

**30%**

growth  
against 2014

**6,549**

employees from  
disadvantages collectives

**4**

focus of  
action



SOCIAL

**commitment**

OUR  
SOCIAL COMMITMENT

**Clece Social is Clece's social project. It is the expression of the company's commitment to people and society. It is a commitment which is inherent to our corporate culture, which is centred on serving and caring for the people we are involved with on a daily basis.**

Project activities are structured around 4 areas of focus; Employability, Integration, Awareness and Care for People.

**E·social**



- Increasing workforce numbers
- Professional development
- Equality of opportunity
- Occupational health and safety



- Collaboration agreements with social entities for the recruitment of disadvantaged collectives
- Agreements with government administrations on work placement
- Website [Inclusionyempleo.es](http://Inclusionyempleo.es)



## PEOPLE

- Intergenerational meetings
- Innovative therapies



## AWARENESS RAISING

- **Compromiso Awards**  
EDITION I MADRID 2015
- **Integration forums:**  
FORUM-SYMPOSIUM I (MADRID)  
"Barriers to hiring people with disabilities"  
FORUM-SYMPOSIUM II (VALENCIA)  
"Gender-based violence"  
FORUM-SYMPOSIUM III (LAS PALMAS)  
"Employment as a life-changer"
- Exhibitions:  
Óxido (TENERIFE AND LAS PALMAS)
- Website Clecesocial.es

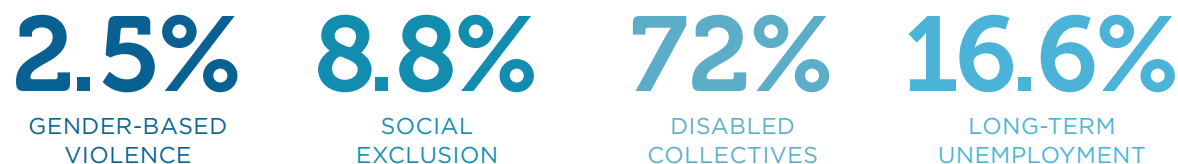
The integration and development of disadvantaged collectives is one of society's challenges. This is the fundamental purpose of Clece Social. To support these collectives, Clece drives social integration and promotes awareness-raising initiatives in order to communicate the reality of their situation. The Clece Group's main objective is to offer such groups employment opportunities which allow them to develop both professionally and personally.

In 2015, **1,500 new employees** belonging to disadvantaged collectives such as the disabled, victims of gender-based violence, people at risk of social exclusion, or young long-term unemployed people were incorporated within our workforce, which represents a 30% increase on 2014.

## AWARENESS RAISING

Over the last few years, Clece has worked on systematising and extending the scope of its social project, seeking the complete identification of its entire workforce with this commitment, in parallel undertaking awareness-raising actions and activities. These have been consolidated in 2015 and constitute different milestones for Clece. For example the **Compromiso Awards, Integration Forums** and the website **clecesocial.es**. The latter initiative received the Senda Award for the most innovative social and health care initiative from Her Majesty Queen Sofia of Spain.

### Distribution by collective



## COMPROMISO AWARDS

After celebrating the first edition of the awards on 2nd March 2015 in the Madrid Community, the winning projects in each of the following categories were followed up: Disability ("Summer Camp 2015", the Dedines Association); Social Exclusion ("New Way 2015", Línea 10 Association); Gender-Based Violence ("Well-being, integration, empowerment and the emancipation of women who are victims of gender-based violence", the Victoria Association); and the Elderly ("The Laguna Hospital Care Centre for Dependent People Home Medical-Therapeutic Team" program, the Vianorte-Laguna Foundation).

Edition II of the awards will take place in Seville in 2016 and will recognise the project work of different social entities and not-for-profit organisations in Andalucía, Ceuta and Melilla, on issues relating to support for elderly people and the integration of vulnerable collectives.





## INTEGRATION FORUMS

In 2015, there were two Integration Forums. The first, which took place in Valencia, was entitled "A Way Out of Gender-Base Violence" and addressed the challenges of helping women victims and collaborating in their social integration. This symposium brought together social agents, politicians and the victims themselves, all agreeing on the importance of this work as a means of achieving self-confidence, autonomy and independence.

The second forum, called "A job as a life-changer" took place in Las Palmas, Gran Canaria. It brought together the representatives of Cabildo, the Town Hall, the Government of the Canary Islands, associations, Clece managers, and employees from this collective.

In parallel with this Clece inaugurated the Óxido photographic exhibition at the Tenerife Espacio de las Artes (TEA). This presented the work of Canary Islands artist Sara Yun, and showed a series of images of the day-to-day lives of four immigrants who, travelling by boat, found themselves abandoned to their fate on the coasts of Las Palmas, Gran Canaria, thousands of kilometres from home.

### CLECE-EFE GRANT

Clece and the EFE Training School have created a grant for university students. Its aim is to encourage socially responsible journalism, delivering this through providing a one-year period of on-the-job training at the multimedia editorial section of EFE Companies/EFE Emprende.





### AWARENESS-RAISING CAMPAIGN 25-N

As part of the International Day for the Elimination of Violence Against Women, Clece implemented the campaign "A Life Without Violence, A Life with Respect" ("Viure Lliure" in Catalonia), in order to involve the entire workforce, customers, and the users of Clece services. More than 10,000 people formed part of this initiative, which made an impact on social networks through hash-tag #unavidasinviolencia.

