

4 CORE LINES OF ACTION

→ *integration*

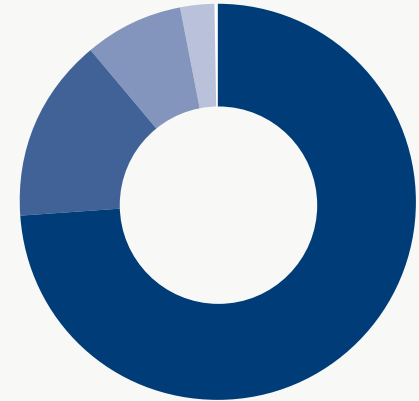
Today 6,256 workers at Clece belong to disadvantaged social demographics, a total 8.7% of the workforce. People with disability, women subject to gender-related violence, people at risk of social exclusion, unemployed youths and victims of terrorism all actively make up the business and constitute an example of pride and effort for all employees.

The company's steadfast conviction in this core line of action of its social project through workplace inclusion of these demographics, becomes clear in view of the annual increase in integration rates. There has been a 32% increase during the past year, in the number of people from disadvantaged social groups making up the workforce, with particularly noticeable growth in female victims of domestic violence, people at risk of social exclusion and unemployed youth.

In order to carry out its project, Clece cooperates with over 200 associations, foundations, social institutions and public bodies, as sources for the selection and insertion of individuals from disadvantaged social groups. It further boasts a human resources team that prioritises the workplace induction of these groups, serving to raise awareness and as a specific source of internal familiarity in relation to those acting as employment agents within the company.

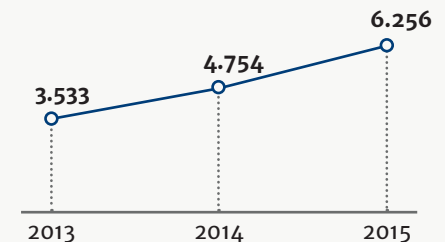
A workplace insertion policy that also involves a certain way of understanding integration, for Clece, complete and efficient insertion of those workers is only achieved through normalisation. This means valuing and treating people according to their qualities and disabilities, not because they have a particular handicap or live in an exceptional personal situation.

INTEGRATION OF DISADVANTAGED SOCIAL GROUPS



■ Disability	4,637
■ Unemployed Youths.....	937
■ Risk of Social Exclusion	501
■ Victims of Gender Violence ..	178
■ Victims of Terrorism	4
TOTAL.....	6,256

DEVELOPMENT TREND OF INDIVIDUALS FROM DISADVANTAGED GROUPS INTEGRATED IN CLECE (AS OF JUNE)





Inclusion & Employment

The project “Inclusion & Employment” is an initiative seeking to further job access by those with a disability, victims of gender-related or domestic violence, those at risk of social exclusion and long-term unemployed young people. The goal is to offer them tools and information (general, legal, work-related, etc.) that will facilitate their employment integration, and especially, in order to help them find an opportunity to grow professionally, whether this be at Clece or in other cooperating businesses. Clece has set in motion the website www.inclusionyempleo.es, which features helpful information for these individuals (rights, financial aid, advice, etc.) as well as for businesses wishing to opt for integration..



Cooperation agreements for the recruitment of disadvantaged demographics

Clece usually works with over 200 associations, foundations and social institutions both local and national as well as selection institutions for disadvantaged social groups. Highlights include the agreements signed with the Red Cross, for the workplace insertion of youths and women in social difficulties, alongside Fundación Randstad and Fundación La Caixa, in order to further access to the employment world by people at risk of social exclusion



Agreements with administrations for employment allocation

In order to facilitate job Access for vulnerable demographics, Clece has attained a variety of signed agreements with local, regional and state administrations. Highlights from the past year include the agreement signed with the regional council of Lanzarote, thanks to which long-term unemployed individuals or those belonging to families in which all members are unemployed were employed by Talher, a branch company of Clece, for the cleaning of this canary island’s coast-line. Also thanks to the program “Valencia Inserta”, promoted by the Valencia city council, job access was organised for women at risk of social exclusion, some of which were victims of gender-related violence.