

A woman's profile is shown in a blue gradient background. The SEIDOR logo is positioned at the top center, with the 'O' being a glowing blue circle.

SEIDOR

Sustainability Manifesto



The changing scenario of recent years provides us an example of the impact that any activity has on the environment, the economy or society as a whole. However, we also observe that each of these impacts, of different proportions and with various developments, is an opportunity for us, as a society, to react and seek solutions that contribute to overcoming the complex challenges posed by the present and future.

To ensure a balance between our activities and environment, we must commit to sustainability in the three aforementioned dimensions (economic, social and environmental) from a private and public and individual and collective scope. As an influential player in the business world, SEIDOR carries out its activity considering aspects that are essential to sustainability, such as climate change, human rights, people's well-being, equal opportunities and scrupulous respect for transparency measures and good business practices.

Likewise, the commitment to sustainable technologies in organisations is an investment in innovation and adaptation to change that is linked to a new social and business reality, in which companies are called to carry out actions that contribute to making it a better world.

This document outlines our commitment as an organisation to align ourselves with the United Nations Global Compact. We work on identifying, measuring and implementing actions that are beneficial to our environment, both on an environmental level and in the field of human relations.

At SEIDOR, as a technology consultancy firm within this scenario, we understand that we need to take an active part in this scenario so said changes generate a positive impact in the development of the human being. Technology is now a core value in providing welfare and progress to the world. It will be even more so in the future. Our mission is to bring it to every organisation by placing people at the centre and promoting technological development that will enable harmonious growth with the planet. Achieving this, moreover, by rooting ourselves with the local framework, in a collaborative way and contributing to generate an ecosystem of growth.

In this context, a greater collaboration between administrations, the tertiary sector and the educational field is required to facilitate universal access to technology and eliminate the digital divide, as well as joining efforts to produce more policies and tools that guarantee digital rights and, among other aspects, protect the privacy of users.

In addition, attracting and retaining technological talent and ensuring its diversity is in general the economy's main challenge, given that its growth heavily relies on technology. From their conception, technological solutions will start to incorporate an ethical perspective, with the aim of producing a positive impact on areas such as education, health, agriculture and industry.

The challenges of the future call for socially and environmentally conscious organisations that are able to ensure a long-term economic sustainability, in line with a reality that envisages a new future for humanity.

Organisations and people in leadership positions must be drivers of this change. At SEIDOR we take on the commitment of being catalysts of change, offering our experience in technology as one of the main tools for change at the service of humanity.

A handwritten signature in black ink, appearing to be "Alejandro Daniel O'Davoren".

Alejandro Daniel O'Davoren
Deputy Managing Director



The current global scenario points to various challenges in the future which we need to overcome. It raises obstacles, at all levels, that have an impact on the sustainability of society as a whole. Following the years of the pandemic and upon returning to the globalisation of projects and activities, there are now tensions in different parts of the planet, becoming a turning point in which we must take the right direction.

Challenges such as the climate emergency, geopolitical conflicts and risk of shortages, as well as other consequences arising from the current environment, like the rise in pathologies related to mental illness or the population's ageing, underscore the uncertain future we are facing. We are immersed in a new era, which challenges us to seek new paths and to adapt, through the collective consciousness of which we are all a part.

In historical terms, it is a time when collaboration and communication between people is more accessible and easier than ever thanks to technology. Through technology, we have the responsibility of contributing to the development of society, especially focusing on the values that make us human, such as the willingness to collaborate and cooperate, to do business, to share or to evolve.

Addressing sustainability is rethinking how we do things; it is not only about what we do, but it is also about people, care, awareness, the present and the future. This is why, in all organisations we must take on the commitment to humanise them, so any product, service or solution that we offer contributes to making this world a better place. For SEIDOR, sustainability is a core component of the strategy.

We understand that we have a responsibility and that we must actively partake in introducing changes that favour the development of humans.

This is why our commitment consists in collaborating, working and offering services that ensure the highest quality for our collaborators, environment, customers and society as a whole, while further consolidating our dedication to the Sustainable Development Goals (SDGs) and the 2030 Agenda, with the aim of being fully aligned with these goals and maximising the dissemination of best practices. Technology companies must therefore carry out awareness-raising actions and lead by example in this area.

Beyond socially responsible actions, programmes, products or services, we work towards a business model that positively contributes to social and economic development, ensuring the care and preservation of the environment. It is an aspect that we have intended to develop, while becoming one of the first organisations in our sector to achieve net-zero emissions, which has been confirmed by obtaining a Net-Zero certification.

In essence, in such a complex and unstable environment as the present, recovering the respect for humanity is more important than ever. In addition to putting people at the centre, the implementation of technology must focus on the values that make us human. Technology offers this extraordinary opportunity of achieving.



Iván González
Marketing, Communication and
Sustainability Director

Our commitment

For years, at SEIDOR we have been setting Corporate Social Responsibility goals to ensure a future for people and the planet in general. In 2014, SEIDOR took this social responsibility one step further by signing up to the United Nations Global Compact

The United Nations Global Compact is firmly committed to the 10 principles that should govern business actions around the world to attain the 17 ultimate goals of the United Nations, under the name Sustainable Development Goals (SDGs). These 17 objectives are the basis of the 2030 Agenda.

The 10 Principles of the United Nations Global Compact under which we define our strategy on sustainability, are as follows:

1. Businesses should support and respect the protection of internationally proclaimed human rights.
2. Businesses should make sure that their companies are not complicit in the violation of human rights.
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. Businesses should uphold the elimination of all forms of forced and compulsory labour.
5. Businesses should support the eradication of child labour.
6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.
7. Businesses should support a precautionary approach to environmental challenges.
8. Businesses should undertake initiatives to promote greater environmental responsibility.
9. Businesses should encourage the development and diffusion of environmentally friendly technologies.
10. Businesses should work against corruption in all its forms, including extortion and bribery.

At SEIDOR we demonstrate our firm year-on-year commitment to these principles through the tools and actions presented below, which we group under these 4 main pillars: Human Rights, Environment, Labour and Ethical Management.

Human rights

We are committed to preserving and promoting the protection of internationally proclaimed fundamental human rights. We have a Code of Business Conduct (hereinafter COBC) that serves as a framework of commitment with regard to the company's Human Rights. It aims to determine the values, principles and standards that should govern the behaviour and actions of everyone part of SEIDOR, as well as of the members of the company's governing bodies. The Code also applies to the company's main stakeholders: customers, suppliers and other stakeholders.

We also recognise that the principle of equal treatment and opportunities for the recipients of the COBC is a guiding principle of Human Resources policies and applies to the recruitment of employees as well as to training, career opportunities, salary levels and other aspects of the employment relationship of the people part of SEIDOR.

Beyond these actions, wherever we are present and thanks to our expertise in the field, we focus our actions on reducing the digital divide, increasing technological literacy and aspects such as people's digital security and privacy when accessing technology.

Scopes of action

Suppliers

With regard to the selection, approval and evaluation of suppliers, we seek and select only suppliers whose business practices respect human rights and dignity and do not violate the law. In our integrated management system, supplier evaluation and approval is carried out, where we positively assess their adherence to the Global Pact and their commitment to sustainability.

Personal data protection

At SEIDOR we take into account that the right to the protection of personal data is a fundamental right of all individuals, which translates into the power to control the use of their personal data, guaranteeing fundamental

rights and public freedom. For this reason, we have mechanisms, procedures and courses of action for the processing of the personal data of all interested parties (customers, employees and other entities). We have the appropriate technical and organisational data protection measures in accordance with Organic Law 3/2018, of 5 December, on the Protection of Personal Data and guarantee of digital rights (hereinafter LOPDGDD), following the provisions of Regulation (EU) 2016/679, of 27 April, on the protection of natural persons with regards to the processing of personal data and on the free movement of such data (hereinafter GDPR). We have also updated the project implementing the management system for the protection of personal data as established in the LOPDGDD and the GDPR.

Solidarity initiatives

At SEIDOR we promote actions that aim to contribute to improving the living conditions of people, especially those at risk of social exclusion. We carry out these actions considering all the alliances that we have built in our organisation, getting involved with local and international entities to carry them out as effectively as possible.

At the international level, our actions are carried out through United VARs, a global network of leading IT consulting companies specialising in SAP solutions to which we belong, and with whose foundation we develop social activities focused on achieving the SDGs.

Our activities are intended to have a local and international impact. Some of these projects are highlighted below.

Collaboration with IMI: IT support for vulnerable families

In collaboration with the Instituto Municipal de Informàtica de Barcelona, in the framework of our regular activity with the Barcelona City Council, we store the equipment discarded in the supply, replacement and configuration of new workstations, to prepare and donate them to different NGOs selected by IMI, which in turn send this equipment to families in situations of vulnerability.

Collaboration with Universitat Politècnica de Catalunya: social integration

We collaborate with the alumni of the School of Computer Science of Universitat Politècnica de Catalunya, where in 6 months they develop an Artificial Intelligence system that interprets images and videos in the Spanish Sign Language (LSE), helping in its social and labour integration. Initiatives promoted with United VARs

Cambodia: I support wash

In Cambodia, United VARs co-founder Detlef Mehlmann discovered a school in Cambodia that received water through a water collection and filtration system that was built thanks to a donation of approximately €20,000, making a big impact on the students and teachers of the school. Mehlmann passed this news on to United VARs, agreeing to support fundraising to help more schools. As part of the “I support wash” campaign, each United VARs member would contribute 0.1% of reported turnover during the second quarter. SAP also pledged to contribute €20,000 to the cause.

Tanzania: construction of an orphanage building

Since 2020, through United VARs, we have been supporting a project to build an orphanage in Tanzania and improve the living conditions of children in the area. This project includes the construction of the orphanage building for 40 children, within a school with 100 pupils.

Argentina: improving the living and health conditions of children

In 2021, together with United VARs, help was offered for a project in Santa María de la Armonía, which is 380 km from Buenos Aires. This project consists in working together with the sisters of Armonía on identifying and helping around 150 children from families with the greatest need by monitoring schoolwork, carrying out sports and games activities and donating hot meals.

The identified needs included lack of access to drinking water; inexistent hygiene and health options; children without parental or maternal figures; children experiencing domestic violence, drugs and prostitution at a very young age; and children without educational opportunities and, sadly, without life prospects.

Ukraine: emergency aid

With the aim of continuing to help children around the world, the outbreak of war in Eastern Europe has forced us to focus our collaboration with United VARs on this place on the planet. This initiative, started in 2022, focuses on offering a home to children who, fleeing the war, reach Lemberg (Ukraine), near the border with Poland. Thanks to a shelter with a normal capacity for 60 orphans, more than 400 children have been accommodated and are being sent supplies.

Collaboration with the Cajamar Foundation

In collaboration with Peninsula, a company engaged in innovation consultancy services, SEIDOR is mentoring companies that are committed to technological innovation and sustainable management thanks to the incubation and acceleration programme created by the Cajamar Foundation.

Collaboration with the SEUR Foundation “Tapones para una nueva vida” (Caps for a new life)

At SEIDOR’s offices we have recycling points for plastic caps with which the SEUR Foundation pursues two major goals: on the one hand, giving a second life to these caps by recycling them, thus collaborating in the reduction of greenhouse gas emissions; and, on the other hand, giving a new life to children up to the age of 18 that need surgical intervention, orthopaedic equipment or other treatments not regulated by public health.

This is achieved by using the money obtained from each tonne of recycled plastic on these treatments, which are monitored by a doctor and coordinated through a committee.

Collaboration with Escola del Treball: Mentoring

During 2022, SEIDOR has carried out various activities for young people who are receiving technical training at the Vocational Training Centre Institut Escola del Treball in Barcelona.

These activities included a session offering a practical guide for developing the future career of young people, which consisted in a practical case where guidance was provided on the application of the studies that they were taking, with the aim of encouraging motivation and reducing the abandonment rate. In addition, mentoring is offered to young students of this centre in the professional opportunities linked to the received training, which is geared towards increasing the success rate of the student's entry into employment.

Higher education grants with ESADE and the FIB

In line with our firm commitment of giving back to the community everything we receive from it and promoting equal opportunities, we offer young people with limited financial means access to higher education. This access is subject to these young people demonstrating a potential for growth, at a professional level, by taking these subsidised degrees.

Two of these grants are offered for undergraduate studies at the ESADE Business School, which will cover the four years required to complete the studies chosen by the student.

SEIDOR will also financially support the Master's studies of an outstanding student of the FIB (Faculty of Computer Science of Barcelona) for the years required to complete the corresponding programme. The grant holder is selected on the basis of their academic record and financial needs.

Work

At SEIDOR we are aware that our most valuable resource is our people; that is why we have numerous means to support and facilitate the work of the people who make up SEIDOR. Our human team, both internally and with customers, suppliers and other organisations with which we collaborate, work with principles that support the elimination of any kind of discrimination in employment and occupation.

In addition, more than 90% of SEIDOR's workforce is permanent, due to career development and job stability being a priority for our organisation. With our Career and Job Stability Plan, we support our staff in achieving their personal and professional objectives and goals, growing together. In addition, the remuneration policy applied by SEIDOR is free of gender bias.

The actions we carry out at SEIDOR to ensure an optimal working environment and conditions focus on a recurring issue in the technology sector: the recruitment and development of ICT talent.

Additional effort is invested in female talent, as well as to ensure diversity, equity and inclusion.

Collective bargaining

At SEIDOR we apply collective bargaining practices and ensure that there are no forced or child labour of any kind. We recognise the rights of association, unionisation and collective bargaining with full legitimacy.

Occupational risk prevention

We have a Joint Occupational Risk Prevention service, which carries out regular audits to verify SEIDOR's preventive management and the health and safety conditions of the people who work at SEIDOR. The main mission of the service is to minimise or eliminate the risks derived from work, which is why it has a policy of training in occupational risk prevention for the entire workforce that is carried out on a regular basis.

Since the work environment is a key factor in people's health, in 2022 we initiated the refurbishment of several offices, which have been designed to contribute to the psychological and physical well-being of the people working in them.

Initiatives aimed at diversity

Professional teams require diversity at all levels in order to achieve optimum levels of productivity and creativity or of well-being of their members, which are closely related aspects. With this in mind, we work towards attracting diverse talent in all its scopes and integrating people with diverse functionalities into the professional environment, and we ensure the fulfilment of the regulatory standards on accessibility and quotas for persons with disabilities.

Our Business Policy and Code of Conduct require that we treat people with dignity, respect and fairness. Discriminatory treatment has no place or justification in our organisation, and at SEIDOR we encourage the professional development and training of our employees, as well as their promotion, recognising the merits of the workers, regardless of other factors.

Collaborations aimed at promoting diversity

In the achievement of the required diversity of our teams and of our organisation, we collaborate actively with organisations and institutions to favour and promote the recruitment of people with multiple types of diversity.

Fundació Aura is an example of this, as it aims to promote the social and labour inclusion of people with intellectual diversity. But it is not the only organisation, we also work with Fundació EINA, Fundació Sant Tomas, Fundación GoodJob and Adecco, among others.

Our commitment towards new talent: SEIDOR Academies

In meeting the career-related and employment stability objectives, at SEIDOR there are several training groups for new advisers geared towards helping them join the company. These training groups are known as SEIDOR Academies. The goal of SEIDOR Academy is twofold: attract talent and, following the paid training period, incorporate participants into the company as consultants or programmers within the spheres of the company in which they have received said training.

With this commitment to continuous training, at SEIDOR we strengthen our career development for young talent joining our team with paid and highly specialised training in key areas of the company, such as SAP Services, IT Services or Salesforce through the SEIDOR Salesforce Academy.

Support for technical training: Osona TIC Talent

At SEIDOR we have initiated a collaboration with the Government of Catalonia to promote a project focused on generating talent and awakening ICT vocation among young people who participate in Vocational Training courses in the region of Osona.

Given the lack of talent in the technology sector and the willingness of the educational community to build bridges with the corporate world, the project is expected to be replicated in other territories in Catalonia and the rest of the State.

International talent

In our effort to build bridges between the student community and the labour market, we have established a collaboration with an organisation that provides us the opportunity to receive students from different universities around the world to share views about SEIDOR and our sector, as well as listen to their needs and opinions on entering the labour market.

Since the beginning of this collaboration, we have received students from Singapore and the United States at our headquarters. Through this initiative, we continue to adapt to the new generations of students with the aim of attracting and building the loyalty of the most diverse talent possible.

Initiatives aimed at gender equality

SEIDOR is committed to maintaining, consolidating and reinforcing our commitment to gender equality.

To this end, the company has an Equality Committee whose function is to ensure the effective application of the measures established in the Equality Plan, as well as monitoring the effectiveness of these measures after their implementation. In 2022 work was carried out on updating the Equality Plan that was geared towards more stringent measures that ensure full equality. This Equality Plan was drawn up following a quantitative and qualitative diagnosis of the state of the organisation to ascertain the company's real situation in terms of gender equality. Its objectives are as follows:

- Consolidate an inclusive company culture.
- Understand diversity as a value.
- Ensure the presence of women's talent at all levels, as well as equal opportunities in recruitment and promotion processes.

To this end, we hold regular meetings in the Equality Commission, where we plan and agree on initiatives such as the following:

- Providing training on Equality to the organisation's staff.
- Training in the use of inclusive language and ensuring its correct application in the company's various internal and external communication channels.
- Carrying out awareness campaigns and initiatives aimed at achieving full gender equality throughout the organisation.
- Developing and ensuring the correct application of the set of actions aimed at achieving the gender equality seal (GES).

- Guaranteeing total transparency in the selection and internal promotion processes by defining objective criteria of knowledge, experience and skills that are applied both in job offers and in defining the selection process and career plans for the entire SEIDOR workforce.
- Ensuring the application of the same objective criteria described in the previous section to guarantee the application of a policy of equal pay

Lastly, at SEIDOR we have a Protocol for the Prevention of Sexual Harassment, for reasons of sex, sexual orientation and gender identity, which establishes, among other things:

- A procedure aimed at prevention, through training and information for all SEIDOR staff.
- To channel claims and complaints with the due guarantees through specific channels for this purpose.

Empowering Women's Talent

This powerful talent development programme focuses on women's empowerment and leadership and contributes to companies learning, sharing, communicating and inspiring gender diversity. SEIDOR's commitment to empowering female talent and diversity as a fundamental pillar of its growth strategy, relying on inclusion, has been acknowledged with the Empowering Women's Talent seal.

In addition, two employees of the organisation have been recognised for their great work in the field of equality with the inspiring woman and the inclusive leader awards.

Initiatives aimed at work-life balance

SEIDOR has been a pioneering company in understanding and appreciating that, for an increasingly larger group of people, the aspects derived from the implementation of a set of measures that improve, among others, the conditions of the job, the compatibility of the performance of the functions derived from the job with personal obligations, flexible working hours or teleworking, are basic when it comes to enhancing the ability to attract talent, the loyalty of this talent and the improvement of people's general well-being.

In this sense, long before the appearance of COVID, in SEIDOR we already had an infrastructure that allowed the performance of the functions of almost all the staff through remote access to the entire Information System and other resources of the organisation. And at the same time, by promoting tools for collaborative use, communication systems, videoconferencing, mobile telephony and a wide range of products and technologies that we also offer to our customers so that, based on our own success story, they can replicate

the experience in their respective organisations. The option of working remotely has been maintained after the pandemic and is carried out by a high percentage of company employees.

This has not only allowed a much smoother adaptation of all employees to the new work and social reality imposed by the pandemic and maintained in some areas, but it has also allowed us to significantly increase the number of people who, using a pre-existing infrastructure, have joined the benefits of the flexibility of teleworking.

Following this same line of action, at SEIDOR we are committed to continuing to strengthen and promote work-life balance measures with the aim of maintaining a balance between the different dimensions of the lives of the people who make up the entire workforce, thus improving their health and well-being.

The actions currently implemented are as follows:

- Possibility of teleworking.
- Flexibility in the timetable for entering and leaving the working day.
- Flexibility in the hours of weekly or monthly dedication.
- Specific training courses on healthy lifestyle.
- Access to a corporate app to provide an informative and communication channel, as well as tools for booking meeting spaces or work at SEIDOR's physical facilities.
- Personal facilities:
- Two or four days for reasons of illness or death of family members.
- One day for moving house.
- For the time required for prenatal examinations and childbirth preparation techniques that must be carried out during the working day.
- Accumulation of the breastfeeding period by 15 calendar days to be taken once after the period of sick leave.
- Access to pre-agreements that benefit SEIDOR employees with banking institutions, health insurers and other special offers negotiated to facilitate access to products and services.

Initiatives aimed at supporting the business fabric

Innovacat Awards

Lastly, within the scope of promoting the business ecosystem, at SEIDOR we collaborate with the Innovacat Awards, participating as a jury member. These awards are aimed at promoting and driving the territory's economic and productive fabric, rewarding innovative companies with a high potential and involvement with sustainability. Through these awards, we materialise our firm commitment to social and sustainable entrepreneurship, with the aim of supporting the business fabric of the future.

Environment

Our commitment to the environment is reflected in the habitual practices of the people who make up the company. We establish preventive measures that favour respect for the ecosystem and we encourage initiatives that promote greater respect for the environment.

We guarantee excellence in our services by always offering the development and dissemination of environmentally friendly technologies, as a lever for growth for all our customers and for SEIDOR.

We continually establish objectives and goals in environmental matters, such as the control of our Carbon Footprint. It should be noted that we scrupulously comply with environmental legislation and we guarantee the availability of all the necessary resources to improve.

Scopes of action

Environmental policy

At SEIDOR we have an Environmental Policy based on principles that consider how to perform our services and work in a way that respects the environment, preventing contamination and minimising the environmental impact that may arise from our work.

We train our employees in environmental practices through our Guide of Good Environmental Practices, which we complete and improve periodically, including, for example, advice and training on efficient driving, as we are aware that when it comes to the environment, everything adds up.

Of particular mention is our ISO 14001 Environmental Management System Certifications, as with the implementation of an Environmental Management System we ensure that environmental aspects are promoted by preventing contamination and the negative environmental impact derived from the performance of work activities.

We carry out annual Environmental Audits, where we evaluate our Environmental Management System, thus detecting improvements. We must also add the Internal Audits that are carried out periodically, which provide information on the Environmental Management System, revealing the necessary data to know if all the actions are being carried out correctly in order to comply with current legislation and the environmental objectives established.

Waste management

In our offices we carry out an adequate Waste Management; we have containers for separating the different types of waste that can be generated within the office (organic, paper, cardboard, glass, batteries, etc.). Our authorised waste managers are responsible for collecting and treating this type of waste.

Environmental impact

SEIDOR has identified those activities that may influence the environmental impact of its activity and has implemented initiatives to reduce this environmental impact:

- Office maintenance and energy consumption: Environmental management.
- Carrying out an energy audit and an associated savings plan.
- Calculating the carbon footprint, registering it and designing the associated reduction plan.
- Producing material to raise awareness of good environmental practices aimed at employees.
- Vehicle fleet and staff transport:
 - Carrying out an energy audit and an associated savings plan.
 - Producing awareness-raising material on efficient driving, the use of public transport and the use of tools for remote meetings to avoid unnecessary travel.
- Facilitating teleworking and flexible working hours, thus reducing commuting to offices.
- Management of waste produced in the operation of the activities and services (mainly electronic equipment):

- Policy for the reuse of IT equipment.
- Contracting authorised waste management companies.
- Consumption of raw materials (mainly paper): Installing smart network printers that avoid printing copies that are not subsequently removed; exclusive use of recycled paper; and the promotion of paperless offices.
- Calculating Greenhouse Gas (GHG) emissions methodologically based on the ISO 14064-1:2012 standard, which we have subsequently certified and registered in the Registry of carbon footprint, offsetting and CO2 absorption projects of the Ministry for Ecological Transition and the Demographic Challenge.
- Reducing electricity consumption:
 - Changing luminaires to LED.
 - Awareness campaigns on the efficient use of lighting and air conditioning.
 - Contracting electricity supply from companies with low-emission or green generation.
 - Encouraging the use of low-emission leasing vehicles.
 - Reducing the distance travelled with own vehicles, favouring teleworking.
- Contracting an energy company with a commitment to supply electricity only from renewable sources in most of the offices.
- In 2022 we initiated a plan to refurbish the offices, in which sustainability and an efficient use of resources has been given priority.

Calculating the carbon footprint

During 2022, a great effort was invested to continue our plan to reduce greenhouse gas emissions. This plan is based on the following actions:

- Hiring companies that guarantee the supply of energy from renewable sources.
- Reducing electricity consumption:
 - Supplying with low emissions.
 - Using low-emission leasing vehicles.
 - Reducing the distance travelled in vehicles by employing transport alternatives.

NET-ZERO organisation

In 2022, at SEIDOR we achieved a neutral impact on the environment for the first time. Thanks to the effort made by all SEIDOR employees and our collaborators, we have managed to neutralise the low emissions generated by our activity by planting a forest in a region of Spain that had been devastated by a fire. This immense effort is reflected in the seal obtained as a NET-ZERO company.

Environmental initiatives

Red Cross: Collection of waste

In 2022 a team from the Valencia branch, together with Red Cross volunteers, launched an activity that consisted in collecting waste from the beach of Pinedo, which is in the same city. The initiative stems from the aim of taking care of the environment and raising awareness in the teams, industry and society as a whole regarding the relevance of these actions.

Agencia Gallega de Innovación

At SEIDOR we have participated in the REPLAY project promoted by Agencia Gallega de Innovación. This project aims to recycle plastic waste from different sectors of the industry, with the goal of recycling up to 60% of plastic per year by 2030.

Through this programme and by developing the required software, SEIDOR promotes the optimisation of the use of raw materials and the objective oversight of processes based on the circular economy.

Cercle Tecnològic: Participation in the Sustainability Work Group

We actively participate in the Sustainability Work Group coordinated by Cercle Tecnològic, which allows us to share and learn about the good practices being carried out by technology companies, and thus capture synergies that streamline the transformation process towards a sustainable business ecosystem and sector.

Ethical management

At SEIDOR we are highly aware of ethical management, which is why we have a Criminal Compliance Management System (CCMS) designed to establish the frameworks of action regarding regulatory compliance.

This CCMS reflects the management's aim to reinforce the company's ethical standards and maintain a work environment that generates integrity and respect in all its areas. The management has the conviction of optimally fulfilling the company's long-term interests, in accordance with the legality, high values and social responsibility in all of SEIDOR's activities.

To ensure this system is applied in the organisation, we have a program that promotes and develops a culture of compliance, involving managers, employees and related agents.

At SEIDOR we are against corruption in all its forms, and we prohibit any illicit action aimed at obtaining any competitive advantage or favourable treatment in commercial relations.

Scopes of action

Training and awareness

At SEIDOR we raise awareness about the CCMS among our professionals through presentations, a communication plan and online platform training. Among the relevant actions carried out is the continuous training delivered to update the knowledge of SEIDOR professionals. This training includes the following: "Criminal Responsibility of the Company (Compliance)" and, recently, training has been initiated on Compliance within the scope of Competition for the public sector.

Cybersecurity

To guarantee transparency and regulatory compliance, as well as the non-alteration of the company's information, we have established an internal cybersecurity centre to ensure the integrity of the company's information and digital security.

At SEIDOR we embrace the commitment to information security and, for this reason, we have an Information Management System certified in accordance with the ISO 27001 standard, as well as comply with the ENS (Spanish National Security Scheme) as a guarantee measure, of which we have the High Level certification.

The scope of SEIDOR's Information Security Management System (ISMS) is in a process of continuous growth and improvement every year, maintaining its commitment and intention of continuing to grow in the coming years.

Initiatives aimed at ethical management


Cybertips

With the aim of generating further awareness and expanding the people's knowledge on cybersecurity, training clips on good practices, called "Cybertips", are published on a monthly basis on SEIDOR's App, to which all the company employees have access.

Useful links:

 [Certifications](#)

 [Code of Business Conduct](#)

 [Certificate of Adherence to the UN Global Compact](#)

SEIDOR