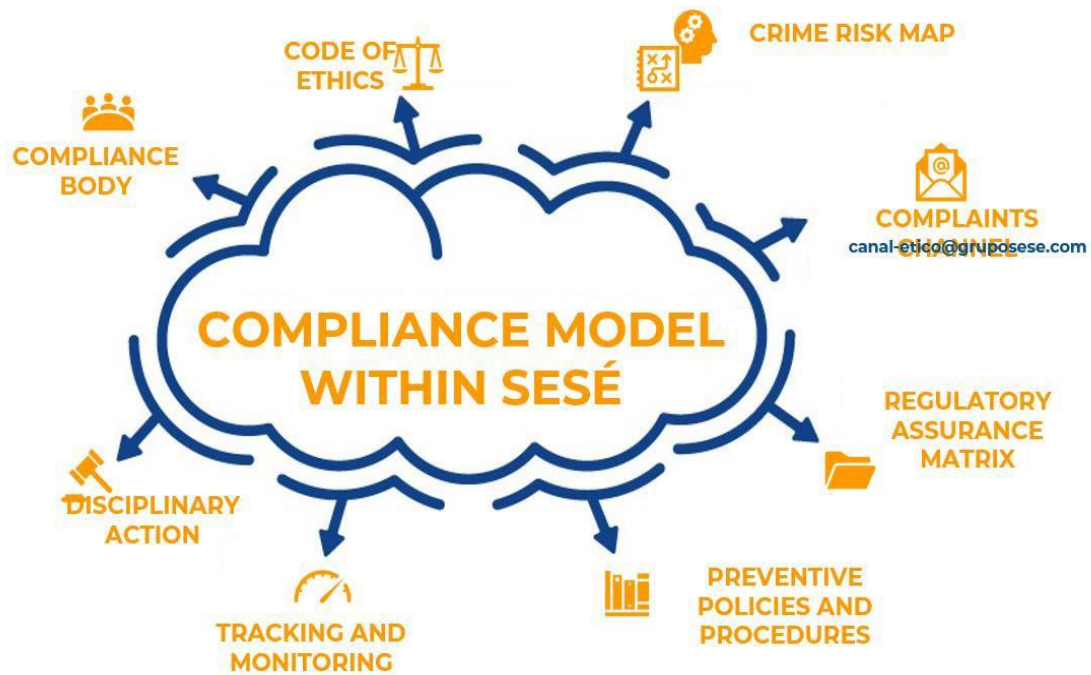
During 2019, a complete review and update of the Compliance Model was carried out by an external verifier, Marsh Risk Consulting, with the dual objective of verifying compliance with the preventive protocols established in the Model defined in 2015 and updating and strengthening the Corporate Crime Prevention Model. These are the main steps achieved:

- ④ **Diagnostic report:** Definition of new Criminal Risk Map and Action Plan.
- ④ **Assurance Map:** Analysis of the areas that carry out the design, execution and monitoring of the Group's policies and procedures, for each regulatory block and region.
 - As a basis for the analysis of the control environment, a total of **16 regulatory blocks** have been considered to build the Regulatory Assurance Map.
- ④ **Review and update of the 11/2015 Risk Analysis:**
 - Exhaustive analysis of the Degree of Inherent Exposure of Grupo Sesé (2019): homogenisation of the crimes and inclusion of new potential crimes considered.
 - Definition of the new Grupo Sesé Criminal Risk Map (2019)
 - No High, Very High or Extreme risks have been identified.
 - Seven new risks have been added to the map.
- ④ Design of a **specific 3-year review plan** with sampling methodology.
- ④ Establishment of a new **Compliance Committee** (compliance body)

Both the **Code of Ethics** 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:

- ④ 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.
- ④ External distribution: The Code of Ethics is available for consultation on Grupo Sesé corporate website.

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LETTER FROM THE CHAIRMAN	THE ORGANISATION	VALUE CHAIN	POLICY AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSIBILITY	REGARDING THIS REPORT



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@gruposes.com

In 2019, 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].

6. STAKEHOLDERS & MATERIALITY

1. Identification of stakeholders
2. Materiality assessment
3. Balance of material issues

1	2	3	4	5	6	7	8
LETTER FROM THE CHAIRMANN	THE ORGANISATION	VALUE CHAIN	POLICY AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSIBILITY	REGARDING THIS REPORT



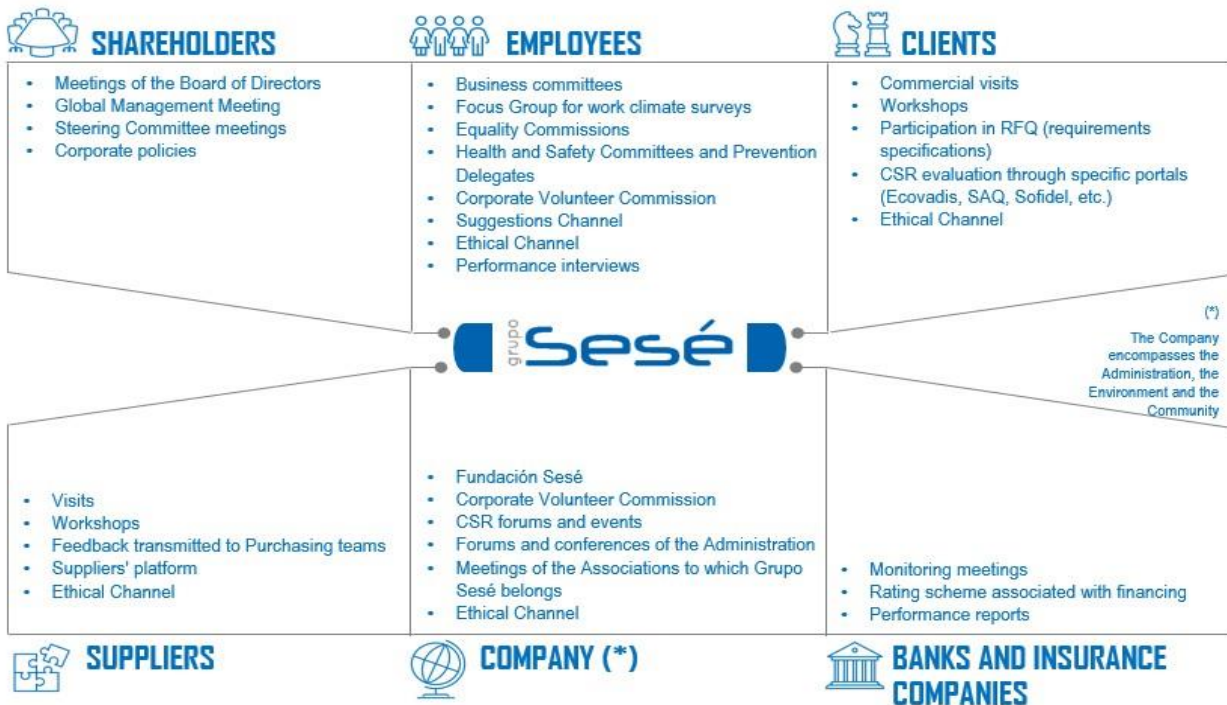
1

IDENTIFICATION OF 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 2019 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.

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LETTER FROM THE CHAIRMAN	THE ORGANISATION	VALUE CHAIN	POLICY AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSIBILITY	REGARDING THIS REPORT

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:

- ④ Knowledge and analysis of the issues proposed by the GRI Guidelines.
- ④ 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:

- ④ **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.
- ④ **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.



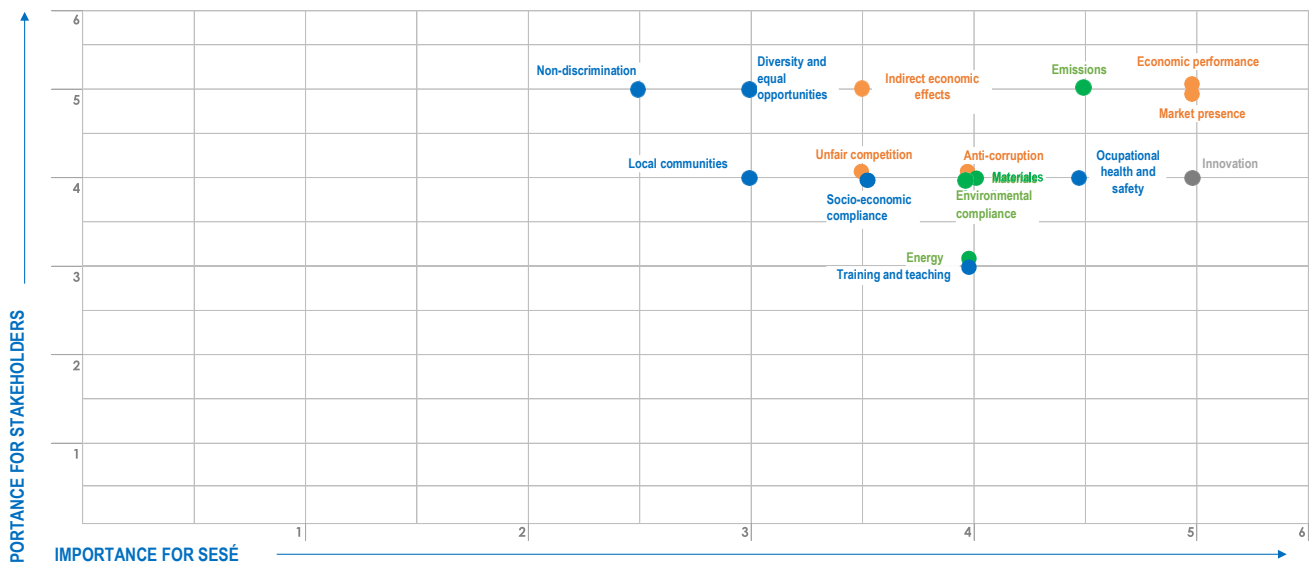
3 BALANCE OF MATERIAL ISSUES

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. There has been an increase in their prioritisation score for items 305-Emissions and 307-Environmental Compliance.



LEGEND ACCORDING TO GRI IMPACT
 Economic impacts
 Environmental impacts
 Social impacts
 Specific impacts of Sesé

GRAPH OF MATERIAL ISSUES

No.	RELEVANT GRI ISSUES	IMPACT	SELECTED GRI INDICATOR	RELATIONSHIP WITH SDGs
1	201 Economic performance	Economic	201-1 Direct economic value generated and distributed	8.17
2	202 Market presence	Economic	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.	5,8,10
5	203 Indirect economic effects	Economic	203-1 Investment in infrastructures and supported services 203-2 Significant indirect economic impacts on the community	9,11,12,13,17
7	205 Anti-corruption	Economic	205-1 Corruption cases confirmed and action taken	8,9,11,12,13,17
11	206 Unfair competition	Economic	206-1 Legal actions related to unfair competition and practices that are monopolistic and contrary to free competition	9,11,17
9	301 Materials	Environmental	301-1 Materials used by weight or volume	3,8,9,17
14	302 Energy	Environmental	302-1 Energy consumption within the organisation	8.17
3	305 Emissions	Environmental	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	11,12,13
8	307 Environmental compliance	Environmental	307-1 Non-compliance with environmental legislation and regulations	11.12
6	403 Occupational health and safety	Social	403-1 Representation of workers within formal worker-company health and safety committees 403-2 Types of accidents and frequency rates of accidents, occupational diseases, days lost, absenteeism and number of deaths due to occupational accident or disease	5,8,10
15	404 Training and teaching	Social	404-1 Average hours of training per year per employee	8,10,17
10	405 Diversity and equal opportunities	Social	405-1 Diversity in governing bodies and employees	5,8,10
12	406 Non-discrimination	Social	406-1 Cases of discrimination and corrective actions taken	3,5,8,10
16	413 Local communities	Social	413-1 Operations with local community participation, impact assessments and development programmes	11,12,13
13	419 Socio-economic compliance	Social	419-1 Non-compliance with laws and regulations of a social or economic nature	3,4,8,10
4	501 Innovation	Grupo Sesé	501-1 Innovation in figures	3,4,8,10,17

7. MANAGEMENT RESPONSIBILITY

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

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LETTER FROM THE CHAIRMAN	THE ORGANISATION	VALUE CHAIN	POLICY AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSIBILITY	REGARDING THIS REPORT



"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 behavior 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**.

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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 16 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.

	2015	2016	2017	2018	2019
Grupo Sesé	5,065	5,293	8,248	8,300	8,843
Sesé Spain	2,345	3,128	3,769	4,005	3,268

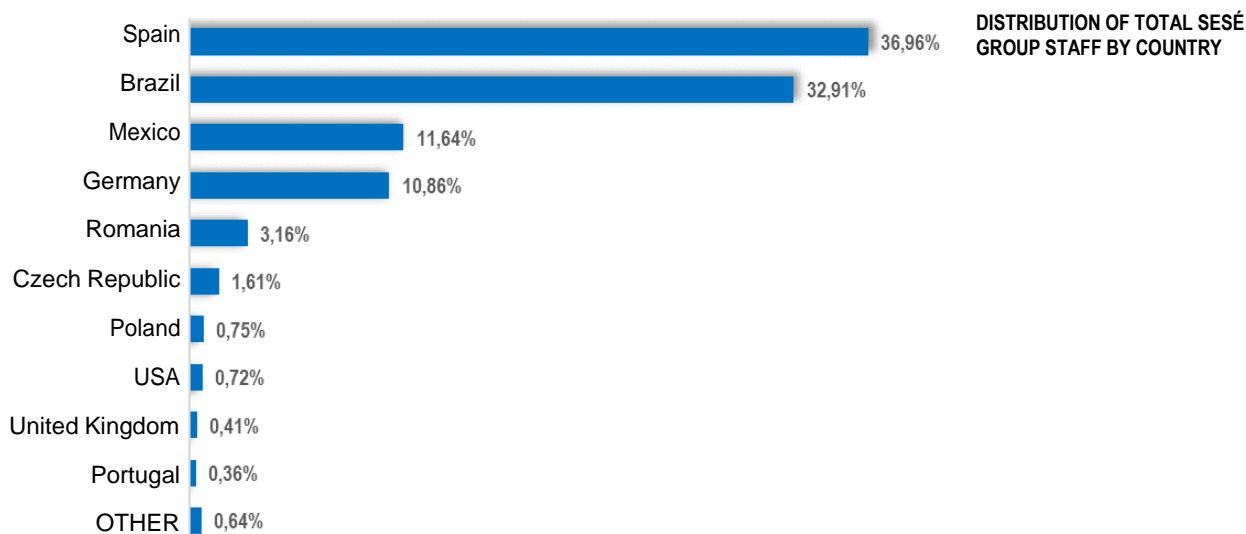
EVOLUTION OF THE WORKFORCE

The attached graphs show the distribution by continents, countries, and in more detail, the distribution within the national territory.

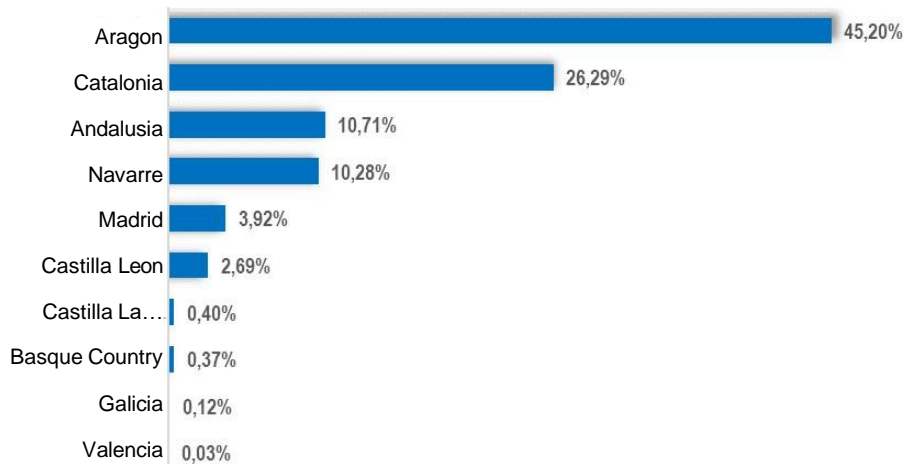


DISTRIBUTION OF THE WORKFORCE BY CONTINENT, WITHIN THE SCOPE OF GRUPO SESÉ

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LETTER FROM THE CHAIRMAN	THE ORGANISATION	VALUE CHAIN	POLICY AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSIBILITY	REGARDING THIS REPORT



DISTRIBUTION OF THE WORKFORCE IN SPAIN BY AUTONOMOUS COMMUNITY



	BY BUSINESS LINE				BY CONTINENT			
	Logistics and Distribution	Transport	Industrial Services	Others	Europe	America	Africa	Asia
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

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



2019

2018

2017

2016

SESÉ GROUP

Men Women

80% 20%

80% 20%

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-- --

GRUPO SESÉ SPAIN

Men Women

75% 25%

76% 24%

75% 25%

77% 23%

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



2019

2018

2017

2016

SESÉ GROUP

< 30 years 30 - 50 years > 50 years

21% 59% 20%

22% 58% 20%

-- -- --

-- -- --

GRUPO SESÉ SPAIN

< 30 years 30 - 50 years > 50 years

11% 60% 29%

11% 56% 33%

9% 68% 22%

8% 64% 28%

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



2019

2018

2017

2016

SESÉ GROUP

Indirect Structure (MOI) Direct Structure (MOD)

14% 86%

17% 83%

30% 70%

30% 70%

GRUPO SESÉ SPAIN

Indirect Structure (MOI) Direct Structure (MOD)

24% 76%

19% 81%

20% 80%

20% 80%

BREAKDOWN OF WORKFORCE BY CATEGORY

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

	SESÉ GROUP			SESÉ GROUP				
	Perman. contract	Temp. contract	Temp. agency	Permanent contract		Temporary contract		Temp. agency
				Partial day	Full day	Partial day	Full day	
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

Regarding part-time contracts, this is the breakdown by sex and age:

	SESÉ GROUP									
	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
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



SESÉ GROUP	
Nationalities	
2019	45
2018	43
2017	27
2016	23

NATIONALITY DETAILS



GRUPO SESÉ SPAIN	
Minority groups	
2019	7.22%
2018	6.29%
2017	7.03%
2016	6.84%

MINORITY GROUP DETAILS

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

1	2	3	4	5	6	7	8
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GRUPO SESÉ SPAIN

	Central Services	Transport	Logistics and Distribution	Industrial Services
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

[GREY 403 -2] TYPES OF ACCIDENTS AND FREQUENCY RATES OF ACCIDENTS, OCCUPATIONAL ILLNESSES, DAYS LOST, ABSENTEEISM AND NUMBER OF DEATHS DUE TO OCCUPATIONAL ACCIDENT OR DISEASE

Does not include temping staff. For 2019, disaggregated information is not available for all Grupo Sesé companies, and work is underway to present it in the following report.

SESÉ GROUP 2019							
	Men	Women	< 30 years	30 - 50 years	> 50 years	Direct Structure (MOD)	Indirect Structure (MOI)
Germany	83%	17%	20%	54%	26%	78%	22%
Algeria	88%	13%	67%	33%	0%	94%	6%
Brazil	88%	12%	31%	61%	8%	96%	4%
Spain	75%	25%	11%	60%	29%	76%	24%
France	89%	11%	0%	50%	50%	56%	44%
Hungary	60%	40%	0%	80%	20%	40%	60%
Morocco	100%	0%	0%	100%	0%	0%	100%
Mexico	71%	29%	25%	55%	20%	91%	9%
Pakistan	100%	0%	0%	0%	100%	80%	20%
Poland	82%	18%	23%	56%	21%	89%	11%
Portugal	75%	25%	18%	61%	21%	43%	57%
United Kingdom	100%	0%	11%	47%	42%	86%	14%
Czech Republic	54%	46%	32%	54%	14%	88%	12%
Romania	82%	18%	25%	57%	18%	92%	8%
USA	80%	20%	6%	56%	38%	66%	34%

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

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

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

SESÉ GROUP SPAIN 2019							
	Men	Women	< 30 years	30 - 50 years	> 50 years	Direct Structure (MOB)	Indirect Structure (MOI)
Aragón	77%	23%	16%	25%	59%	67%	33%
Catalonia	72%	28%	4%	37%	60%	83%	17%

[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:

- ④ 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.
- ④ 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.
- ④ 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.
- ④ 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 interested parties.

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

COUNTRY	LEGAL REQUIREMENT FOR THE DEVELOPMENT OF EQUALITY PLANS	STATUS IN 2019
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	

During 2019, both the new Diagnostic and the new Equality Plan for Trans Sesé and Logística Jit Aragón companies have been carried out in accordance with the new regulations.

In 2019, the Diagnostics of SLM and Sesé Integra companies were started.

During the years 2020 and 2021, any remaining Equality Plans which have not expired but require adaptation to the new regulations will be reviewed.

In all cases, the Equality Plans of Grupo Sesé contain an orderly set of evaluable measures aimed at removing the obstacles that prevent or hinder effective equality between women and men. In particular, the following subjects are considered:

- ☞ Selection and hiring process.
- ☞ Professional classification.
- ☞ Training
- ☞ Professional promotion.
- ☞ Work conditions
- ☞ Co-responsible exercise of personal, family and work life rights.
- ☞ Under-representation of women.
- ☞ Payment.
- ☞ Prevention of sexual and gender-based harassment

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SESÉ GROUP



	Comparison with local minimum wage			Wage gap Woman vs. Men
	Average data	Men	Women	
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

SESÉ GROUP 2019	Comparison with local minimum wage (x times)		
	< 30 years	30 - 50 years	> 50 years
Germany	1.2	1.4	1.4
Brazil	1.6	2.0	2.1
Spain	1.6	1.9	1.9
France	--	1.7	2.3
Hungary	--	3.9	5.4
Morocco	--	5.9	--
Mexico	1.9	2.8	1.8
Poland	1.1	1.3	0.9 (*)
Portugal	1.8	2.5	2.4
United Kingdom	1.3	1.6	2.1
Czech Republic	1.5	1.8	1.6
Romania	1.2	1.3	1.0
USA	3.2	4.4	6.0
Algeria	3.6	6.0	--

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

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GROUP SESÉ - ANALYSIS BY CATEGORY

Comparison with local minimum wage

2019

Direct Structure (MOD)

x 2.1

Indirect Structure (MOI)

x 3.8



GROUP SESÉ - ANALYSIS BY AGE RANGE

Comparison with local minimum wage

2019

< 30 years

x 1.4

30 - 50 years

x 2.7

> 50 years

x 2.1

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

SESÉ GROUP 2019	Comparison with local minimum wage (x times)	
	Direct Structure (MOD)	Indirect Structure (MOI)
Germany	1.2	1.9
Brazil	1.8	3.2
Spain	1.6	2.7
France	1.5	2.6
Hungary	5.4	3.4
Morocco	--	5.9
Mexico	1.8	8.0
Poland	1.0	3.0
Portugal	2.2	2.4
United Kingdom	1.3	4.2
Czech Republic	1.5	2.6
Romania	1.1	3.1
USA	4.2	6.3
Algeria	--	4.4

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

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GRUPO SESÉ - Distribution by category and sex

	Women		Men	
	Direct structure (MOD)	Indirect structure (MOI)	Direct structure (MOD)	Indirect structure (MOI)
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
2019	17	78	17	32	149	41
2018	1	20	3	6	34	15



GRUPO SESÉ - Distribution by country

	Brazil	Spain	Mexico	USA	Portugal	Romania	Poland
2019	(*)	129	120	50	25	8	2
2018	--	79	--	--	--	--	--

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.).

In 2019, 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

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» 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.

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.

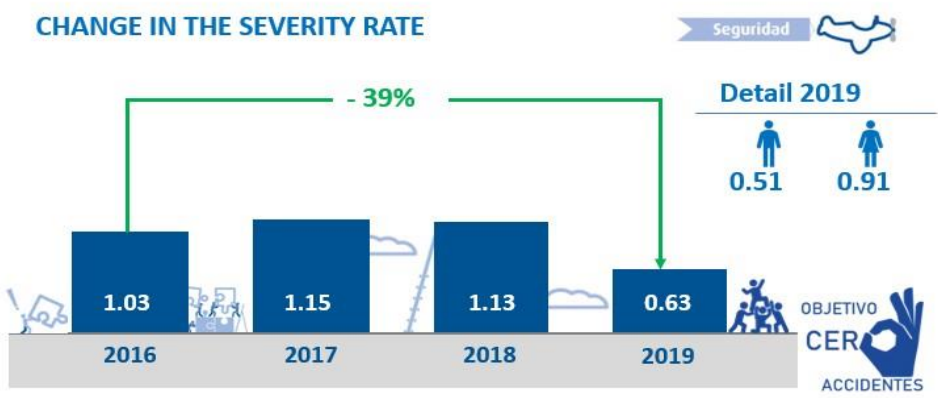


Medical examinations and health surveillance.



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

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EVOLUTION OF THE SEVERITY INDEX WITHIN THE SCOPE OF GRUPO SESÉ, [GRI 403-2] TYPES OF ACCIDENTS AND ACCIDENT FREQUENCY RATES, OCCUPATIONAL DISEASES, DAYS LOST, ABSENTEEISM AND NUMBER OF DEATHS DUE TO OCCUPATIONAL ACCIDENTS OR DISEASES. Does not include data from Sesé USA. Does not include temping staff

SESÉ GROUP

	Fatal accidents			Index of occupational illnesses		
	Total workforce	Men	Women	Total workforce	Men	Women
2019	0	0	0	300.08	194.84	723.33
2018	2	2	0	689.46	721.50	585.48
2017	1	1	0	229.95	--	--
2016	1	1	0	138.31	--	--

[GREY 403 -2] TYPES OF ACCIDENTS AND FREQUENCY RATES OF ACCIDENTS, OCCUPATIONAL ILLNESSES, DAYS LOST, ABSENTEEISM AND NUMBER OF DEATHS DUE TO OCCUPATIONAL ACCIDENT OR DISEASE
Does not include data from Sesé USA. Does not include temping staff

SESÉ GROUP

	Severity index			Average duration index		
	Total workforce	Men	Women	Total workforce	Men	Women
2019	0.63	0.51	0.91	31.06	31.85	36.09
2018	1.13	1.11	1.21	35.11	35.05	35.28
2017	1.15	--	--	41.51	--	--
2016	1.03	--	--	34.10	--	--

[GREY 403 -2] TYPES OF ACCIDENTS AND FREQUENCY RATES OF ACCIDENTS, OCCUPATIONAL ILLNESSES, DAYS LOST, ABSENTEEISM AND NUMBER OF DEATHS DUE TO OCCUPATIONAL ACCIDENT OR DISEASE
Does not include data from Sesé USA. Does not include temping staff

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SESÉ GROUP

	Transport			Logistics and Distribution			Industrial Services		
	Fatal Accidents	EP Index	IG	Fatal Accidents	EP Index	IG	Fatal Accidents	EP Index	IG
2019	0	58.41	0.85	0	199.93	0.46	0	2,926.83	1.50
2018	2	0	0.89	0	1,121.08	1.53	0	1,152.07	1.35
2017	1	84.60	0.78	0	400.23	1.51	0	0	0.83
2016	1	0	0.71	0	303.95	1.21	0	0	1.66

[GREY 403 -2] TYPES OF ACCIDENTS AND FREQUENCY RATES OF ACCIDENTS, OCCUPATIONAL ILLNESSES, DAYS LOST, ABSENTEEISM AND NUMBER OF DEATHS DUE TO OCCUPATIONAL ACCIDENT OR DISEASE
Does not include data from Sesé USA. Does not include temping staff

HEALTHY BUSINESS PLAN - Since 2018, as part of its organisational strategy, Grupo Sesé has been working on a Healthy Company Plan through both activities and continuous communication with its employees, with the aim of making them aware of the importance of leading a healthy life, both in the workplace and outside it.

In 2018, Grupo Sesé pioneered the implementation of a Corporate Mindfulness programme in collaboration with Javier García Campayo. The objective was to implement a training programme in mindfulness exercises as a tool to improve the management of perceived stress and increase psychological well-being and job satisfaction.

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



12%
reduction of perceived work stress

7%
improvement in job satisfaction

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".

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MILESTONES ON THE ROAD TO A HEALTHY COMPANY

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 SPMS 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.

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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

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.



MANUAL DEL CONDUCTOR	
El presente manual es propiedad exclusiva de Grupo Sesé. No podrá reproducirse total o parcialmente sin autorización expresa por escrito.	
Todos los conductores que trabajen para el Grupo Sesé, sean de plantilla o subcontratados, deben cumplir con el contenido de este Manual con la legislación de tráfico por la que rige, así como con las especificaciones y normativas que surcan desde el Departamento de Tráfico y Tráfico de Grupo Sesé.	
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10. GESTIÓN DE RESERVA	28
Normativa de aplicación de este Manual: <ul style="list-style-type: none"> • Real Decreto 1423/2008, de 11 de octubre, por el que se aprueba el Reglamento de tráfico de vehículos de motor. • Ley 17/2003, de 15 de mayo, de tráfico de vehículos de motor. • Ley 17/2003, de 15 de mayo, de tráfico de vehículos de motor. • Ley 17/2003, de 15 de mayo, de tráfico de vehículos de motor. • Ley 17/2003, de 15 de mayo, de tráfico de vehículos de motor. 	

6 SEGURIDAD EN LOS PROCESOS DE CARGA Y DESCARGA

Antes de acceder al punto de carga / descarga, el conductor debe ponerse la cinta (equipo de protección individual) obligatoria. Además, para carga ventilar que tiene a mano todos los elementos de aseguramiento de carga necesarios.

No está permitido acceder con acompañantes (save camión de aceite conductor) o pasajeros.

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

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

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

Prohibido fumar, comer y beber (save en zonas autorizadas para ello).

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

Situarse en la zona de seguridad de conductores.

Carga / descarga lateral: Camión y conductor no pueden estar a la vez dentro de la plataforma en la zona de influencia.

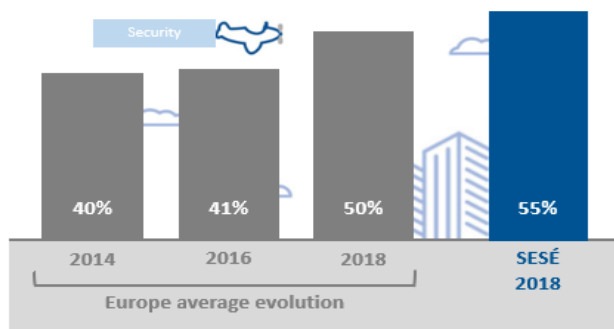
Carga / descarga lateral: No estar cerca de la camión en el momento de carga o descarga, colocarse junto a la cabina del camión.

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

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



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

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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.



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.



For the third consecutive year, Grupo Sesé is holding its Open Day: Family day, for children and nephews of employees in order to spend a day of fun and learning for the little ones.

Autoescuelas K, from the **Educatrafic Foundation**, wanted to collaborate in this family meeting with a programme of activities that gave rise to a unforgettable day with a difference.



+160 workers and family members participated in the Open Day

Road safety was the main theme of the meeting and the key feature of most of the activities, among which attendees were able to enjoy fun training such as accompanied driving; a first-contact experience for children aged between 10 and 20 years whereby, accompanied by an adult, they could test their skills by executing the most common manoeuvres of everyday driving in a closed circuit, with maximum safety and fun at all times.

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The theoretical aspect is a very important part of the teaching, so training talks were given on safe driving, dealing with topics such as the driver's attitude, driving posture, steering wheel operation or a review of how new technologies have been implemented in vehicles to help our driving through active and passive safety systems. These were accompanied by a practical section in which they were able to drive vehicles by identifying the effects of the physical, psychological and environmental elements of driving.

The little ones learned how to get around in the big city. Through a children's traffic playground, simulating city traffic, they became familiar with traffic signs by driving mini electric cars and obeying the different signs and traffic lights that they could previously learn about through fun games.



SNAPSHOTS OF THE 3rd FAMILY DAY

In Brazil, at the Curitiba and Taubaté Plants, the Road Safety Week (SIPAT) was celebrated again in 2019, with forklift driving simulators applying virtual reality.



SNAPSHOTS OF THE BRAZILIAN ROAD SAFETY WEEK

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▶ TRAINING AND SKILLS

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

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

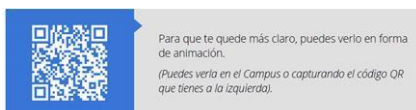


The following channels exist to determine the training needs of workers:

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

In 2016 Grupo Sesé inaugurated **CAMPUS SESÉ**, an on-line training platform with self-developed training. Within this platform, different training initiatives have been launched, which are fundamental for the professionalisation of the staff and the deployment of the corporate culture:

- **Passport to Sesé:** New recruits are trained through a complete tour of the ORGANISATION led by the company's personnel, who use videos and exhibitions to provide all the necessary information for a better knowledge of the company.
- **Traffic Manager:** Grupo Sesé has designed and launched a training module tailored to Sesé's needs.
 - The training has a blended learning format, distributed via independent modules, to be carried out within the first 3-4 months after the position is filled.
 - Each module has an evaluation test that makes it possible to determine the degree of use of the material in a continuous manner.
 - Once a month a 1- or 2-hour session is held in person, depending on the subject matter.
 - Through this campus, each manager can be tutored right from the start and whenever needed. To facilitate learning, multiple functionalities are used in the development of content, such as videos and audio-lessons, with BIDI codes accessible from smartphones:



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LETTER FROM THE CHAIRMAN	THE ORGANISATION	VALUE CHAIN	POLICY AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSABILITY	REGARDING THIS REPORT

- **Equality** training: to coincide with the renewal in 2016 and 2017 of the equality commitments launched by the Group's management in 2012, training pills have been launched to remind all employees of the principles that govern Grupo Sesé's equality policy.
- **Leadership** training for middle management.
- Training in the organisation's **Compliance Model**

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					
	Total	Men	Women	Direct Structure (MOD)	Indirect Structure (MOI)	
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

🔊 PRL Regulations	42.79%
🔊 Work processes	21.93%
🔊 Skills	9.05%
🔊 Quality	7.69%
🔊 Languages	7.40%
🔊 Efficient driving	3.81%
🔊 Equality	2.48%
🔊 Data security	1.30%
🔊 Systems	1.23%
🔊 HR	1.21%
🔊 Finance	0.52%
🔊 Load securing	0.40%
🔊 Others	0.17%
🔊 Environment	0.02%
🔊 Traffic manager	0.00%



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

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

Training in Safety - Risk Prevention accounted for 42.79% of training hours in 2019, 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.

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

- Theoretical - transport operator practise. With a duration of 8 hours, it is carried out according to the criteria set out by the UNE 58451:2016 standard, which provides a certificate and validation of the training scheme with regard to a subject, such as car driving licenses, which is not regulated in Spanish legislation.
- Cargo securing - stowage. Due to the multi-activity nature of this process, which involves both the logistics division and, of course, the transport area, a global training programme has been established for the staff of Grupo Sesé in order to deploy all the knowledge and have a common criterion regarding a subject that is currently being debated in the sector. The knowledge programme is based on the UNE-EN 12195 standard, and is endorsed by the ITA and the Council of Chambers of Aragón, and consists of several levels of training:
 - Training aimed at fleet and traffic managers, technicians in occupational risk prevention and quality, and those responsible for logistics operations, i.e. staff with a structure that defines and ensures compliance with procedures, and will be responsible for carrying out training internally. This training lasts 100 hours and includes practical examples of the use of specific software to define a safe mooring.
 - Basic course lasting 35 hours, with a more operational character, aimed at team leaders, operators and drivers.
- In-house training, which cascades this knowledge, and which is transferred and integrated into working procedures.

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
3.43 [score out of 4]	3.54 [score out of 4]	3.45 [score out of 4]

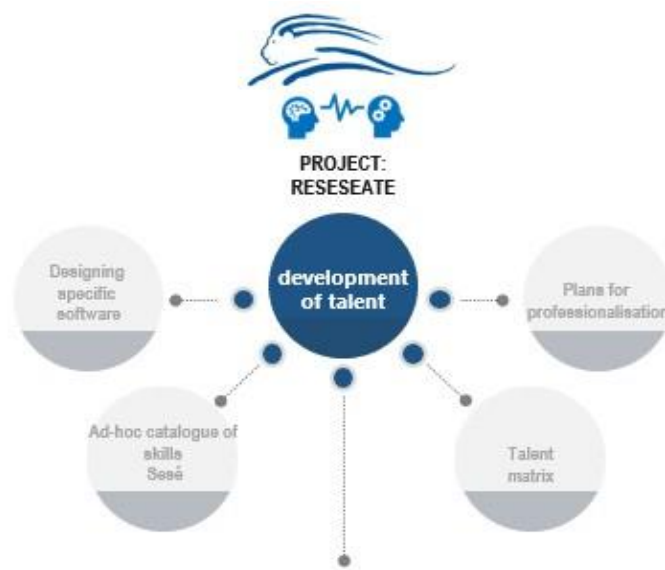
SCOPE OF GRUPO SESÉ EUROPA

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

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

- ④ Station-to-station interview: definition of the **job profile**.
 - Functions and responsibilities.
 - Necessary competencies for the position, definition of levels (**Customised Dictionary of Competencies**).
- ④ 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.
- ④ Preparation of personalised **evaluation questionnaires**.
- ④ Training and **coaching** of teams and managers.
- ④ **Annual performance evaluation interviews** by competencies.
- ④ Establishment of **action plans** and definition of personal improvement objectives (**half-yearly monitoring**)
- ④ Identification and validation of the **Talent Map** of each department, area and company of the Group.
- ④ Definition of **Development Plans** (professionalisation plans), including 2nd ORGANISATION chart.
- ④ Monitoring of the fulfilment of plans and reorientation where appropriate.
- ④ Continuous monitoring and **mentoring** by the HR team.

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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 as follows:
 - 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).

		SESÉ GROUP		
		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.

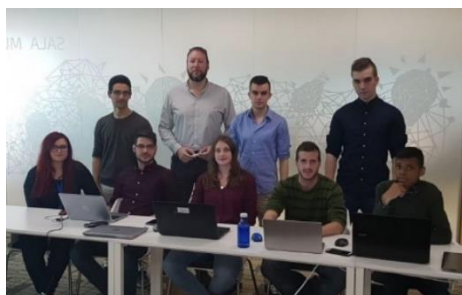
In return, we will advance the design of internal on-line **teaching material** for the development of **Soft Skills**.

[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

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

Dual Training Programming	GRUPO SESÉ SPAIN		
	2017	2018	2019
Participating students	8	10	8
Hired students	7	8	(*)

(*) The students of the third edition are currently developing the theoretical phase of the programme.

SCHOLARSHIPS - For the third consecutive year, Grupo Sesé has participated in “**Talento Joven Aragón**” (“Young Talent of Aragón”); this training programme created by Heraldo and the ESIC business school 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



SCENES FROM THE PARTICIPATION OF GRUPO SESÉ IN JOB FAIRS

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LETTER FROM THE CHAIRMAN	THE ORGANISATION	VALUE CHAIN	POLICY AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSIBILITY	REGARDING THIS REPORT

More than **200** applications received each year



GRUPO SESÉ SPAIN

	Total	Men	Women	% Recruitment (*)
2019	57	60%	40%	18%
2018	36	--	--	--
2017	24	--	--	--
2016	25	--	--	--

(*) Considers the hiring formalised in 2019 for internships starting in 2018 or 2019 and completed within the year 2019.

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.

CLOSENESS TO YOUNG PEOPLE AND SCHOOLS - This year 2019 has been a year where we have taken another step in the process of attracting Young Talents, we have participated in distinctive, mould-breaking events and activities where the company has approached students directly, in their field and in their language.



Hackathon ImagineCode from the University of Engineering and Architecture

ImagineCode is an event designed to bring together students and professionals to solve challenges through their ingenuity and desire to excel.

Participants work together to create software and hardware, limited only by their imaginations. The event was mainly aimed at engineering students (IT, telecommunications, electronics, industrial...) and any professional from these industries.

The 120 registrants, divided into groups, participated in a challenge where they demonstrated their skills, a project that consisted of creating a Voice Assistant for use in a logistical environment. In this same event, Grupo Sesé had a winner in the challenge sponsored by esPublico: Cesar Morales, who, together with his team, developed an application for mobile devices for the management of incidents in a public institution.



I Edition of Talent Games - University of Zaragoza

Grupo Integra and the University of Zaragoza have organised the Talent Games, an initiative that directly connects recent graduates with the most powerful companies in Aragón, through a series of creative challenges that students must overcome.

Each of the partner companies launched a challenge in which the students decided to participate voluntarily. Later, the organisations selected some projects to be exhibited in the facilities. Among them, the winning project was selected.

82 teams (a total of 246 students) were registered for the challenge launched by Grupo Sesé, of which 7 teams reached the presentation at the Corporate Headquarters and 3 teams were the finalists.

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Young Talent Day with IDIA

The central axis was to present the *Encuentra* (Let's Meet Up) Programme, with the aim of advising young people on which professions are most in demand by Aragonese companies and to recommend what to do to make the leap into the digital world and to enter the labour market immediately.

During the Conference, four simultaneous workshops on Soft Skills were held, given by the companies that make up the cluster. Grupo Sesé, through its HR Department, worked with more than 60 young assistants regarding the 4 Soft Skills most demanded by companies.

PERSONAL WELL-BEING

Grupo Sesé works to be an active agent in the protection of human rights in its sphere of influence, understanding that its commitment is not only to its own workers, but must also involve clients, suppliers and the rest of the stakeholders. Grupo Sesé brings together more than **40** different **nationalities** that coexist with the same rights and considerations as employees. Our HR policies expressly prohibit the asking of questions regarding religion, sexual orientation or political views during selection processes.

The **positioning** strategy in a new country is carried out after an exhaustive analysis of the legislation and economic-social conditions, respecting the principles set out in the **organisation's code of ethics** at all times to guarantee the strictest legal compliance and facilitate the successful integration of the company into the destination society.

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

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LETTER FROM THE CHAIRMAN	THE ORGANISATION	VALUE CHAIN	POLICY AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSIBILITY	REGARDING THIS REPORT

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:

- 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.
- Measures for staff working in shifts
 - Facilitate shift changes for family/personal reasons on a temporary and/or permanent basis.

As above as stated in the reference legislation:

- Measures for all staff:
 - 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
 - Voluntary night shift: those workers who cannot reconcile this shift with their family life are not obliged to do so.

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.

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

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.

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LETTER FROM THE CHAIRMAN	THE ORGANISATION	VALUE CHAIN	POLICY AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSABILITY	REGARDING THIS REPORT

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 most of the 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 oversee 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.



169
post adaptations /
improvements in 2019

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.



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LETTER FROM THE CHAIRMAN	THE ORGANISATION	VALUE CHAIN	POLICY AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSIBILITY	REGARDING THIS REPORT

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

2017

7.49

[score out of 10]



DATOS GENERALES

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

In April 2019, the **"Sesé People Satisfaction and Motivation Measurement Project"** was launched, the first global survey encompassing all personnel in Spain (3,005 employees).

The aim is to extend them gradually to all groups and to carry them out on a biennial basis.

The objectives of this project are:

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

SATISFACCIÓN [factores higiénicos]

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

Generan insatisfacción cuando están **AUSENTES**

MOTIVACIÓN [factores motivacionales]

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

Generan motivación cuando están **PRESENTES**

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 Aragón, 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

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

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 PVGS, a **Volunteering Policy** has been developed and its mixed management commission, the **Volunteering Commission**, has been established with the following composition:

- 🗣 Board of Directors: 1 representative
- 🗣 Fundación Sesé: 2 representatives
- 🗣 Human Resources Department: 2 representatives
- 🗣 Volunteers: 3 representatives elected by vote



Number of volunteer actions

2019

12

SESÉ GROUP

Number of registered volunteers

160

Volunteer hours

1,590



Voluntariado en la Sesé Bike Tour, la clave de éxito

Los Indurain correrán la prueba el 5 de mayo en Urreus para la que se buscan voluntarios

Los voluntarios tendrán el día pasado para entrenar y el día de la prueba para apoyar a los corredores.

El día pasado para entrenar y el día de la prueba para apoyar a los corredores.

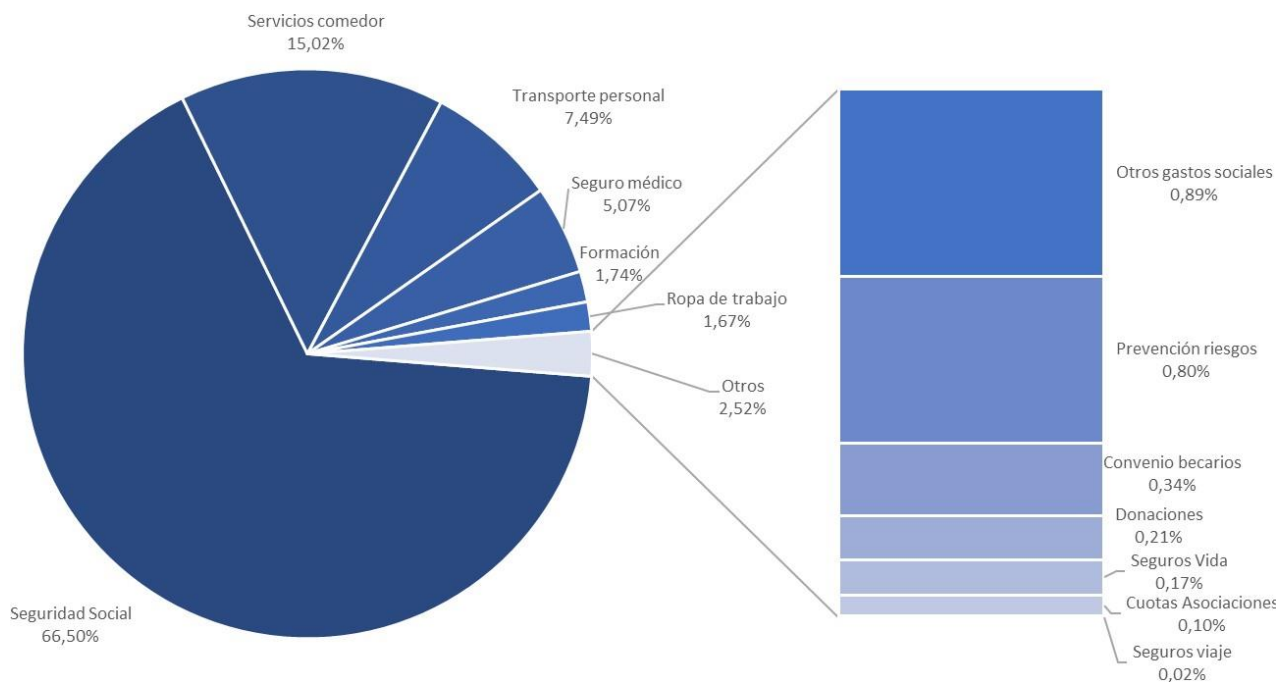
El día pasado para entrenar y el día de la prueba para apoyar a los corredores.



PROGRAM STATISTICS, SNAPSHOTS OF VOLUNTEERS AND SDGs DEVELOPED BY THE PROGRAMME

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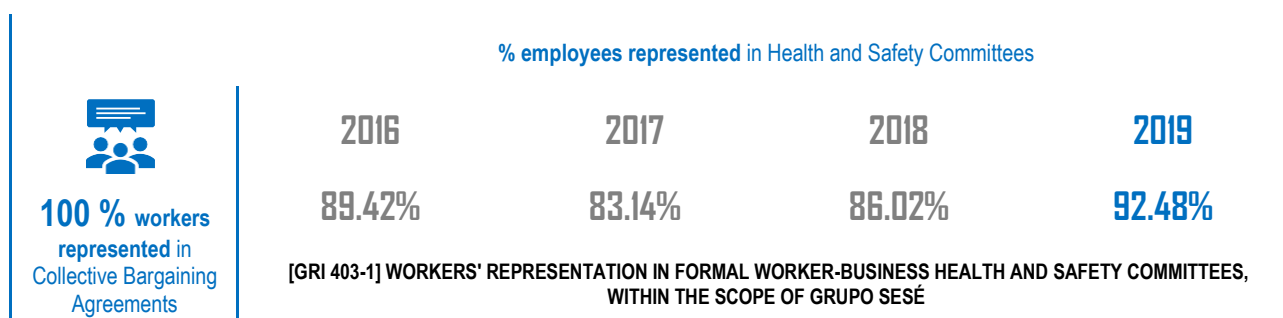
SOCIAL EXPENSES - The attached figure shows the breakdown of Grupo Sesé's social expenses (EUR 47.9 million).



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.



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.

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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.
- **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 Gmail 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 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.



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



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

- **Skype / Google Hangout:** 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.



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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

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2 PRESENCE IN 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.

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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**



12th NATIONAL CONGRESS OF FAMILY BUSINESSES IN MURCIA

His Majesty the King of Spain inaugurated the 12th National Congress of Family Businesses in Murcia, in which more than 500 businessmen participated, among them Mr. Alfonso Sesé, president of Grupo Sesé and of the Family Business Association of Aragón. D. Alfonso Sesé participated in the Family Business round table and its commitment to people: "Without quality training that facilitates access to the world of work, we cannot speak of true equality of opportunity for our young people".

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THE WOMEN ENGAGED FOR PSA NETWORK ARRIVES IN ZARAGOZA

Established in 2010 under the impetus of Groupe PSA's Senior Management, the Women Engaged for PSA Network aims to promote women's professional development in all areas of the company.

At the Zaragoza plant, an 'antenna' was recently created to deploy the actions of Women Engaged for PSA in Aragón, focusing on business and on collaborating with other associations of Aragonese female managers, entrepreneurs and professionals such as Aragonese female managers, ARAME and influential women from Women Talent who were represented at the event.

At the end of the event a round table was held where the participants contributed their vision and experience regarding the advantages of mixed teams. Silvia Ortiz, Engineering Director of Grupo Sesé, participated in this round table.



Grupo Sesé and Fundación Sesé, good practices in the field of inequality reduction (SDG 10).

On the International Day of Persons with Disabilities, this example of good practice is published on the website of the Spanish Network of the United Nations Global Compact.

GROUP SESÉ, PROGRESS TOWARDS ACCESSIBILITY

#DisabilityDay #SDG10 #Sociopact



In 2019 there was a record number of participants, whereas in 2018 there were 34 participants, this year **57 workers** represented Grupo Sesé in the **ESIC Race**.

This year, the race served as the seed that developed into the Sesé Run Club, a meeting group for old hands and novices alike to help each other improve in this discipline.



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This year **74 female workers** participated in the Zaragoza and Vitoria editions of the **Women's Race**, experiencing a very sporty, supportive and demanding morning. It is an excellent show of representation, with numbers and commitment improving every year.

33 participants from Grupo Sesé in the 6th March Against Cancer.



3rd HERALDO ARAGÓN BUSINESS TOURNAMENT



3rd CAR PADDLE TENNIS TOURNAMENT
MERCEDES-BENZ



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 2019 more than 40 workers participated in the offering.

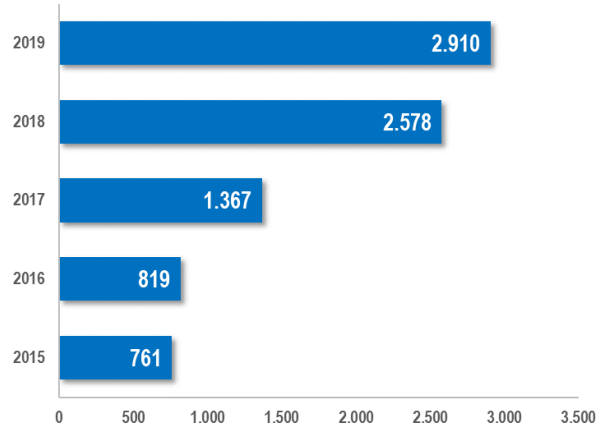
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» GROUP SESÉ, SUPPORTING THE LOCAL COMMUNITIES WHERE IT OPERATES

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

The objective is to create high-quality, sustainable employment regardless of the region and thus contribute to the industrialisation of the environments with which it interacts, as has been the case in Algeria, where it has been one of the players involved in the development of the non-existent industrial fabric in the Relizane area.

Another significant example is Brazil, where Grupo Sesé currently employs almost 3,000 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 0.25% 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, 85% 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.

85%
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

>> 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.

56%
TURNOVER

56% of Grupo Sesé's total turnover belongs to Group companies with headquarters in Aragón.

45%
PEOPLE

45% of Grupo Sesé'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

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» FUNDACIÓN SESÉ

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



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

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

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

The SOLIDAR EXCEPTIONAL 3-STAR certificate was issued to Fundación Sesé for actions carried out to favour labour insertion of disabled people in the labour market. The awarding of this prize gives value to the social commitment of the ORGANISATION, by permanently allocating resources to the promotion and creation of activities to facilitate jobs for groups that find it harder to access the labour market.

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



The bank is collaborating with a subsidy intended to aid the labour insertion of people with disabilities and/or a risk of exclusion.

The grants are intended to support targeted projects:

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

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

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Fundación Sesé is present in the third sector



Fundación Sesé participated in the 2nd Conference on HIV and Companies. **“Businesses: A key player in the response to HIV in Aragón”**.

This is the second meeting that Omsida has held in Aragón to address the situation of people living with HIV in the workplace and its central theme was the Social Pact for non-discrimination and equal treatment associated with HIV.

This is an initiative promoted by the Ministry of Health, Consumption and Social Welfare that is embodied in a consensus declaration of intent signed by the key social and institutional agents involved in the response to HIV.



Fundación Sesé participated in the **“Promotion of the Social Economy in Teruel”** Conference organised by the TÈRVALIS Foundation, with the support of the Teruel City Council, with the aim of bringing the Social Economy closer to society in Teruel.



This year, the **“1st INTEGRAE Workshop on Social and Labour Market Integration”** was held in the Ribera Alta del Ebro region, organised by the Association for the Development of the Ribera Alta del Ebro, ADRAE, the Ribera Alta del Ebro region, the Government of Aragón and ATADES, to contribute to the social and labour market integration of young people and people at risk of social exclusion.

The objective of this meeting, which took place at the regional headquarters in Alagón, was to consolidate a system of multidisciplinary services that form itineraries of social and labour insertion for young people, people with different abilities and people at risk of social exclusion. Fundación Sesé attended the meeting to present the social projects it develops.

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>> 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



SESE BIKE TOUR

This is a solidarity-focused cycle tourism march that was incorporated into the national circuit of the Great Cycling Marches in 2018, under the organisation of **El Pedal Aragonés** and Fundación Sesé.

Starting and finishing in Urrea de Gaén and following challenging, unprecedented routes through the province of Teruel / Bajo Martín and Maestrazgo, in its first edition the march was linked to the fight against **Amyotrophic Lateral Sclerosis**, a cause for which 22,000 EUR were raised thanks to the participation of more than 260 cyclists.



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

In 2019, the solidarity route has focused its fund-raising on the **Fight against Cancer**.

€
€26,000
collected


+560
participants

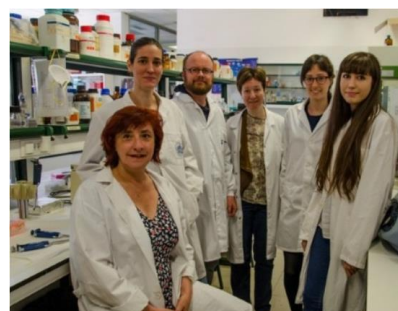

+100 volunteers
from Grupo Sesé, Fundación Sesé, Urrea de Gaén and the surrounding villages.



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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.



3 Social Investment 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.

€
€30,130
collected

11 artists
on-stage

+1,000 spectators

The Down Foundation will invest it in its 'Keys to autonomy' project, which aims to promote the independence and emancipation of these people through workshops, supervised flats and home support services.

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



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The Miguel Servet Children's Hospital in Zaragoza opened a cinema 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.



SOLIDARITY PARADE

The Multipurpose 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



TRAINING AND SCHOOL SUPPORT

Since 2015, Fundación Sesé has been the main collaborator of the **ASOCIACIÓN EL CAÑAR** project, as part of which two lines of work have been developed: school support and adult school for groups at risk of exclusion, 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. These are this year's figures in the middle:



40 young people
aged between 10 and 16



20 women



8 volunteers
once per week

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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 new "**Delicias**" Family Canteen tries to serve those people who may lack the basic need for food. Often, however, this need is linked to others which are perhaps not so urgent, but more important because they are profoundly human.



25 people
attend the canteen daily



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.



98 children
aged between 6 and 16



34 volunteers
Grupo Sesé



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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 we seek to promote knowledge and conservation of the rural environment, to use activities in the mountains to discover the healthy alternative of enjoying free time in natural environments, to educate based on the efforts behind the work and to favour interpersonal relations and individual development, a service which rehabilitates and maintains the Centre.



12 young people
aged between 18
and 21



2 monitors
volunteers



10 volunteers
Grupo Sesé



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.

The second position in the European "Deaf Champions League" has been achieved.



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. 40 players are attending the Genuine League School of Real Zaragoza.



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THE MOST MAGICAL NIGHT

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

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 in Zaragoza** to deliver gifts to the youngest members of the association.



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 **Cáritas**, works mainly through activities linked to the care, recovery and marketing of second-hand clothes: clothing, laundry, ironing, reuse, etc. This social action also has an important environmental impact, since the use of second-hand clothes makes the manufacture of new clothes unnecessary.



DANOS LA LATA

This year, Grupo Sesé participated in the **Danos la lata (Give us the can)** campaign organised by the San Juan de Dios Hospital, which resulted in the collection of 942 kilos of food donated by different entities and companies, individuals, workers and volunteers from the hospital itself.

The food collection campaign in Zaragoza was promoted by the international cooperation line of the Hospital's Solidarity Axis and volunteers and workers from the centre were also involved in carrying it out.

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PENCIL AND SMILE CAMPAIGN

More than 4,000 children will have the school materials they need thanks to the **Lápices y Sonrisas** (Pencils and Smiles) solidarity campaign organised by the Aragón Automotive Cluster (CAAR) and the ASDES Solidarity Sports Association, in which 57 companies and institutions participated, including Grupo Sesé.

The aim of this responsible initiative is to collect school materials from employees in companies to make them available to the most disadvantaged families and children in social emergency situations. This is the fourth edition of this campaign that encourages the donation of any kind of material that students need during their courses, such as pencils, pens, markers, erasers, notebooks, rulers, calculators, cases or backpacks.



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.

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LETTER FROM THE CHAIRMAN	THE ORGANISATION	VALUE CHAIN	POLICY AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSIBILITY	REGARDING THIS REPORT

>> 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 behavior 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

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>> 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
No. of people assisted who belong to groups with difficulties in finding work (*)	134	222	133	166
Aged under 30	28	45	28	44
Long-term unemployed	11	30	8	19
Women	37	75	57	77
Those aged over 45	66	117	74	61
Women who are victims of domestic violence	0	0	0	0
Total number of contracts obtained	64	68	74	50






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

Additionally, in 2019 Fundación Sesé achieved another 17 job insertions not processed via the placement agency and launched job orientation workshops in which 6 people with special needs participated.

>> Fundación Sesé on social networks <<



EVOLUTION OF THE IMPACT ON SOCIAL NETWORKS OF THE ACTIONS OF FUNDACIÓN SESÉ FROM 2018 TO 2019

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

SOCIAL NETWORKS WHERE FUNDACIÓN SESÉ IS PRESENT

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3 CUSTOMERS

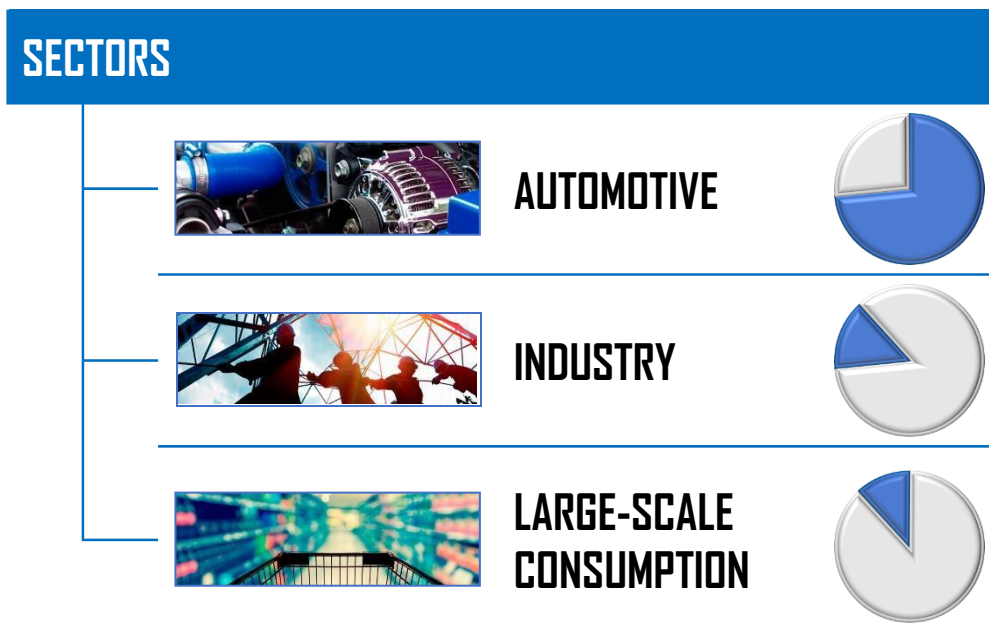
Grupo Sesé is aware of the impact of its activity on the health and safety of both its clients and all its stakeholders and takes active steps to prevent this.

It is in this area where training and good practices in load securing are promoted, as well as in safe and efficient driving in transport and logistics activities; in the case of industrial services the focus is on avoiding potential problems during the life of the product and that is why Process and/or Design MFA's are carried out during the development of processes and products.

» PROFILE OF THE CUSTOMERS

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

- Supply Chain Solution Provider. Customers 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. Customers for whom their needs are not so much focused on their production processes as on logistics and distribution.
- Solutions for customers who mainly require transport with the most innovative and efficient means, with the best designed and planned routes and with the most trained and expert professionals.



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Grupo Sesé actively participates in the sector's Trade Fairs and Congresses:

-  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.

▶ CUSTOMER 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.

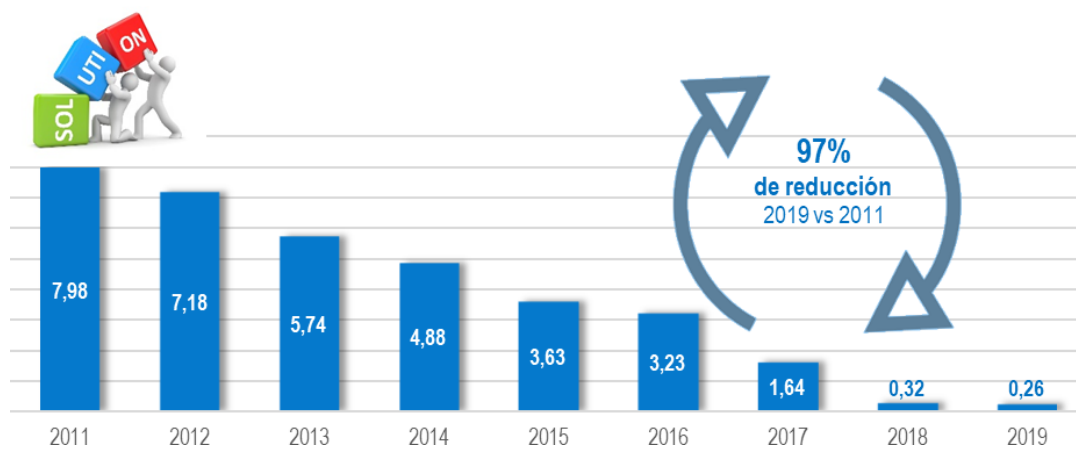
1	2	3	4	5	6	7	8
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▶▶ QUANTITATIVE MEASUREMENT OF SERVICE

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

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

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



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

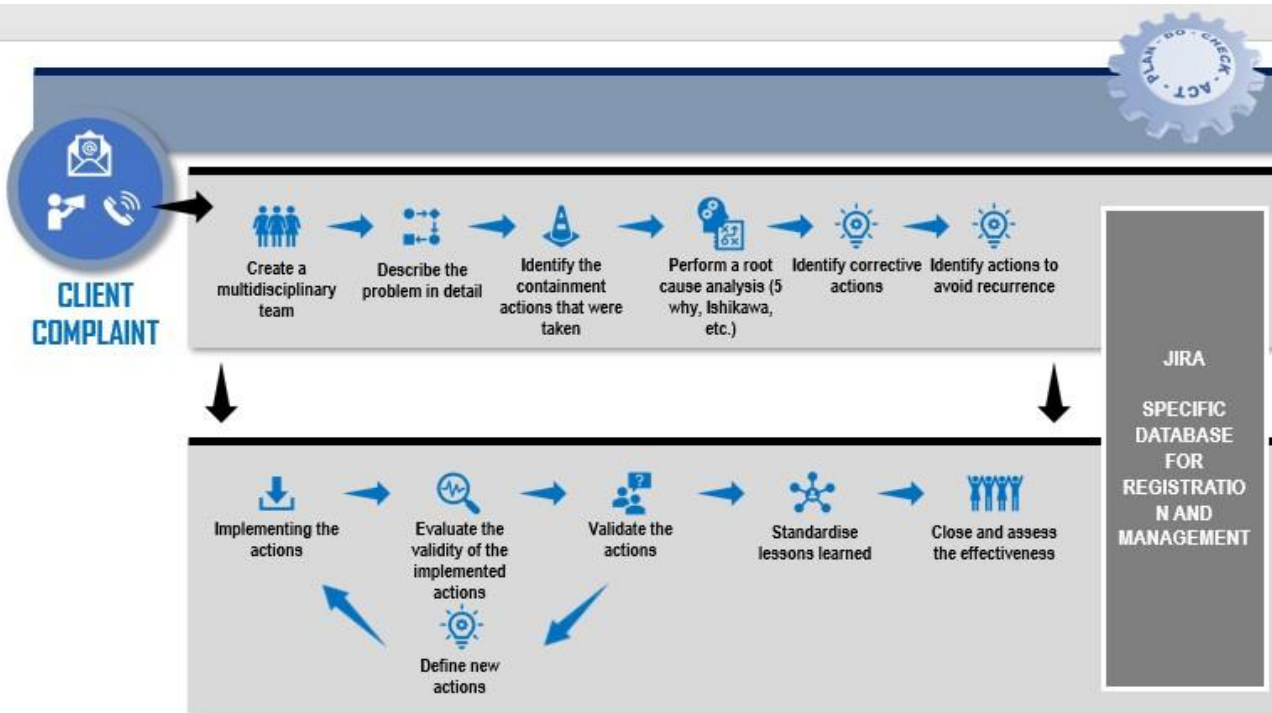


Level of customer satisfaction

2016	2017	2018	2019
98.14%	97.41%	97.78%	98.21%

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

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CLIENT COMPLAINT HANDLING SCHEME

The 2019 evaluation in **EcoVadis** gave Grupo Sesé the **Gold Medal** rating with a **97% score**, improving by 4 points compared to 2018 (64 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 2019

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**.

1	2	3	4	5	6	7	8
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4 SUPPLIERS

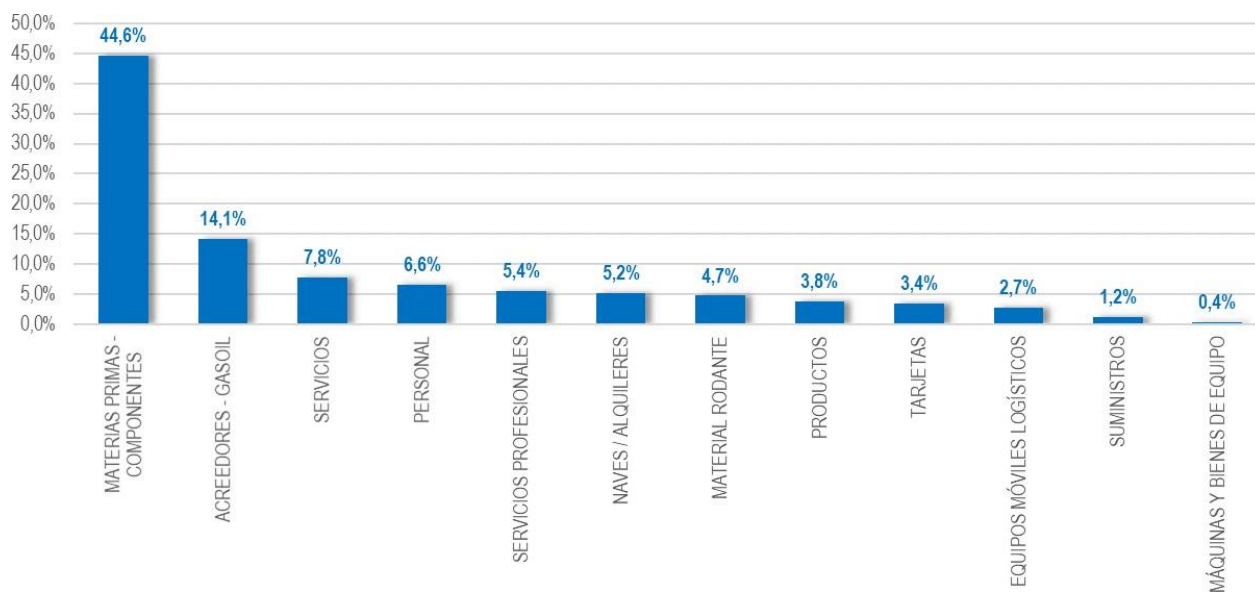
The success of a company is the sum of all its elements. That is why Grupo Sesé seeks to establish synergies in its relationship with its suppliers, that is, to integrate the qualities of both organisations, with the aim of resulting in something greater than the simple sum of them.



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

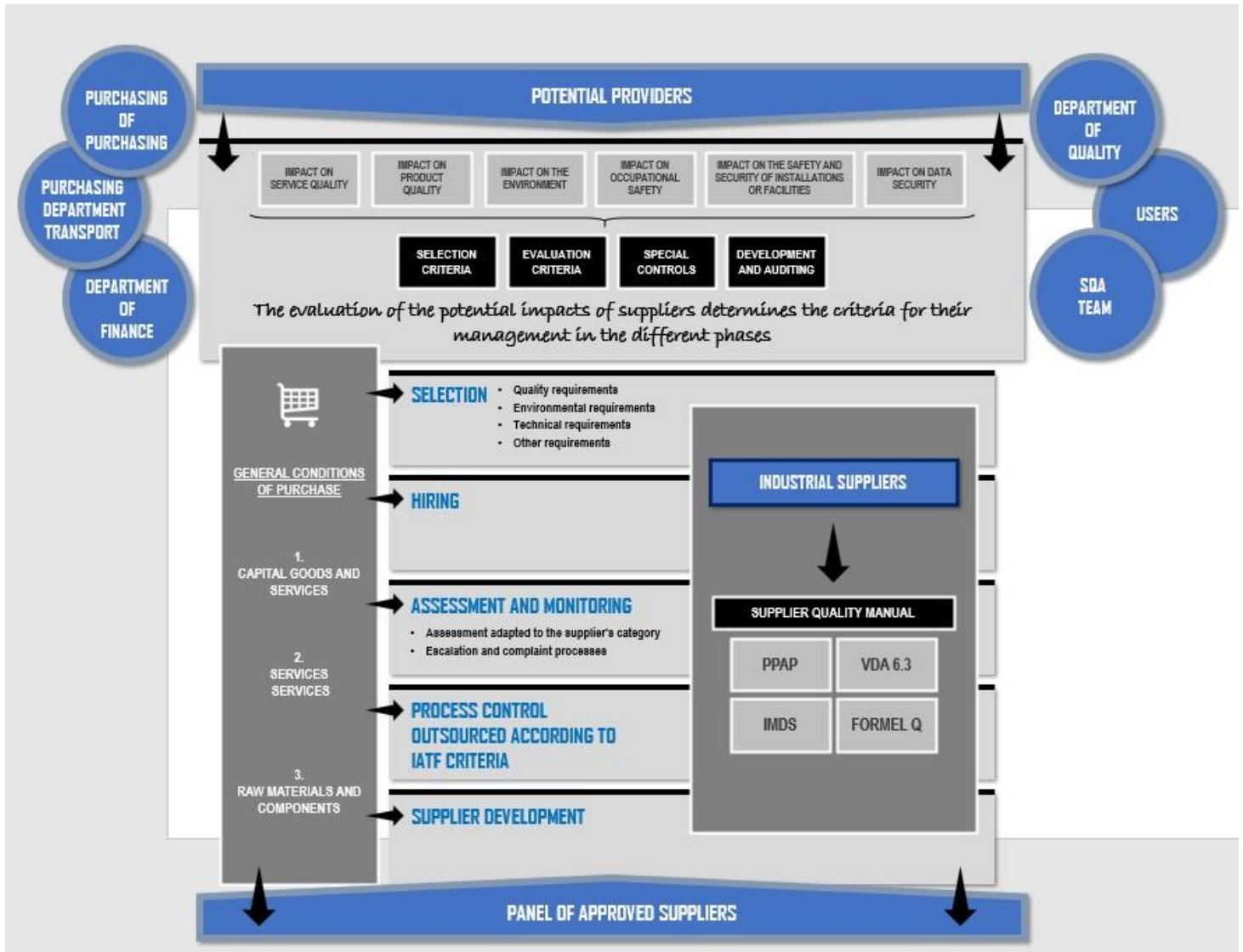
Note. To better analyse the results of the breakdown, the main purchase, which is the subcontracting of transport, has been taken out of the graph so as not to distort the graphic representation

TRANSPORT	SERVICES
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

1	2	3	4	5	6	7	8
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» SELECTION, INTEGRATION AND DEVELOPMENT OF THE COLLABORATORS



OUTLINE OF THE SUPPLIER SELECTION AND EVALUATION PROCESS BY TYPE

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

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

1	2	3	4	5	6	7	8
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Grupo Sesé's supplier selection and approval process is based on the following criteria:

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

In the selection process, one of the filters that the supplier goes through focuses on quality, safety and CSR standards. If the quality department does not give its approval on this point, the supplier will not be included in Grupo Sesé panel. In the case of industrial suppliers, potential audits are also carried out based on automotive frameworks (VDA), which serve to ensure that they meet the requirements and standards requested by both Sesé and its clients.

If the result of these audits is unfavorable 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 authorized managers.
- ☞ Suppliers who present/promote initiatives that favors 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.)

1	2	3	4	5	6	7	8
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In the case of industrial service providers, and within the development of the same, process audits are carried out according to VDA standards to ensure that the products supplied meet the requirements set.

	No. of audits	Average result
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.

Average result of **supplier qualification** in the **annual service/product evaluation**

2016	2017	2018	2019
97.30%	96.96%	97.46%	98.84%

Percentage of **Evaluated Suppliers** within the Total Supplier Panel [by equivalent volume of purchases]

2016	2017	2018	2019
93.46%	96.09%	90.24%	88.76%

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

1	2	3	4	5	6	7	8
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» COMMUNICATION AND TRANSFER OF MANAGEMENT

TRANSPORT SUPPLIERS

- ☞ Via the General Conditions of Purchase (GCP).
- ☞ Through the Driver's Manual (Integrated Management Policies and Good Practices for Efficient Driving).
- ☞ Through the KeepingDocs platform.

INDUSTRIAL SUPPLIERS

- ☞ Via the General Conditions of Purchase (GCP).
- ☞ Through the Jaggaer Purchasing platform.
- ☞ Through the Supplier Quality Manual.

SUPPLIERS AND SUBCONTRACTORS WHO ACCESS SESÉ FACILITIES

- ☞ Via the General Conditions of Purchase (GCP).
- ☞ Through the Jaggaer Purchasing platform.
- ☞ Together with the Supplier Selection and Approval Questionnaire, dispatch of Integrated Management Policies.
- ☞ Delivery of Good PRL and Environmental Practices.

OTHER SUPPLIERS

- ☞ Via the General Conditions of Purchase (GCP).
- ☞ Through the Jaggaer Purchasing platform.
- ☞ Together with the Supplier Selection and Approval Questionnaire, dispatch of Integrated Management Policies.

COMMUNICATION OF QUALITY, ENVIRONMENTAL AND PREVENTION ASPECTS WITH SUPPLIERS

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5 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.



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



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.

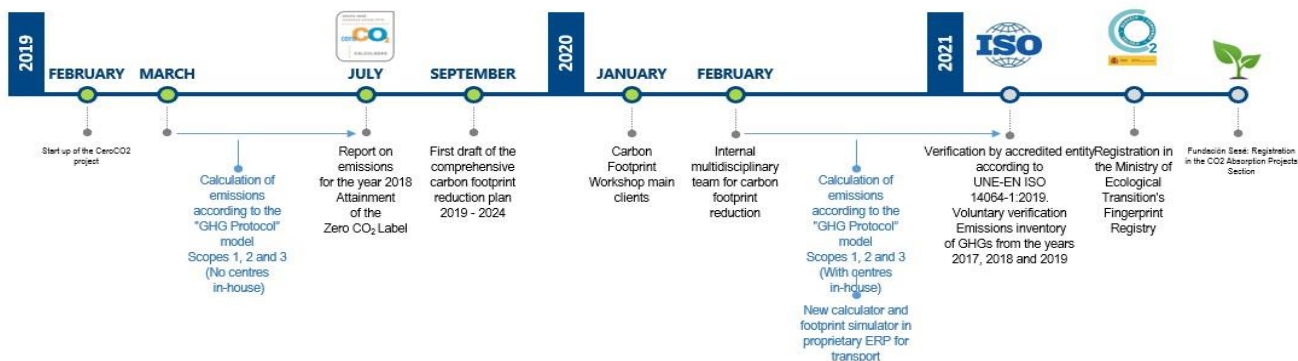
[GRI 303-1] WATER EXTRACTION BY SOURCE

- in the case of light pollution, no specific action has been taken as no indication or aspect considered relevant for analysis has been detected.

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► CARBON FOOTPRINT IN THE SUPPLY CHAIN

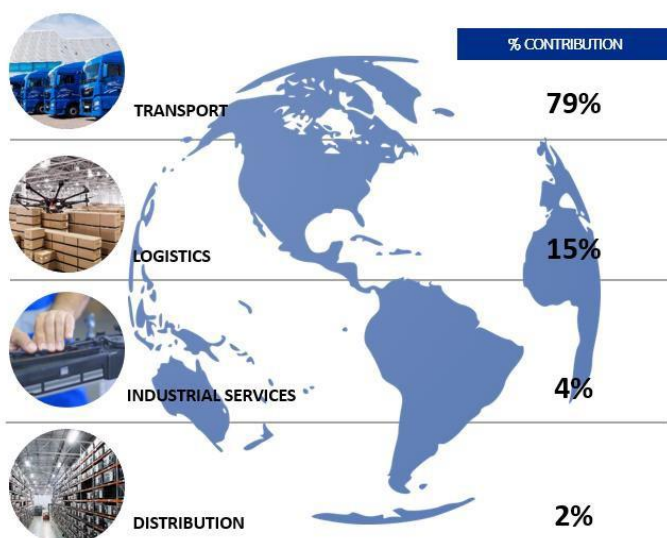
In 2019, new firm and decisive steps have been taken towards the integrated management of the organisation's carbon footprint and, by extension, the carbon footprint of Grupo Sesé's contribution to its clients' supply chains. The project begins in 2019 by analysing the greenhouse gas emissions of Grupo 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 2021.



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:

- ④ A valuation of the scope 1 (full), 2 (full) and 3 (partial) has been made by the Ecodes Foundation.
- ④ The data sources and calculation formulas have been verified externally, which has led to the attainment of the ZeroCO₂ Label for the verification of the calculated emissions.
- ④ The first comprehensive emissions reduction plan has been defined, covering all of the organisation's business lines, with specific actions for each type of activity and in full alignment with the SDGs.



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

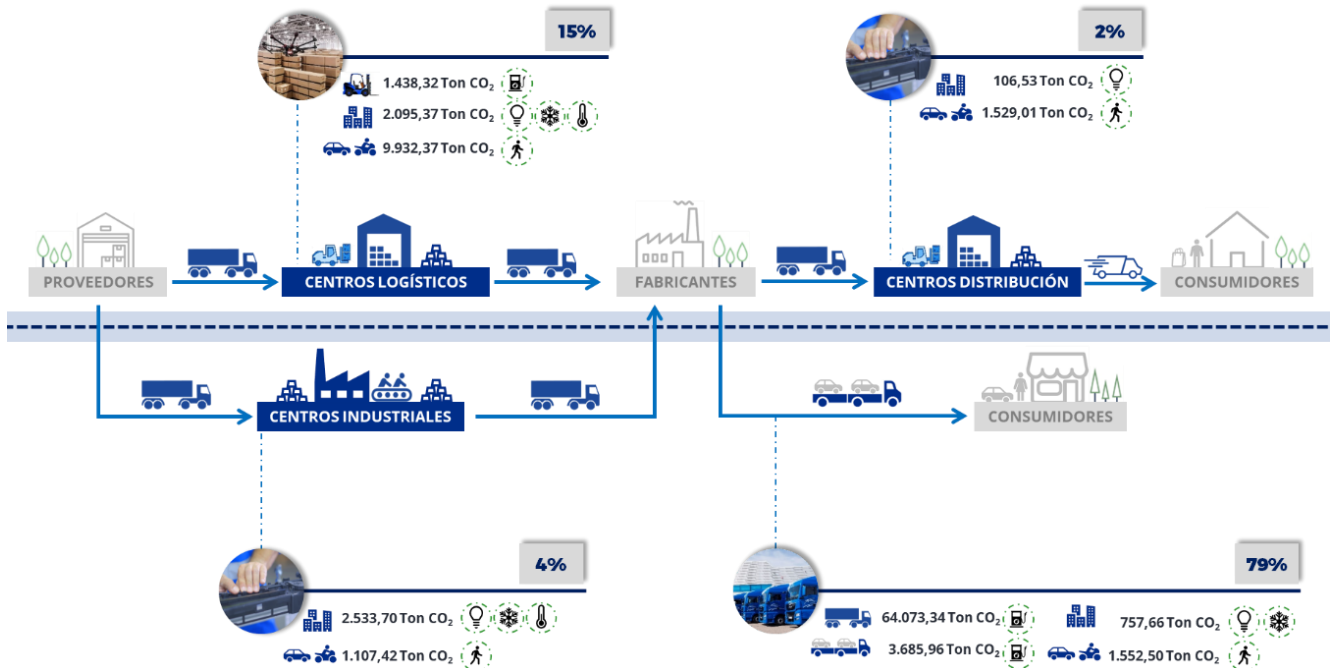
Likewise, it has been possible to process a detailed map of emissions in Grupo Sesé's own supply chain, differentiating by the source of generation of these emissions.

With this valuable information, a starting point has been established to reference a comprehensive plan for reducing greenhouse gas emissions.

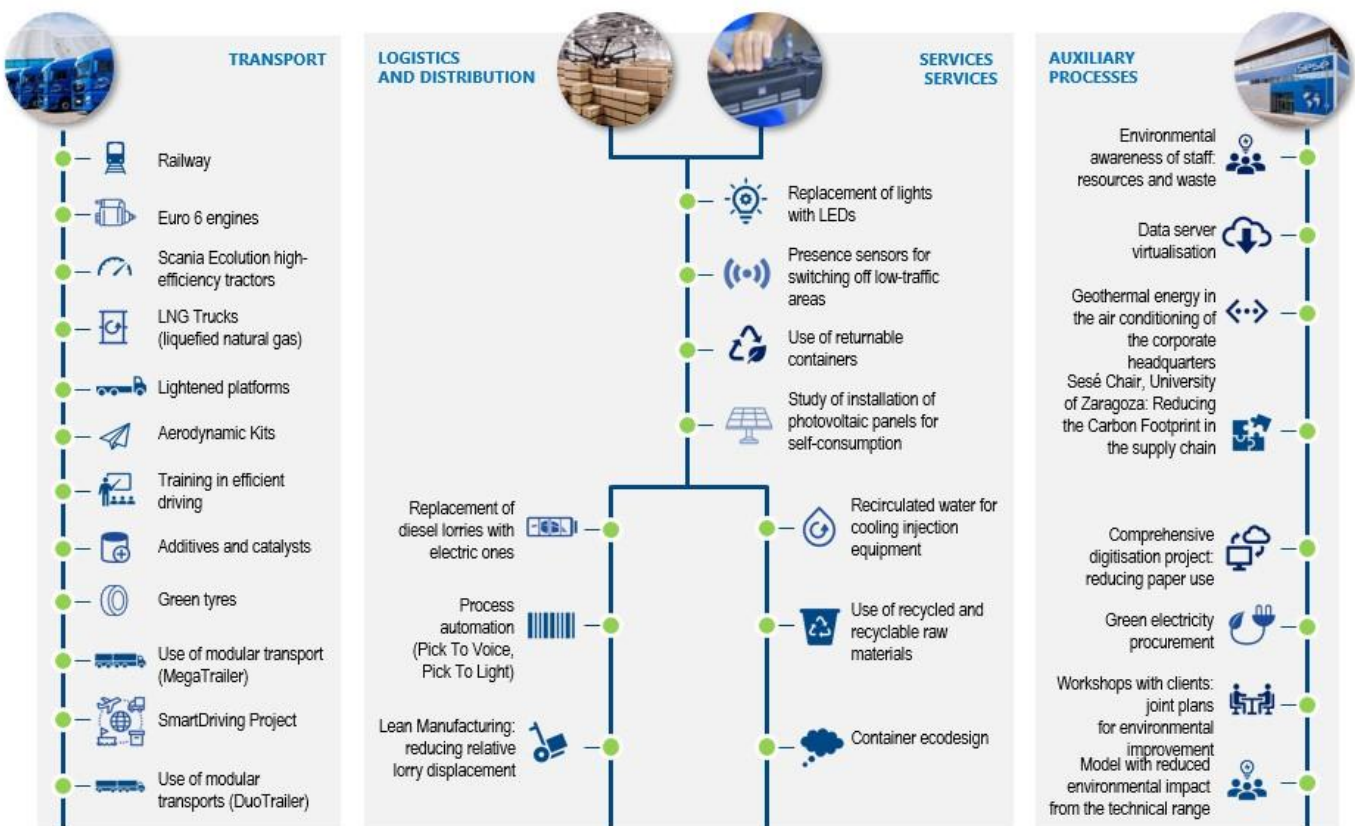


CARBON FOOTPRINT DISTRIBUTION BY BUSINESS LINE

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



COMPREHENSIVE CARBON FOOTPRINT REDUCTION PLAN

1	2	3	4	5	6	7	8
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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
Co-operation

Three different themes will be developed in the first axis:

- ① Research, through participation in research and innovation projects.
- ① Development, through the completion of doctoral theses, development of online platforms and collaboration with academic institutions.
- ① 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



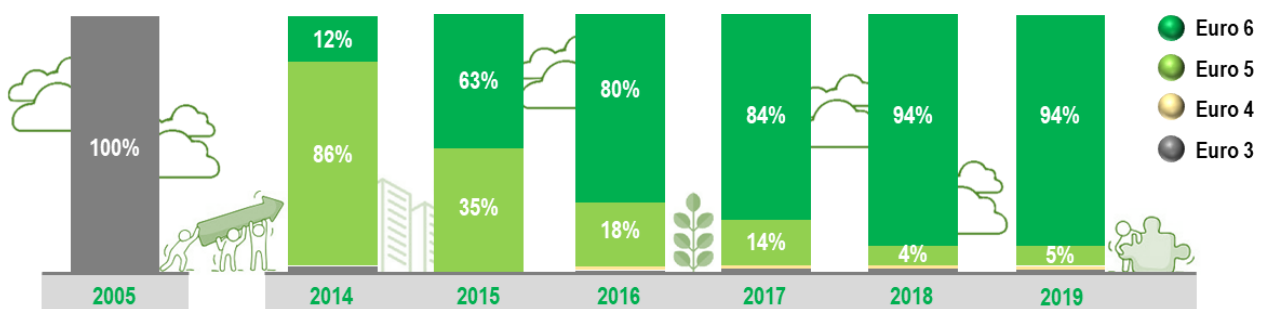
SIGNATURE OF THE CHAIR BY MR. ALFONSO SESÉ, MS. ANA SESÉ AND THE RECTOR OF THE UNIVERSITY, MR. JOSÉ ANTONIO MAYORAL

1	2	3	4	5	6	7	8
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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).	25%
	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] WITHIN THE SCOPE OF GRUPO SESÉ

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

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 by 2019, a goal that was more than fulfilled with a 12.85% reduction at the end of the year.



GOAL: ACHIEVE A 10% REDUCTION IN 2019 vs 2012

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

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

[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



2018	2019
- 881,382 Kg	- 1,710,262 Kg

One direct consequence of the reduction of these emissions in the years 2018 and 2019 was undoubtedly been the commitment to the use of intermodality on the Bettembourg-Le Boulou route via Lorry Rail.

[GRI 305-5] REDUCTION OF GREENHOUSE GAS EMISSIONS, [GRI 305-4] GREENHOUSE GAS EMISSION INTENSITY, 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.

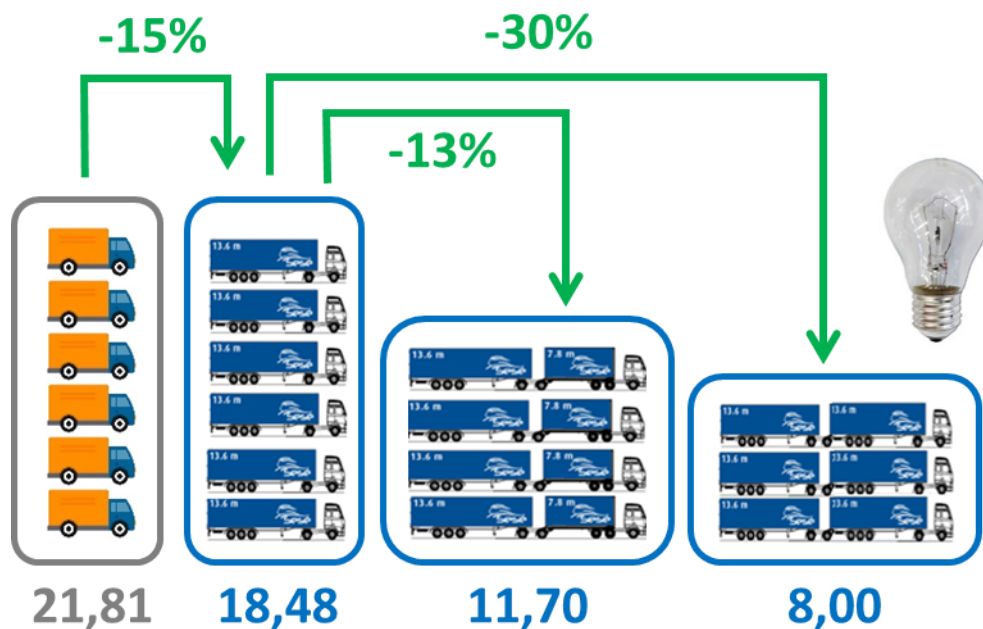
In 2018, Grupo Sesé, once again a pioneer, together with the Department of Mechanical Engineering of the University of Zaragoza, put the **Duo Trailer**, a 31.75 metre lorry with a 70 tonne MMA, into circulation in Spain for the first time. For the time being, these are research tests that will culminate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

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

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>
--	---	--



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

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

	CO ₂ (Tn)		NO _x (Kg)	SO _x (Kg)	VOCs (Kg)
	Scope 1 [GRI 305-1]	Scope 2 [GRI 305-2]	[GRI 305-7]	[GRI 305-7]	[GRI 305-7]
2016			60,758	33	12,038
2017			61,602	65	3,214
2018			83,909	1	10
2019	82,683	5,998	26,456	0.13	48
	Scope 1 [GRI 305-1]	Scope 2 [GRI 305-2]	Scope 3 [GRI 305-3]		
	87,906	6,878	7,773		

[GRI 305-1] DIRECT EMISSIONS OF GREENHOUSE GASES - SCOPE 1 -, IN TONS EQUIVALENT, [GRI 305-2] INDIRECT EMISSIONS OF GREENHOUSE GASES - SCOPE 2 -, IN TONS EQUIVALENT, [GRI 305-3] OTHER INDIRECT EMISSIONS OF GREENHOUSE GASES (WATER AND INDUSTRIAL SERVICES RAW MATERIALS) - SCOPE 3 -, IN TONS EQUIVALENT, [GRI 305-7] NITROGEN OXIDES (NOX), SULPHUR OXIDES (SOX) AND OTHER SIGNIFICANT EMISSIONS INTO THE AIR, IN KILOGRAMS WITHIN THE SCOPE OF GRUPO SESÉ

Note: From 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

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


[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

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


▶ ENERGY EFFICIENCY

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




Energy sources

- Shift from traditional energy sources to renewable energy sources.




Lighting

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



Air conditioning

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






Hardware

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

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

 0 emissions. Geothermal-heated corporate building	 5 work centres in Spain with change of standard light fittings to LED from 2017	 1 centre with 100% recovery of its waste
---	---	--

	 electricity consumption (megawatt-hour)	 electricity consumption from renewable sources (megawatt-hour)	 Kilowatt-hours sold from the photovoltaic station
2016	13,680	--	547,442
2017	30,678	--	577,167
2018	12,741	804 (6%)	496,428
2019	25,332	6,392 (26%)	559,225




[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

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

▶ 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

[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

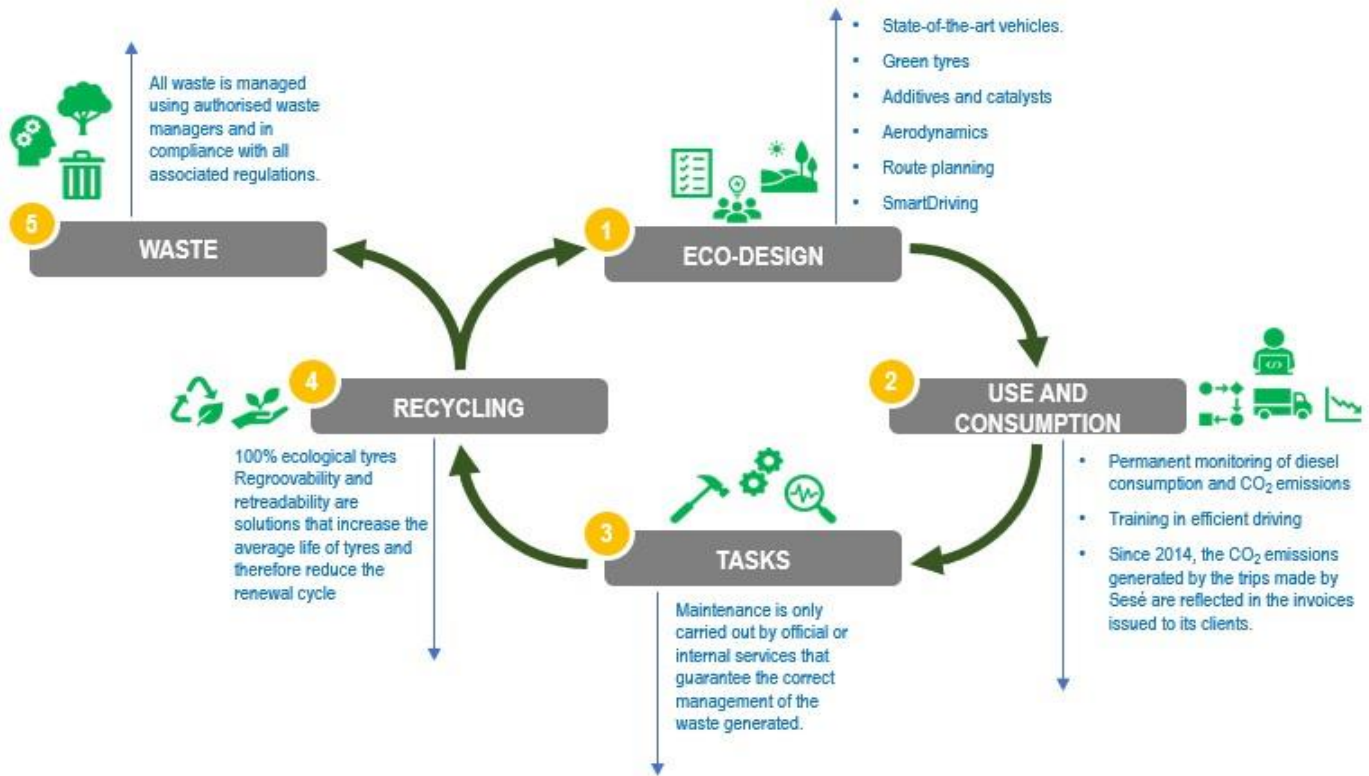
▶ WASTE MINIMISATION AND MANAGEMENT

	<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

1	2	3	4	5	6	7	8
LETTER FROM THE CHAIRMANN	THE ORGANISATION	VALUE CHAIN	POLICY AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSIBILITY	REGARDING THIS REPORT

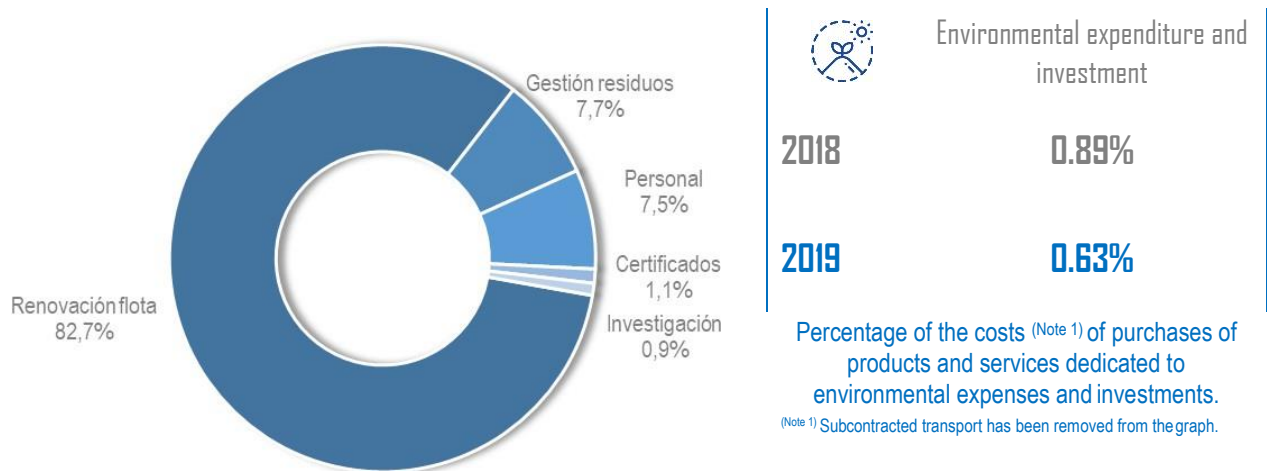
» CIRCULAR ECONOMY



CIRCULAR ECONOMY - EXAMPLE OF MANAGEMENT IN TRANSPORT

» ENVIRONMENTAL INVESTMENTS

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



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

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







6 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. Therefore, Grupo Sesé focuses its innovation efforts on three clearly differentiated areas:

	INNOVATION IN PROCESSES	
	TECHNOLOGICAL INNOVATION	
	ORGANISATIONAL INNOVATION	
		102 ICT staff 6 Transport Planning staff 2 Fleet staff 5 Lean Manufacturing Processes for Logistics staff

+85 Cloud-based servers	+6,000 Connected devices WMS + GPS + Tablets + Smartphones	+€9m Annual ICT budget	+€1.2m In fleet control devices	+1,400 App Users App Drivers + App Managers
+30 Physical servers				
≈500 Integrations	+2,700 Mobile users / web clients / suppliers	2 DRONES 1 Autonomous inventory 1 Manned supply	+72 Voice devices + 446 CK3 handhelds	+ 100K Internal annual hours in development

[SESÉ 501-1] INNOVATION IN NUMBERS, WITHIN THE SCOPE OF GRUPO SESÉ. Data for the year 2019

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.

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

► PROMOTION OF INNOVATION



GRUPO SESÉ, PRESENT AT THE SECOND EDITION OF TECH4FLEET CONGRESS & EXPO

The mission of the meeting is to provide high quality technological solutions for the improvement of business competitiveness, especially in those fields related to cost saving, resource optimisation, digital transformation, fuel control, efficient driving and Industry 4.0. Through a series of lectures, the different topics are broken down and discussed in a lecture or round table format.

Ricardo Lucientes, Fleet Manager and Jorge Carcas, IT Project Manager at Grupo Sesé, participated as speakers to present their vision and experience in the sector through the paper "Evolution of transport from the 20th to the 21st century, hand-in-hand with technology".



ITAINNOVA BRINGS THE GRUPO SESÉ AUTONOMOUS DRONE TO THE GLOBAL ROBOT EXPO

Within the framework of the Global Robot Expo, ITAINNOVA has presented Grupo Sesé's Autonomous Drone, which received an innovation award from Seat in 2017. It is a drone equipped with autonomous navigation features, to be able to conduct an inventory of a warehouse and detect any incidents.



ITAINNOVA PRESENTS THE SMARTDRIVING PROJECT OF GRUPO SESÉ IN ZARAGOZA

On September 10th, the Itainnova Technological Institute of Aragón, attached to the Department of Science, University and Knowledge Society of the Government of Aragón, presented Grupo Sesé "SmartDriving" project in which both companies have collaborated; an innovative solution aimed at drivers and traffic managers. This is a real-time intelligent driving assistant for road transport.



ANA SESÉ PARTICIPATES IN #TENDUPZGZ

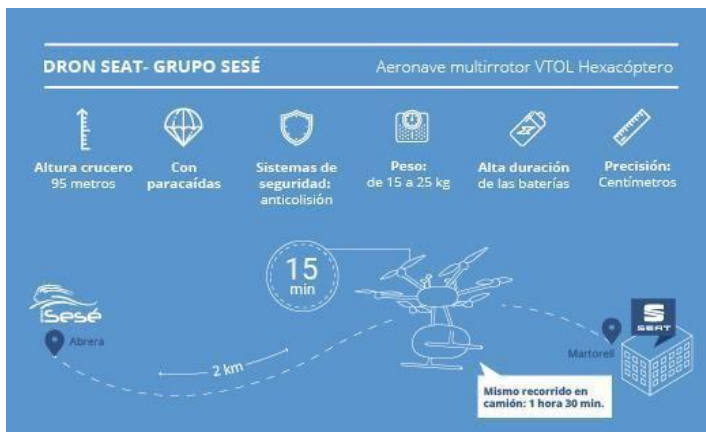
This is a benchmark event in the field of innovation that allows an insight into the latest trends in the business market.

In this forum, nine startups presented their mould-breaking trends and technologies to a forum of 150 people made up of entrepreneurs, companies and large corporations. The event ended with a series of round tables, one of which was moderated by Ana Sesé.

1	2	3	4	5	6	7	8
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» SUCCESS STORIES IN 2019

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



Traditionally, a material replacement can take up to 90 minutes to get from the supply depot to the point of use on the assembly line. In an emergency situation this delay is too long and may result in cars having to leave the line incomplete and be finished later.

By using a drone like this, the supply time is shortened to just 15 minutes, safeguarding the integrity of the production rhythm and minimising recovery costs.



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



CRV: VIRTUAL REMOTE-CONTROL LORRY

Objectives of the Project:



- Increase efficiency
- Reduce time between activities
- Optimise tasks
- Increase stability in operations
- Versatility in order to share one driver across several operations
- Reduce occupational risks and chronic health hazards associated with lorry driving



Possible to drive manually or remotely



Available 24 x 7



More accurate safety management than the human eye



Automation of micro-actions

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

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.

With RFID technology, real-time visibility can be obtained of the exact location of all the vehicles, the entry and exit of which is controlled automatically when the trolleys pass through RFID arcs.



POINT-BASED 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.



Improve staff awareness in handling and respecting the products, as well as in interacting with their work environment.



Avoiding accidents at work and reducing incidents (collisions between mobile devices, falling goods, damage to installations, etc.).



Monitor the repetition and severity of incidents.

The result of its implementation has been a success, as it has improved the awareness of the staff and their respect for the products they work with, reducing the number of incidents due to falls and damage to the facilities."

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.



Improvement of process efficiency by 75%.

Zero paper consumption.



Automatic on-line reports, customised reports.

- Reception: problems detected in material offloaded from suppliers.
- Reviews, inventories and audits in the warehouse.
- Shipment: Audits of each load shipped.



1	2	3	4	5	6	7	8
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▶ HISTORY OF PAST YEARS



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 workspace 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.



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.

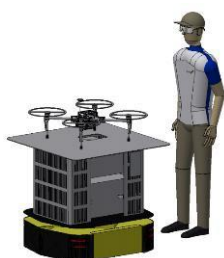
In this way, the system constantly indicates the appropriate speed to the driver, as well as the place and time of each of the stops that must be made.



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 can 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.



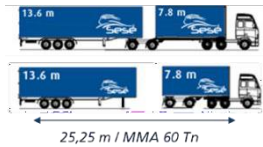
2016 - AUTONOMOUS INVENTORY DRONE

SIDI (Sesé Inventory Drone Indoor) is an autonomous - i.e. unmanned - drone that can be flown indoors for the primary purpose of performing inventories during activity stops. Grupo Sesé received an Innovation Award for this project from SEAT.



2016 - MEGATRUCK

Grupo Sesé launched the first Megatruck in Spain. It is a 25.25-metre-long lorry that can carry a maximum authorized 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.

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

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

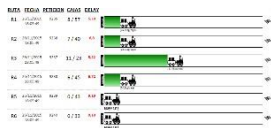
This is a proprietary platform which we have designed specifically for the textile sector. It consists of hydraulic platforms that allow the interior of the bodywork to be adapted to the specific needs of the load (hangers / boxes) and optimised by taking advantage of the full interior height of the 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.

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7

ECONOMY

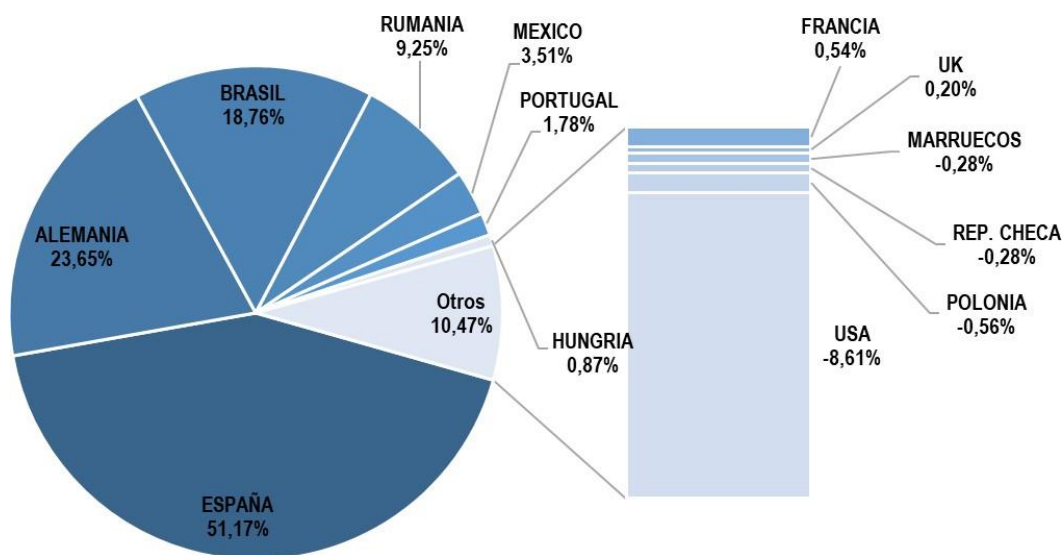
	2019	2018	2017	2016
NET TURNOVER AMOUNT FROM TRADE	666,464,550.44	590,932,649.00	531,278,913.00	503,534,360.00
Sales	11,565,515.58	11,752,045.00	15,325,678.00	94,942,463.00
Provision of services	654,899,034.86	579,180,604.00	515,953,235.00	408,591,897.00
SUPPLIES	-319,283,294.80	-311,058,018.00	-288,490,477.00	-283,039,162.00
Merchandise consumption	-103,085,305.55	-27,725,692.00	-33,964,730.00	-51,973,184.00
Consumption of raw materials and other consumables	44,016,382.05	-23,764,277.00	-22,062,259.00	-12,634,589.00
Work carried out by other companies	-260,214,371.30	-259,568,049.00	-232,463,488.00	-217,171,395.00
Merchandise impairment	0.00	0.00	0.00	-1,259,994.00
OTHER OPERATING INCOME	5,476,837.73	15,556,363.00	12,155,766.00	16,915,289.00
Ancillary and other current operating income	3,795,931.17	13,921,941.00	11,621,969.00	16,806,375.00
Operating subsidies included in the outturn for the year	1,680,905.56	1,010,499.00	533,797.00	108,914.00
Exceptional income	0.00	623,923.00	0.00	
PERSONNEL COSTS	-203,283,438.52	-155,938,103.00	-117,163,971.00	-96,156,896.00
Wages, salaries and similar items	-155,722,293.72	-119,471,077.00	-89,769,435.00	-74,952,189.00
Social security taxes	-47,766,693.56	-36,467,026.00	-27,394,536.00	-21,194,605.00
Provisions	205,548.76	0.00	0.00	-10,102.00
OTHER OPERATING EXPENSES	-128,873,250.29	-125,073,723.00	-124,752,539.00	-128,652,427.00
External services	-124,637,984.77	-119,433,239.00	-119,453,777.00	-123,066,258.00
Taxes	-1,513,968.07	-1,465,453.00	-1,173,831.00	-2,645,817.00
Losses, impairment and variance in profit from commercial operations	110,947.10	27,306.00	-1,730,492.00	-1,251,809.00
Other current management expenses	-4,582,944.36	-4,202,337.00	-2,394,439.00	-1,688,543.00
Exceptional expenses	1,750,699.81	0.00	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

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	aggregate remuneration of board of directors	tax on benefits	public subsidies received	contributions to foundations and non-profit organisations
2018	€ 761,655	€783,505	€1,227,979	€265,744
2019	€ 3,124,602 (*)	€141,715	€ 1,563,453	€ 352,836

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.

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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.



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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.

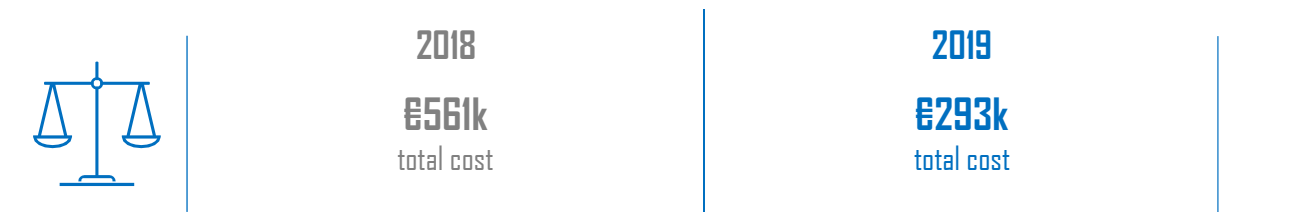
Grupo Sesé establishes collaborative relationships with mutual insurance companies and prevention services in order to receive the best possible advice and supervision regarding how to apply the requirements at each of its centres.

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.



[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

8. REGARDING THIS REPORT

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

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CONTENS OF THE REPORT

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 2019, covering the period from 01/01/19 to 31/12/19. These are the companies that make up Grupo Sesé and about which information is reflected in this report. The table gives details of the scope of the nomenclature in terms of grouping by geographical criteria:

COMPANY	GRUPO SESÉ SPAIN	GRUPO SESÉ EUROPE	SESÉ GROUP
Grupo Logístico Sesé SL (Holding)	X	X	X
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 Navarra 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
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
Sesé Deutschland GmbH		X	X
Sesé Maroc SRL		X	X
Deux S Logistic SPA		X	X
Sesé Logistics US LLC			X
Sesé Fleet US LLC			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 2019, two new companies will be incorporated into Grupo Sesé's consolidated group: Tir Bages SL and the newly created Grupo Sesé company in Pakistan, Sesé Rahmani Pakistan Private Limited. Further information can be found at www.gruposese.com.

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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.

Although this report refers to and explains what happened in the organisation during 2019, in 2020 and before its publication there have been 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.
- 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.

This report is annual, the last published report is from 2018, and has been prepared in accordance with the principles and guidelines of the GRI standard published in 2016 by the Global Reporting Initiative (GRI), applying an “Essential” (“in accordance - core”) compliance option. It has also been developed in accordance with the provisions of Spanish Law 11/2018 of 28 December on non-financial information and diversity.



Principles for Determining Report Content

INVOLVEMENT OF stakeholders: information regarding the stakeholders (IG), 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 AENOR. 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 Human Resources Area through one of the following channels:



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AENOR

Declaración de Verificación de Información No Financiera

declaración de Verificación de AENOR para

GRUPO LOGÍSTICO SESÉ, S.L.

relativa al estado consolidado de información no financiera MEMORIA RESPONSABILIDAD SOCIAL CORPORATIVA. ESTADO DE INFORMACIÓN NO FINANCIERA 2019

conforme a la ley 11/2018

correspondiente al ejercicio anual finalizado el 31 de diciembre 2019

En Madrid, a 29 de junio de 2020



Rafael García Meiro
Director General

2019/0537/VNOF-2020

AENOR INTERNACIONAL S.A.U. C/ GÉNOVA 6, 28004 MADRID
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GRI INDEX

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GENERAL CONTENTS

GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	External verification
Organisation profile						
GRI 102	GENERAL CONTENTS					
102-1	Name of the ORGANISATION	✓				✓
102-2	Activities, brands, products and services	✓				✓
102-3	Location of headquarters	✓				✓
102-4	Location of operations	✓				✓
102-5	Ownership and legal structure	✓				✓
102-6	Markets served	✓				✓
102-7	Size of the ORGANISATION	✓	Total number of staff	✓	The capitalisation is Equity, there is no participative debt. The shareholder structure as of 31/12/19 is: ☉ Promo Melga SL 52% ☉ Alosa Union SL 48%	✓
102-8	Information about employees and other workers	✓	Distribution of employees by country, by type of contract and by category	✓		✓
102-9	Supply chain	✓				✓
102-10	Significant changes in the ORGANISATION and its supply chain	✓				✓
102-11	Precautionary principle or approach	✓	Application of the precautionary principle	✓		✓
102-12	External initiatives	✓				✓
102-13	Affiliation with associations	✓				✓



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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 CHAIRMANN (p5), Mission - vision - values (p31 and p32)	✓			✓
102-15	Main impacts, risks and opportunities	Risk management (p42)	✓			✓
Ethics and integrity						
102-16	Values, principles, standards and norms of conduct	Mission - vision - values (p30), Business ethics and transparency (p44)	✓	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 (p44)	✓			✓
Government						
102-18	Governance structure	Structure and Organisation Chart (p12), Corporate Governance (p39)	✓			✓
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 (p40)	✓			✓
102-23	President of the highest governing body	Structure and Organisation Chart (p12), Governing Bodies and Functions (p40)	✓			✓
102-24	Nomination and selection of the highest governing body	Structure and Organisation Chart (p12), Governing Bodies and Functions (p40)	✓			✓
102-25	Conflicts of interest	Business ethics and transparency (p44)	✓			✓
102-26	Role of the highest governance body in the selection of purposes, values and strategy	Governing bodies and functions (p40)	✓			✓
102-27	Collective knowledge of the highest governing body					
102-28	Evaluation of the performance of the highest governance body					



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GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	External verification
102-29	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	Identification of stakeholders (p48)	✓			✓
102-41	Collective bargaining agreements	Dialogue and participation (p84)	✓	Social dialogue Percentage of employees covered by the country's collective bargaining agreements	✓ ✓	✓
102-42	Identification and selection of stakeholders	Identification of stakeholders (p48), Materiality analysis (p49)	✓			✓
102-43	Approach to stakeholder engagement	Identification of stakeholders (p48), Materiality analysis (p49)	✓			✓
102-44	Key issues and concerns mentioned	Identification of stakeholders (p48), Materiality analysis (p49)	✓			✓

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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	Contents of the report (p136)	✓			✓
102-46	Definition of report contents and topic coverage	Materiality analysis (p49)	✓			✓
102-47	List of material topics	Materiality analysis (p49), Materiality balance (p50)	✓			✓
102-48	Restating of information		✓		Change in the emission factor for the calculation of 305-7 (NOx) of 2018 (Euro 5: 0.9558) to 2019 (Euro 6: 0.2418g/km). Correction of the data communicated in 2018 for the remuneration of the board of directors (data: 575,122, corrected in 2018: €761,655)	✓
102-49	Changes in reporting	Contents of the report (p136)	✓			✓
102-50	Period covered in the report	Contents of the report (p136)	✓			✓
102-51	Date of last report	Contents of the report (p136)	✓			✓
102-52	Reporting cycle	Contents of the report (p136)	✓			✓
102-53	Contact point for questions about the report	Contents of the report (p136)	✓			✓
102-54	Statement that the report has been prepared in accordance with GRI standards	Contents of the report (p136)	✓			✓
102-55	GRI contents index	GRI Index (p139)	✓			✓
102-56	External verification	Report content (p136), External verification of report (p138)	✓			✓

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 2019 (p15), Economy (p131, p132)	Average remuneration of directors Average management remuneration	✓	Expressed in aggregate form Unpublished, confidentiality	
201-2	Financial implications and other risks and opportunities arising from climate change		Benefits obtained by country Paid benefit taxes Contributions to foundations and non-profit organisations	✓ ✓ ✓	Expressed in aggregate form	✓
201-3	Defined benefit and other retirement plan obligations					
201-4	Financial assistance received from the government	Economics (p132)	Public subsidies received	✓		✓
GRI 202	MARKET PRESENCE					
202-1	Ratio of the standard entry level salary by sex to the local minimum wage	Equality (p62)	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 (p92)		✓		✓



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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 (p123), Economy (p131)	✓	Resources dedicated to the prevention of environmental risks	✓	✓
203-2	Significant indirect economic impacts	Strategy and objectives (p32), Grupo Sesé committed to its stakeholders (p89), Supporting the local communities where it operates (p92), Economy (p131)	✓	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 (p44)	✓	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	Supporting the local communities where it operates (p92)	✓			✓
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 (p44)	✓			✓



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 (p120)	✓	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 (p120, p121)	✓	Consumption of raw materials and measures taken to improve the efficiency of their use Direct and indirect energy consumption	✓ ✓	✓
302-2	Energy consumption outside the ORGANISATION					
302-3	Energy intensity					
302-4	Reduction of energy consumption	Environment (p113)		Measures taken to improve energy efficiency Use of renewable energies The company's commitment to sustainable development	✓ ✓ ✓	✓
302-5	Reductions in the energy requirements of products and services					
GRI 303	WATER					
303-1	Water extraction by source	Environment (p113)	✓	Water supply	✓	✓
303-2	Water sources significantly affected by water extraction					
303-3	Recycled and reused water	Environment (p113)		Water consumption	✓	✓



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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 (p122)	✓	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 (p120)	✓	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	✓ ✓ ✓ ✓		✓
305-2	Indirect GHG emissions (Scope 2) Environment (p120)	✓				✓
305-3	Other indirect GHG emissions (Scope 3) Environment (p120)					
305-4	Intensity of GHG emissions Environment (p118)	✓				✓
305-5	Reduction of GHG emissions Environment (p118)	✓	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 (p120)	✓				✓



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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 v13 - 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 v13 - 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.
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		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 (p132, p133)		✓	Amount of provisions and guarantees for environmental risks	✓

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LETTER FROM THE CHAIRMAN	THE ORGANISATION	VALUE CHAIN	POLICY AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSIBILITY	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		Number of dismissals by sex, age and category	✓		✓
401-2	Benefits for full-time employees that are not given to part-time or temporary employees	Personal well-being (p79)	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	Representation of workers within formal worker-company health and safety committees	Dialogue and Participation (p84)	Social dialogue Percentage of employees covered by the country's collective bargaining agreements	✓ ✓		✓
	Types of accidents and frequency rates of		Absenteeism rate	✓		
403-2	accidents, occupational diseases, days lost, absenteeism and number of deaths due to occupational accident or disease	Staff profile (p58), Occupational health and safety (p65, p66), Personal well-being (p79)	Frequency rate, severity rate, occupational disease by sex	✓		✓
403-3	Workers with a high incidence or high risk of diseases related to their activity					



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LETTER FROM THE CHAIRMAN	THE ORGANISATION	VALUE CHAIN	POLICY AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSIBILITY	REGARDING THIS REPORT

GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	External verification
GRI 404	TRAINING AND TEACHING					
404-1	Average hours of training per year per employee	Training and skills (p73)	✓	Policies implemented in training	✓	✓
404-2	Employee skills improvement programmes and transition assistance programmes	People (p52), Training and skills (p72), Young talents (p76), Welfare of people (p79)	✓	Training ratio by professional category	✓	✓
404-3	Percentage of employees receiving periodic performance and professional development appraisals	Training and skills (p76)	✓	Policies implemented in training Measures implemented to promote employment	✓	✓
GRI 405	DIVERSITY AND EQUAL OPPORTUNITIES					
405-1	Diversity in governing bodies and employees	Governing Bodies and Functions (p41), Staffing Profile (p56, p57, p58), Equality (p59)	✓	Distribution of employees by sex and age Employees with disabilities	✓	✓
405-2	Ratio of basic salary and remuneration of women compared to men	Equality (p61)	✓	Remuneration by sex Wage gap	✓ ✓	Calculated against the SMI of each country ✓
GRI 406	NON-DISCRIMINATION					
406-1	Cases of discrimination and corrective actions taken	Staff profile (p54), Equality (p63), Presence in society (p88), Fundación Sesé projects (p93)	✓	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					



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LETTER FROM THE CHAIRMAN	THE ORGANISATION	VALUE CHAIN	POLICY AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSIBILITY	REGARDING THIS REPORT

GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	External verification
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					
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 (p92), Fundación Sesé (p95)	✓	The company's commitment to sustainable development	✓	✓
413-2	Operations with significant negative impacts, whether actual or potential, on local communities					

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LETTER FROM THE CHAIRMANN	THE ORGANISATION	VALUE CHAIN	POLICY AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSABILITY	REGARDING THIS REPORT

GRI indicator	Report Chapter	GRI Informed	Item pertaining to Law 11/18	Law 11/18 Informed	Additional remarks	External verification
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					

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LETTER FROM THE CHAIRMAN	THE ORGANISATION	VALUE CHAIN	POLICY AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSABILITY	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 (p44), Environment (p113), Economics (p132, p133)	✓			✓
SESÉ 501	INNOVATION					
SESÉ 501-1	Innovation in figures	Innovation (p124)	✓			✓



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LETTER FROM THE CHAIRMANN	THE ORGANISATION	VALUE CHAIN	POLICY AND STRATEGY	CORPORATE GOVERNANCE	STAKEHOLDERS AND MATERIALITY	MANAGEMENT RESPONSABILITY	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	ISO 27001	SQAS	IATF 16949
95%	42%	38%	100%	38%	10%
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	Grupo Logístico Sesé SL Sesé Asensio SL Trans Sesé SL PKW Logistik Iberia SL	Trans Sesé SL	Grupo Logístico Sesé SL	Trans Sesé SL	Sesé Asensio SL (remote location) Sesé Integra SL Palau Automotive Manufacturing SL



grupo

Sesé

