

Session 3

Social



Sustainability and people

Actions that support the development of a company in harmony with its environment and specifically, with people

Diversity and
inclusion

Accessibility

Gender Pay Gap

Conciliation and
flexibility

Youth employment

Corporate
volunteering

Training

Labor welfare

Social actions



Diversity & Inclusion

STRATEGIC BUSINESS VALUE

- ★ Responds to the pool of different talents necessary for the optimal functioning of the company,
- ★ accepting, respecting and taking advantage of diverse perspectives through collaborative models,
- ★ that recognizes and defends the identity, uniqueness and dignity of all the people who make up the company's Stakeholders and
- ★ that acquires a social value when it supports the empowerment and inclusion of people at risk of exclusion.

BENEFITS FOR THE COMPANY

- ★ More competitive business models by providing optimized and personalized responses to your Interest Groups.
- ★ Teams and systems prepared to face change in the short (crisis), medium (research and development) and long term (innovation).
- ★ Greater identification of stakeholders with the brand (internal and external reputation and employer branding).
- ★ Increase in the company's commitment to the challenges of society.





Trends in Diversity and Inclusion

- 1 Champions of Diversity
- 2 From Diversity to DEIB
- 3 From theory to practice
- 4 Diversity and SDGs
- 5 Inclusive leadership
- 6 Measure
- 7 Inclusive communication
- 8 Unconscious biases

- 9 Senior talent
- 10 Digitalization
- 11 Universal accessibility
- 12 Stakeholders
- 13 Non-financial reporting law
- 14 Open spaces for diversity
- 15 Social media
- 16 Partnerships

Universal accessibility

Universal accessibility is that condition that environments, processes, goods, products and services must meet so that all people can participate autonomously and with the same opportunities.

- Urban accessibility, which will resolve the architectural barriers found on roads and outdoor spaces for public use.
- Architectural accessibility, which will eliminate the barriers found inside buildings, and which can affect both workers and customers.
- Accessibility in the means of transport, whether air, sea, rail or road, to promote mobility.
- Accessibility in communication will allow the reception and interaction with the messages issued by different communication channels, whether massive or individual.





Diversity and Inclusion





Gender Pay Gap

Causes that contribute to the existence of the salary gap:

1. Senior management and control positions are mostly held by men
2. Women spend more time than men on unpaid tasks such as caring for children and family members or housework
3. Gender polarization of industries and economic sectors
4. Career interruptions for women can affect not only their current compensation, but also their future earnings and ability to advance to higher positions
5. Education does not stand out as a key factor since women are currently usually equal to or better educated than men

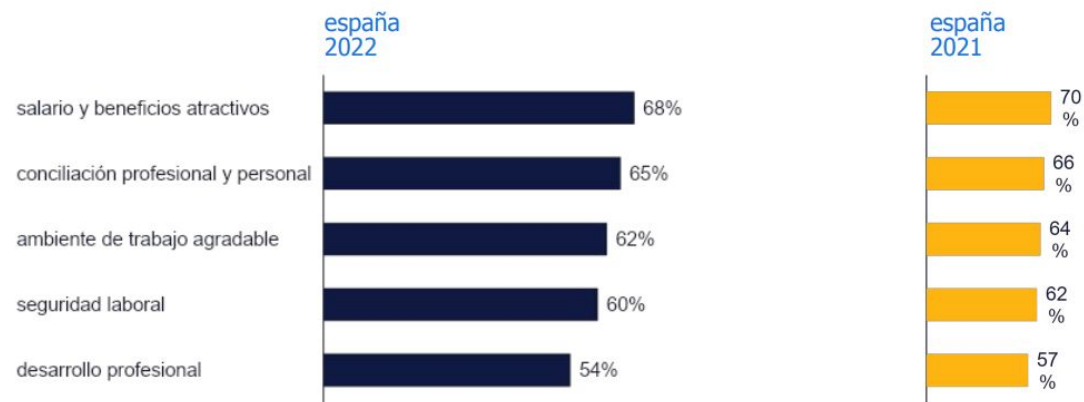
Difference between the average wages of men and women expressed as a percentage of male wages





Conciliation and labor flexibility

5 most important factors when choosing a company



Which of the following steps should your company take to help you maintain a good work-life balance?





Labor flexibility

Types of labor flexibility

Salary flexibility

Workspace flexibility

Functional flexibility

Workforce flexibility

Advantages of labor flexibility

Productivity increase

Absenteeism reduction

Cost reduction

Improvement of the work environment

Facilitates talent retention

Disadvantages of labor flexibility

Loss of sense of belonging

Poor time management

Lack of optimal infrastructure

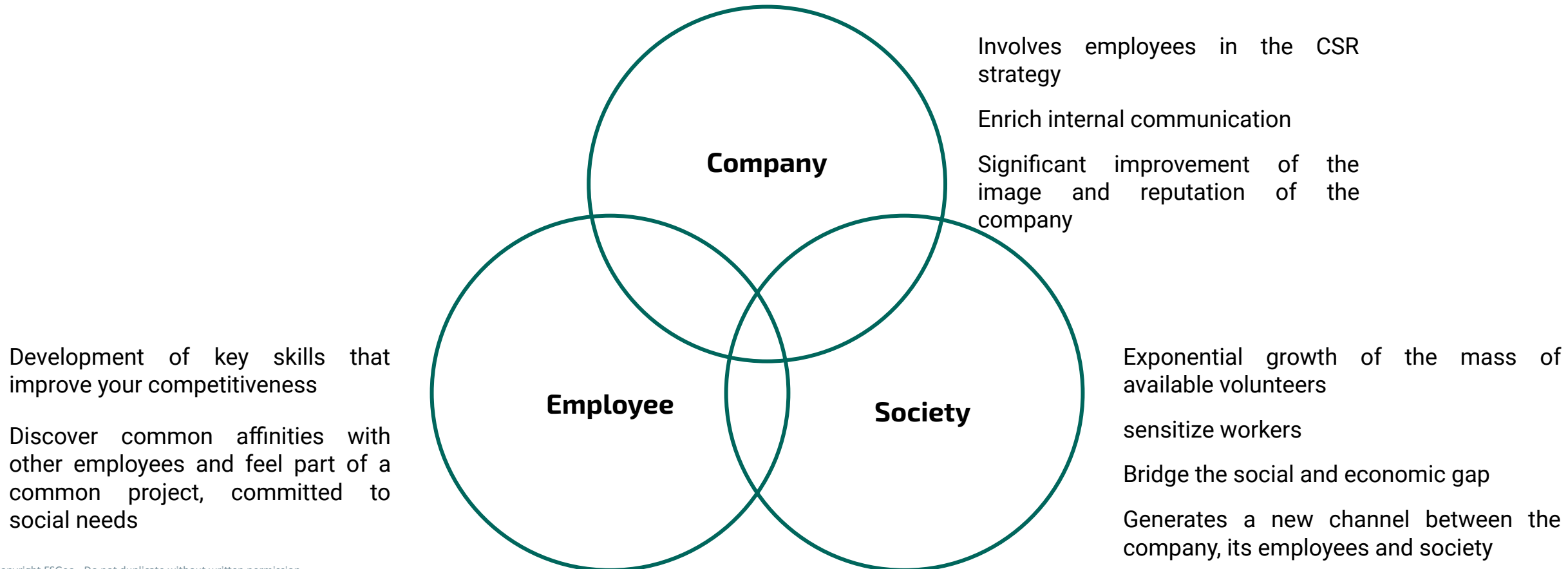
Less commitment and dilution of responsibilities



Corporate volunteering

Corporate volunteering

Set of actions promoted by a company, in which its employees participate, altruistically, in beneficial activities for society as a whole.





Youth employment

Spain leads the list of youth unemployment in the European Union
29.6% of young people under 25 years of age are unemployed

Causes of high youth unemployment rates

- Early school leaving
- Educational level
- Quality of education



First opportunity

Repsol
Training Program for New
Repsol Professionals

Alternating employment

BASF
Transnational Dual FP Program

Entrepreneurship support

Grupo Unipol
Unipol Ideas

Advantages for employees

Increases employee satisfaction and motivation

Allows a personalized analysis of each professional

Offers the opportunity to learn to the entire staff

Prepares workers to take on new responsibilities

Show employees that the company values them

Advantages for the company

Improve worker performance

Increase productivity and compliance with standards

Increases innovation in new strategies

Reduce employee turnover

Improve the image of the company



Occupational health and safety and Well-being

Occupational safety is understood as the set of techniques and procedures that aim to avoid and, where appropriate, eliminate or minimize the risks that can lead to the materialization of accidents at work, that is, avoid injuries and the acute effects produced by dangerous agents or products

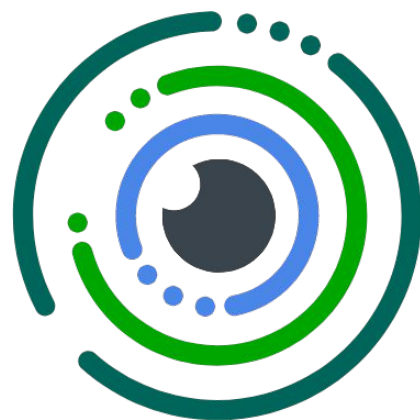


Work well-being is the term with which we refer to a situation of balance between all the aspects that determine the opinion that an employee forms about his work environment. The greater the feeling of well-being, the better the worker's willingness to fulfill their obligations. There is, therefore, a direct relationship between this concept and productivity at work .



Social Action

| | Social Action | Corporate Social Responsibility |
|------------|--|--|
| Definition | Voluntary activities in which the company is involved by making available human, technical and financial resources to help the most disadvantaged people | Responsible behavior of the company with all the interest groups with which it relates |
| Motivation | finaltropic | Strategic |
| Impact | Punctual | Sustainable |
| Scope | External | Integral |
| Nature | Reactive: responds | Proactive: anticipates |



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