



Every year, through our Corporate Sustainability Report, we state what we do in order to maintain our growth hand in hand with the one of the environment which surround us. With this social action policy we want to follow this line of thought and show in which pillars we are based on to articulate the sustainability and social.

## WHAT DO WE WANT TO ACHIEVE?

### SATISFIED TEAM

We work to answer to the needs of the employees that make up all the companies of Grupo CIO, because we know that there are no better ambassadors for our brand than our team.

### PROUD CUSTOMERS

Our clients see in the values of Grupo CIO the reflection of what they also believe.

### SHARED GROWTH

We are the sum of different parts: our workforce, the environment and society around us. Therefore, we don't conceive the development of Grupo CIO if it doesn't go hand in hand with a return on those three pillars in which our CR is supported.

## WHY DO WE WANT TO ACHIEVE IT?

We work for what we believe in and that makes the difference. Therefore, the Social Action Policy that we carry out answers to some principles that are strongly linked to Grupo CIO and that is the reason why we develop actions that are under this policy.

**PROGRESS:** our growth has to go hand in hand with the one of the environment that surrounds us.

**SUSTAINABILITY:** we are very aware of the commitment that we have with society and the reduction of our impact on the environment, that's why we want to work in a responsible way with the land and the community we are part of.

**RESPECT:** social rights and those of our employees are very important to our company.

**INTEGRATION:** people come first for us and, for that, we defend equality, inclusion and conciliation values.

## FOR WHOM WE DO IT?

We are doing it for people who, in greater or lesser extent, are part of our reality: our employees, our customers, the local community, suppliers and strategic partners.

**EMPLOYEES:** We carry out several actions focused on talent management, labor conciliation, internal communication, working environment and prevention.

**CUSTOMERS:** We communicate with them in order to have a better knowledge of their opinion and expectations about our social action proposals.

**ENVIRONMENT:** We are actively involved in social initiatives that improve the environment.

**COMMUNITY:** We participate in those social action projects that contribute to aligning the growth of our company with the improvement of society.

**SUPPLIERS:** Our agreements with them are based on shared values.

## WHAT DO WE DO TO MAKE IT AS GOOD AS POSSIBLE?

We constantly work for improving the life of our community. Year after year we have created synergies with groups. We analyze the results of the activities in which we work together to evaluate our work and we try to implement improvements.