





SOCIAL COMMITMENT

THE CLECE SOCIAL PROJECT

Clece Social is Clece's social project, the expression of its commitment to people, a commitment that is inherent to its background and development. Clece Social divides its activity into four main areas: employability, integration, awareness-raising and caring for people.



EMPLOYABILITY

Promoting job stability, helping people find work and pursuing professional and personal development.

Clece has a workforce of 69,316. The structure of the project and the work it carries out help people find work in the company. Beyond a job opportunity, Clece also gives people the chance to develop both personally and professionally in a working environment when professional ethics and the human touch are both fundamental. This is a company where self-improvement, exemplified by the 5,032 employees from social groups at risk of exclusion, is one of its distinguishing features.



INTEGRATION

Clece seeks to promote equal opportunities by integrating people from disadvantaged social groups, mainly people with disabilities, at women who have been victims of gender-based violence, victims of terrorism and long-term unemployed young people.

More than 7 percent of the Clece workforce belongs to these social groups. To implement such a project, Clece collaborates with more than 200 associations, foundations, social entities and public bodies, as a source of selection and recruitment.

But full and effective placement is only possible through a process of normalisation. This means valuing and treating people for their qualities and their abilities, not because they have a particular disability or find themselves in exceptional personal circumstances.



RAISING AWARENESS

It is Clece's goal to raise awareness about the difficulties that people in these social groups have to deal with.

Clece Social promotes and organises events shine a light on the problems that these people face. As a company, Clece also has various measures in place to raise awareness about issues relating to the elderly and children (inter-generational encounters, information campaigns or activities with relatives and carers, etc.).



PEOPLE

Beyond its various business activities, Clece is committed to improving the working environment and quality of life of its service users.

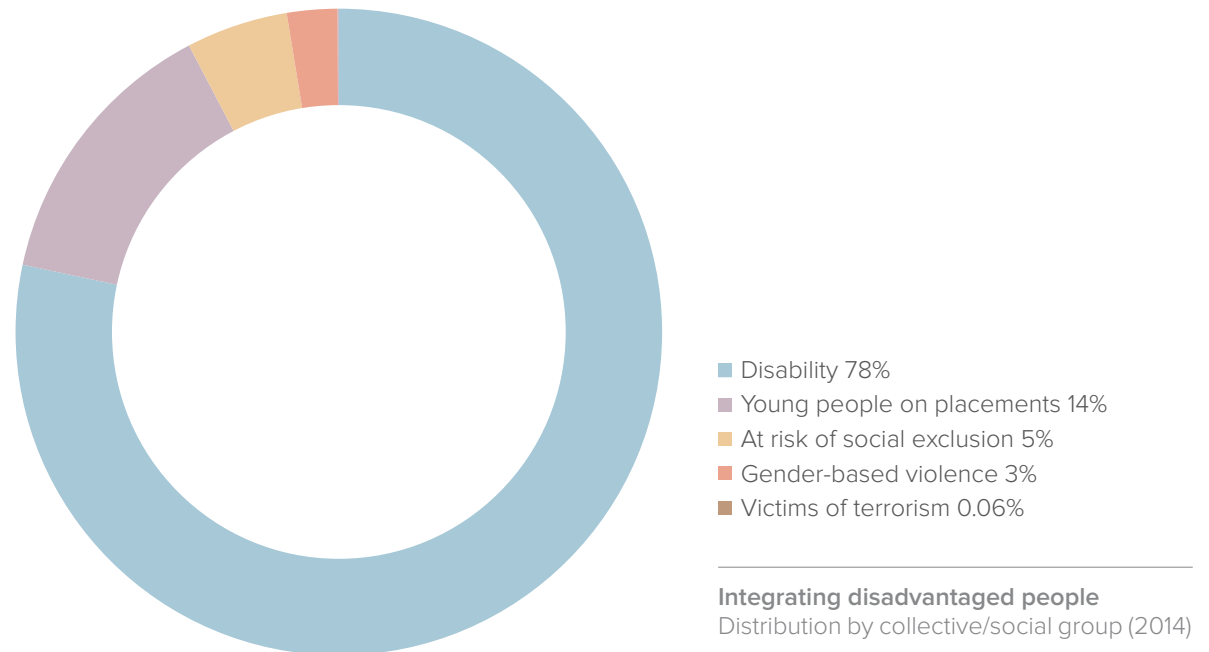
As part of its social commitment, Clece undertakes various social activities that go beyond providing the service contracted with the public administration in question. The aim is to improve the quality of life of the users of our services, helping them to improve in terms of development and social integration, using wellbeing therapies with elderly people, actions of solidarity with children and innovative initiatives to help people with disabilities develop.

In a company with 69,316 employees attending to more than a million people a year, the focus of Clece's social responsibility could only ever be on people.

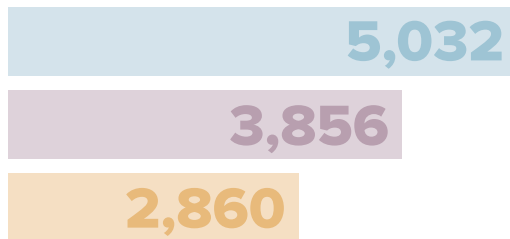
The company's various activities are built upon the foundations of employability, integration, awareness-raising and caring for people, with the aim of securing direct and indirect benefits for:

- **People from vulnerable social groups:** people with disabilities, people at risk of social exclusion, women who have been victims of gender-based violence, victims of terrorism and long-term unemployed young people.
- **Users of the services provided by Clece:** mainly the elderly and young children, but other social groups also benefit.
- **Company employees.**
- **Society as a whole.**

5,032 WORKERS FROM VULNERABLE SOCIAL GROUPS 7.3 PERCENT OF THE WORKFORCE

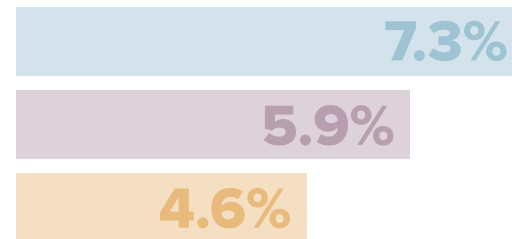


90 PERCENT MORE PEOPLE AT RISK OF SOCIAL EXCLUSION INTEGRATED INTO THE COMPANY



- 2014
- 2013
- 2012

Total people from disadvantaged social groups now working for Clece (evolution 2012 to 2014)



- 2014
- 2013
- 2012

Percentage of people from these social groups compared with total workforce (evolution 2012 to 2014)



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In 2014, Clece Social implemented **various initiatives and programs**, with the aim of ensuring its commitments reach their target audience.



COMMITMENT AWARDS

With the aim of promoting social integration and recognising the essential work of many social entities, Clece has promoted and sponsored the Commitment Awards, which recognise the regional work of social and not-for-profit organisations to provide elderly people with the assistance they need, and helping people with disabilities, women who have suffered gender-based violence and people at risk of social exclusion find work.

For the first edition of the awards, which recognised the best social projects in the Region of Madrid, 157 candidates were entered. The jury was presided over by Irene Villa, and included renowned figures from different public institutions and from civil society. The winners in the four categories for the Best Social Project were: Dedines (disability), Facility 10 (social exclusion), Victoria (gender-based violence) and Vianorte-Laguna Foundation (elderly).

INCLUSION & EMPLOYMENT

This initiative seeks to help find work for with disabilities, women who have been victims of gender-based violence, people at risk of social exclusion and long-term unemployed young people. The aim is to equip them with the tools and information (general, legal, work-related, etc.) that will help them integrate into the labour market, and above all help them find an opportunity to develop professionally, whether with Clece or in other collaborating businesses. To that end, Clece Social has launched the website www.inclusionyempleo.es, and works with the clients of Clece to provide job opportunities for people from these social groups in its companies.



AWARENESS-RAISING FORUMS

As important as providing a solution for a group of people is making them visible. What isn't known doesn't exist. Under this vision, Clece Social promotes and organises events to shine a light on the problems that these people face. These are occasions that are all about these people. Following the first Forum Debate on "Clece for Integration: Barriers to Hiring People with Disabilities", which took place at the Teatros del Canal in Madrid, Clece has been working on the Second Forum, which will be held in 2015 and will focus on another vulnerable social group targeted by the social project, namely women who have suffered gender-based violence.



CLECE SOCIAL WEBSITE

The best way to raise awareness is through the stories and testimonies of people who come from vulnerable social groups. Men and women with remarkable histories of self-improvement and success, who are an example of the fact that people should always be given a second chance.

In this context, in 2014 Clece launched the website www.clecesocial.es, which features these real cases and other social initiatives with the aim of raising awareness in society of the problems faced by people from these social groups, and to provide a window of hope for them.

