



SUSTAINABILITY REPORT 2018

AINHOA ZABALA'S GREETINGS



ZABALA keeps its compromise with the United Nations Global Compact (since 2016). We consider that the Sustainable Development Goals (SDGs) are an essential value for the companies in the current international, European and local context. To this extent, its strategic consideration cannot be foregone by companies that want to innovate and become competitive in a global world, and in which SMEs also have a higher profile.

At ZABALA we are committed to innovating better, and we believe that this involves assuming from the inside out a management form in which other dimensions are integrated. ZABALA is a family company that was born 33 years ago, with headquarters in Navarre, but we have already expanded our borders towards Europe and Latin America. The people who are part of ZABALA (in 2018 we have reached 239 people on our staff) are, without a doubt, our best asset.

Since the beginning of the company, the good practices with our interest groups (many of the people here are part of them) have been present.

We have always been aware of the responsibility with our local environment, and with the creation of value that this must imply. But it is a fact that CSR has evolved. The international agendas of cooperation enforce the social compromises of the companies. We no longer do CSR, but we can generate positive economic, social and environmental impacts.

The context comes defined by the international regulations and the policies of the European Commission. Hence the importance of undertaking compromises in line with the international standards. At ZABALA we work with clients of very diverse sectorial and geographic environments and we see the accrediting of commitments with more specific actions as a necessity, and most importantly, organized in a strategic manner around our business: innovation.

It is already a reality that international organizations, public bodies and large companies integrate the Sustainable Development Goals (SDGs) in their management. At ZABALA we have encouraged the support of our interest groups in this objective.

The SDGs are global challenges that require the implication of all levels and sectors; and they create new innovative business models that push the social progress. In fact, the companies are those who have carried out a crucial role in the adoption of the SDGs but also during their implementation. Within the SDGs there are objectives exclusively related to the business activity and its management. The public-private collaboration as well as SME-large companies' collaboration are a crucial issue in this matter.



The SMEs play a relevant function in the value chain of the large companies, and without them it is not possible to integrate the transparency or the compromise to the SDGs within the corporate culture.

In Spain we see how, simultaneously with the European policies and in accordance with their adoption and fulfilment, policies and strategies are being developed, such as the National Plan of Companies and Human Rights, which will attempt to strengthen the due diligence in human rights, support SMEs, promote multisectoral dialogue, etc.

Formative centres are also joining this change: business schools, universities, research centres, where there are already case studies and advances related to good practices and the generation of innovative business around the SDGs. In short, all the actors in the innovation system are involved, who cannot remain indifferent to the changes brought by the challenges of a global world.

There is no other option for the companies that wish to be competitive and offer values with which the clients and citizens can identify themselves.

It is a path that has already begun and that we want to continue building with all our interest groups. We also want to support our clients so that they innovate with their projects in this field and continue contributing to forums and debate. In this way we will continue to support our company and clients to innovate better as we have always done.

ZABALA'S FIGURES

OUR ACTIVITY

5 MAIN BUSINESS AREAS

- ◆ European and international projects
- ◆ National
- ◆ IFIE (tax incentives and investments for entrepreneurship)
- ◆ International
- ◆ Social Innovation

+ 33 years of experience	33% success rate in European calls
12 strategic offices	More than 500 projects led in H2020.
Presence in Spain, Belgium, The United Kingdom, France and Colombia	More than 391 million of euros of return from H2020
More than 1,500 client companies	More than 500 million of euros of return from VII Framework Programme
More than 2,000 proposals submitted a year	More than 300 European projects led
We lead and take part in 29 European projects	800 reasoned reports of tax relief/year



70% success rate in national calls	More than 600 proposals submitted to European programmes (2014-2018)
More than 100 M€ Obtained in CDTI funds	More than 200 proposals funded in European programmes (2014-2018)
10% of the total approvals by CDTI	

To turn innovation into the key factor for the competitiveness of the organizations through strategy.

OUR PEOPLE

- ◆ More than **239 employees**.
- ◆ 57.85% **women**.



PRESENTATION

ABOUT US

ZABALA Innovation Consulting is a leading consultancy firm in integral management of innovation with more than 33 years of experience.

OBJECTIVE:



How do we do it?

We manage public grants, subventions and tax deductions addressed to companies, research organizations and public bodies at international scope.

- ◆ Innovation is a key process that transforms the markets and allows different actors to progress.
- ◆ To innovate is also to bet and to confront risk, to delegate, to cooperate and to allocate reasonable resources.
- ◆ In short, **to innovate from the strategy and planning.**



LEADERSHIP / OUR MISSION, VISION AND VALUES

MISSION


ZABALA is a company with innovative vocation who precisely makes innovation a key factor of its competitiveness, that is why it pursues an increasingly better service to provide to its clients. From this perspective, it offers an **integral service through the collaboration with its clients in the R&D and innovation projects planning** as well as in the management of all types of subventions and grants at regional, national and European levels.

VISION

Likewise, it aspires to be a **referent in terms of innovation at the national and international levels**, improving its global positioning and contributing to the attainment of the **Sustainable Development Goals (SDGs)**.

VALUES

- ◆ **TRUST.** Trusting the others and being deserving of the trust of clients, suppliers, institutions, employees, etc.
- ◆ **INTEGRITY.** Respecting and being ethical with clients, suppliers, society and the environment.
- ◆ **COOPERATION.** Working in teams providing ideas that benefit the company, its clients and its suppliers.

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- ◆ **INNOVATION.** Promoting and managing change taking initiatives and risks with restraint. Acquiring and sharing knowledge among all.
 - ◆ **COMPROMISE.** Accomplishing all the compromises and agreements that the company has reached freely.
 - ◆ **EQUALITY.** Promoting diversity, equality of opportunities and the presence of women in the technological and scientific areas.
 - ◆ **FREEDOM** and **RESPONSIBILITY.** Cohabiting freely accepting the responsibility, as well as the result and the consequences of own actions.

RECEIVED AWARDS AND ACKNOWLEDGEMENTS

Finalists at the eu.Awards organized by Eurid with the European projects IRSUS and REZBUILD

On November 21st, 2018 the finalists of the eu.Awards 2018 participated in a gala held in Brussels. The eu.Awards are organized by EURid, the entity that administers the registry of the .eu web domains since its designation by the European Commission in 2003. The awards evaluate the best European websites that use this domain.

ZABALA was a finalist with the websites of two European projects: [REZBUILD video](#) (in the category “*Under the better World*”), in which we led the work packages of Dissemination, Social innovation and Exploitation; and [IRSUS video](#) (category “*Laurels*”), in which we led the initiative.

The project [STARDUST](#), led by CENER and in which ZABALA participates as a social entity, was the winner in the category “*Under the better world*”.



ZABALA AND THE 2030 AGENDA FOR THE ATTAINMENT OF THE SDG

ZABALA is committed to the 2030 Agenda approved by the United Nations in September 2016 and the 17 Sustainable Development Goals associated to it because we believe that they are fundamental for progress and social transformation.

The SDGs represent a road towards sustainable development in which common action and innovation are key, not only for governments -as it had happened in previous international development agendas- but also with the participation of new development actors and the ecosystem of innovation: the large companies and SMEs, the research and academic sectors, and the civil society. The companies have an essential role in this road and in the current context.

SUSTAINABLE DEVELOPMENT GOALS



Our work focuses on contributing to the progress and improvement of the society in matters such as these:

5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



13 CLIMATE ACTION



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS



OUR COMPROMISE TO SUSTAINABILITY

SDG 5 GENDER EQUALITY

The ecosystem of innovation contributes to building a more egalitarian society to advance. The SDGs contemplate gender equality not only as a fundamental human right, but as a necessary basis to achieve a prosperous and sustainable world.





The European Pillar of Social Rights approved at the Gothenburg Social Summit in November 2017 also confirms the commitment of the European Union to guaranteeing gender equality among its citizens. It stresses that equality between genders is not only a fundamental human right, but the necessary basis for a prosperous and sustainable society. This declaration is reflected in all EU policies, programmes and support for innovation and research.

Although women have on average a higher level of education and are now 60% of EU citizens with a title, they continue to be underrepresented in fields such as science, technology, engineering and mathematics, where their participation is approaching 12%. To improve these figures, it is necessary to put an end to biases and lack of models in the presence of the public sphere.

From our position we would like to commit ourselves to revert this situation and we want to place value to the feminine role in innovation. Currently, more than 57% of the people that compose our staff are women, and some of them occupy positions of responsibility in the organization, with presence in international scientific and technological projects.

It is a good number, but it cannot be the only one. With this objective, in 2017 we committed ourselves, at internal scope, to improve the work climate and this issue has included the elaboration and implementation of a **Gender Equality Plan** through a participative process that has involved a sample of our

staff of different sexes and concerns in this regard. We believe that internal management must be combined with external communication to contribute to this real representation of women and offer models to follow in this area.

This **Equality of Opportunities Plan** aims at strengthening the diversity and equality of the company, promoting the non-discrimination in selection processes, favouring equality of labour opportunities and of professional career development of women and men, as well as facilitating the conciliation of the personal and professional life.

Elaborated by a Work Group constituted with representatives of ZABALA's staff, the opinion of all employees was taken into account for its elaboration, through the participation process developed during the first semester of the year and which had the objective of analysing the work climate and the equality of opportunities between women and men.

An analysis has also been carried out based on the following axes:

- ◆ Leadership, politics and strategy.
- ◆ People.
- ◆ Process management.
- ◆ Relation with the environment.



In the elaboration of our Equality Plan we have followed the principles recommended by the institutions such as these:

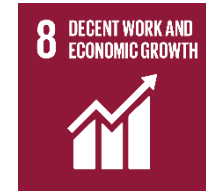
- 🔥 Non-sexist communication policy, both at internal and external level.
- 🔥 Incorporation of gender equality to the corporate values of the company, both at internal and external communication level.
- 🔥 Training in equality of opportunities and gender to the staff and awareness actions.
- 🔥 Program of labour and family reconciliation agreed with the staff.
- 🔥 Protocol to prevent and denounce harassment.
- 🔥 Periodic evaluation of the measures of the equality plan

Within our Equality Plan we have proposed a total of 25 measures to be carried out up to 2020, and which will be monitored and evaluated.

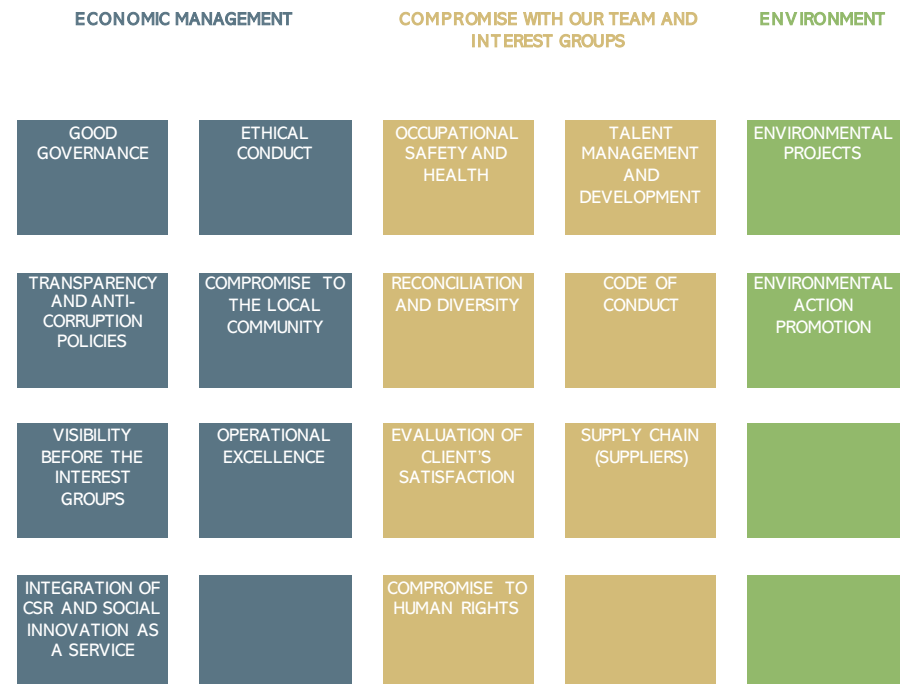
The Plan of Equality of Opportunities of ZABALA has been disseminated as Good Practice by the [United Nation's Global Compact](#).

When it comes to our commitment to gender equality we also collaborate and search for synergies with different organizations that also promote the rights of women and gender equality.

ODS 8 DECENT WORK AND ECONOMIC GROWTH



ZABALA carries out a responsible management of its business model that integrates the three dimensions of sustainability: the economic, environmental and social aspects.





Relation with interest groups

Interest groups for ZABALA



EMPLOYEES



SUPPLIERS



CLIENTS



PUBLIC BODY



UNIVERSITIES
AND RESEARCH
CENTRES



LOCAL
COMMUNITY



MEDIA



NGOS AND
SOCIAL
ORGANISATIONS

We maintain a stable relationship and fluid communication with all these groups, which enables the incorporation of changes and improvements in the organization.

COMMITMENT TO GOOD GOVERNANCE

The commitment to the good governance of the company guides our management, with a protocol that ensures the continuity of the organization

with its economic and social bases and values, just as they have been functioning during these 33 years of activity.

Apart from performing an efficient usage of the resources, the company has an investment policy with ethical criteria, participating in the GLOBAL FINANCIAL INCLUSION FUND of Banca Popular, an ETHICAL FUND FOR GLOBAL INCLUSION that has as its primary objective the support of social entrepreneurs in unattended and low-income markets, in developing countries (Asia, Latin America and Sub-Saharan Africa). The initiative was chosen because of its capacity to generate both financial and social return. With a quarterly follow-up of the evolution of the investments of the GLOBAL FINANCIAL INCLUSION FUND (including those already done, those in progress and those in the study phase), the social impact of each investment is measured thanks to FINANCIAL AND SOCIAL INDICATORS.

In 2016 the investments had as their destination the Indian institution Janalakshmi and two investments the D-Miro Bank (Ecuador= and the Sri Lanka institution LOMC.

INNOVATION IS ONLY POSSIBLE WITH THE HUMAN FACTOR

Our biggest asset is the people that are part of the company. ZABALA has a team of 239 people working divided into 12 offices. In the past two years the percentage of hired people has increased by 12,4%. We are committed to providing value to our society creating high qualified job positions of quality.



To do so we develop the “People’s Program” of the company to promote the potential of the people that are part of ZABALA.

We are also committed to the company talent management and so we promote **continuous training**.

We apply a **Code of Conduct** that guides the good professional behaviour inside the company and with our interest groups and the compromise to the society, and it watches over the protection of knowledge and the ethical principles with respect to other entities or persons.

The relation with our clients is also guided by the **excellence policies** and the codes of good professional practices.

ANALYSIS OF THE WORK CLIMATE

In 2017 we began a Professional commitment and satisfaction program at ZABALA, from which different actions implemented in 2018 have been derived, in terms of:

- ◆ Work organization.
- ◆ Professional development based on the organization of training with regards to competences specific to each job position.
- ◆ Communication and transparency

According to Program and in collaboration with the work team and responding also to concerns that we have been transmitted during this time regarding this issue, in 2018 we launched a Flexible Retribution Plan that implies social and tax benefits for the employees.

SOCIAL INNOVATION IS A DIFFERENTIAL VALUE

- ◆ They contemplate internal and external management.
- ◆ It has a strategy and measurable objectives.
- ◆ It fulfils current international legislation and is oriented towards global commitments.

Social Innovation evidences the competitive difference between the companies. ZABALA incorporated in 2016 this new area to its structure with the objective of providing a better service to its clients.

INDICATORS

- ◆ 16 years working for social responsibility.
- ◆ 12 countries of Latin America in which we operate.
- ◆ Processes and impact studies of Human Rights and Due Diligence in Colombia, Ecuador, Peru and Panama with large companies and institutions.
- ◆ New projects in Africa.
- ◆ +10 international institutions that we work with.



Funding for innovative projects that provide solutions to social problems.

THE CURRENT CONTEXT DEMANDS A GLOBAL TRANSFORMATION IN ORGANIZATIONS AND COMPANIES

◆ EU Directive 2014/95/EU

The EU Directive 2014/95/EU about non-financial information establishes since 2017 the obligation of reporting social impacts for companies of more than 500 workers.

◆ Due Diligence

The UN's Guiding Principles on Business and Human Rights include the Due Diligence: a process that all companies must incorporate to analyse the social impacts of their activity.

◆ Social Clauses

A study carried out by ICEX and AECID has detected more than 200 social clauses for public bids in 7 countries of Latin America.

Social Innovation increases its relevance in the business sphere as a vehicle strategy for integrating all the new actions that are required by the new frameworks in the value chains.

ADVANTAGES OF INCORPORATING SOCIAL INNOVATION TO MANAGEMENT

◆ Greater access to international bidding processes where the social clauses are very present.

- ◆ Increase the profitability of the business and investments
- ◆ Improvement of the brand image and the competitiveness in the national and international markets.
- ◆ Higher options to secure internationalization processes.
- ◆ Alignment of the business strategy with the Sustainable Development Goals (SDGs).

SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



At ZABALA we are committed to the innovation of our clients, we are an active part of their R&D activity and we help them when submitting and managing their projects. The management of innovation is our activity as a company. We also innovate in first person as partners of European projects and own studies. We help build innovation policies and strategies to make societies progress.

In 2018, we began our internal process of Digital Transformation, a paradigm change that is occurring in all sectors and which constitutes a framework of opportunity with ZABALA at the core.

In this way, we want to search for innovation in all the services we provide the client and use technology to offer them something different and therefore, added value.



The digitally mature organizations do not only use technology to improve their operational efficiency, but also the client's experience and the transformation of their value and business strategy. The key of this transformation is still the people.

The digital transformation at ZABALA:



SDG 13 CLIMATE ACTION


ZABALA is a partner of some of the biggest European initiatives that are committed to the energetic transformation, the support of climate policies and the more sustainable cities. During our more than 33 years of activity the European projects of climate, energy and environment have been part of our expertise and most outstanding successes. These objectives could also be framed in:



- ◆ SDG 7 Affordable and clean energy
- ◆ SDG 11 Sustainable cities and communities
- ◆ SDG 12 Responsible consumption and production

The most relevant initiatives regarding energetic transition and climate policies are the following:

- ◆ ETIP-SNET (www.etip-snet.eu/). The European Technology and Innovation Platform Smart Networks for Energy Transition (ETIP SNET) is born in the framework of the new roadmap integrated in the Strategic Plan of Energetic Technology of the European Union (SET Plan). The objective of the ETIP SNET is to promote and orientate the R&D and innovation for the SmartGrids networks and support in this manner the energetic transition of Europe. ZABALA coordinates the secretariat of this platform.
- ◆ ROMEO (www.romeoproject.eu). The European project ROMEO (Reliable O&M decision tools and strategies for high LCoE reduction on Offshore wind), led by Iberdrola and with the participation of ZABALA leading the packages of Dissemination, Communication and Exploitation, will try to reduce the costs of Operation and Management (O&M) in offshore wind farms through the development of advanced monitoring systems and strategies, analysing the real behaviour of the main components of the aerogenerators (WTG).
- ◆ REZBUILD (www.rezbuildproject.eu). The European project REZBUILD (*Refurbishment decision making platform through advanced technologies for near Zero Energy Building Renovation*) seeks to define an innovative and collaborative ecosystem of renewal for buildings of almost null energy consumption (Near Zero Energy Building, NZEB) in Europe. ZABALA



participates in REZBUILD supporting the coordination of the project and leading actions of dissemination and communication, social innovation and exploitation of results.

- ◆ CIRCUSOL (www.circusol.eu) The project CIRCUSOL (Circular business models for the solar energy industry) has as its main objective the promotion of the solar energy sector as a top-of-the-range model in the circular economy through a business model based on Product-Service Systems (PSS). ZABALA supports the coordination of this project and leads dissemination and communication tasks.
- ◆ WASTE4THINK (<http://waste4think.eu/>) The project Waste4Think promotes a smart management model for urban waste to convert it to the basis that set the principles of the circular economy. The project uses information and communication technologies to reduce costs and promote a more sustainable model, driving new governance systems and business models. ZABALA undertakes tasks related to the management of the project and the exploitation of results, and also supports the actions of dissemination and communication.
- ◆ STARDUST (<http://stardustproject.eu/>) The objective of the European project STARDUST (*Holistic and integrated urban model for smart cities*) is to test solutions aimed at increasing the global energetic efficiency, and to improve the quality of life of lighthouse cities (Pamplona – Spain, Tampere – Finland and Trento – Italia) and the follower cities (Derry – United Kingdom, Kozani – Greece and Litomerice – Czech Republic), as well as the stimulation of the local economy and the generation of new business models. The National Centre of Renewable Energies (CENER) leads the projects and ZABALA supports its coordination.

We also support our clients in the elaboration of projects that allow the application of the European Directives in this field, as well as the boosting of new products and services related to environmental services, eco-innovation, circular economy or the saving and efficiency in the utilization of resources.

In 2018 the project [LIFENADAPTA](#), was launched, led by the Government of Navarre. It is the second integrated LIFE project to implement the policies related to the climate from the public bodies to be promoted in Spain, and one of the few that have been approved at the European level in this field.



Environmental Action Internal Plan

A **Plan of Environmental Action** is being applied since 2015 in all the offices according to our internal policy. It is revised and improved every year enabling us to monitor our own consumption of resources.

Commitment to sustainable mobility

- ◆ Electric car at the company's fleet.
- ◆ Flexible retribution applied to public transport.
- ◆ Bike parking space at the headquarters.

SDG 16 PROMOTION OF JUST, PACIFIST AND INCLUSIVE SOCIETIES



At ZABALA we work with large companies and international agencies in the promotion of the respect for Human Rights to prevent conflicts, and we stimulate information and public participation processes with indigenous communities in

territories of Latin America to build inclusive societies.

To do so we foster processes of due diligence, previous consultation and impact studies, and we boost the agreements between indigenous communities and public institutions, strengthening those alliances for the inclusion.

In 2018 our work has been focused on Colombia, through our collaboration with the National Indigenous Organization, local communities and large companies of the energetic sector that are becoming the transformers of the context in this field and are working with the SDG and the international legislation.

Among the most distinctive results are the impact study on human rights elaborated with 48 wuaiu communities, the national dialogue between the Indigenous Organization of Colombia, the Colombian government and the oil sector.

The result of the study can be observed in these two videos: [National encounter about due diligence and human rights of indigenous people](#) and [the short version](#)



SDG 17 ALLIANCES



The transformation and the innovation in the society and the promotion of the Sustainable Development Goals require alliances between the governments, the private sector and the civil society.

Members of the Global Compact of the United Nations. An international initiative that promotes the implementation of the 10 universally accepted Principles to promote the CSR in the areas of human rights and organization, labour standards, the environment and the fight against corruption in the activities and the companies' business strategy.

Regional Centre of Latin America of the private sector supporting the SDG of the United Nations.

Forética's Partners. The most important association of companies and professionals of the corporate social responsibility and sustainability of Spain and Latin America, which has as its mission the promotion of the integration of social, environmental and good governance matters in the strategy and management of companies and organizations.

InnovaRSE Methodology. Since 2014 we have been following the steps of this methodology: diagnosis, plan of action, sustainability report and improvement

cycle. It is a tool to address the systematic incorporation of sustainability within a continuous improvement process that will help organizations to incorporate CSR aspects in their strategy. ZABALA has been recognized because of its Good Practices in that which concerns CSR.

Other alliances with collaborator organizations

At the international level

- ◆ FIWARE Foundation.
- ◆ Spanish Chamber of Commerce in Belgium and Luxembourg.
- ◆ Greenovate.
- ◆ Spanish Chamber of Commerce in Great Britain

At the national level

- ◆ Association for the Development of the Family Company, ADEFAN.
- ◆ Spanish Association for the Promotion of R&D and Innovation, AFIDI.
- ◆ Association for the Progress of Direction, APD.
- ◆ Agri-Food Cluster of Navarre.
- ◆ Wind Energy Cluster of Navarre.
- ◆ Valencian Association of Plastics Businessmen.
- ◆ Confederation of the Businessmen of Navarre, CEN.
- ◆ Andalusian Agency of External Promotion.
- ◆ Industrial Foundation of Navarre.
- ◆ Innobasque.

- ◆ SBIOC Spanish Biocluster – SBIOC.

*We create dialogue and debate areas
to contribute to the policies and strategies*

Participation in CSRSpain with Forética as partners

CSR Spain is the reference event in Spain about responsible and sustainable corporate management, organized by [Forética](#), and which stands by the most prominent international speakers.

“SDG and companies, trends and opportunities” Session

October 2018

The Spanish Network of the Global Compact, entity with the mandate of the United Nations for the impulse of the Sustainable Development Goals (SDGs) in the private sector, ZABALA and the Confederation of the Businessmen of Navarre (CEN) organized the “SDG and companies, trends and opportunities” Session. The session took a general approach of the SDGs as the new paradigm of development and first-person experiences of companies, social entities and public administrations were presented. [Zabala news: SDG, generation of billions of dollars in business opportunities](#)

Companies and Human Rights Workshop with the Global Compact in Madrid

October 2018

The Spanish Network of the Global Compact celebrated on the 9th of March along with 17 member companies a training session to work on human rights from a transversal perspective to the Sustainable Development Goals (SDGs).



With a practical workshop format done at the Fundación Adecco, it was highlighted how the management of the value chain is fundamental to mitigate the human rights risks. [Global Compact Importance of managing the human rights](#)

Conference about entrepreneurial opportunities of the SDGs in the field of digital transformation with the CEOE

May 2018

ZABALA participated as a prominent speaker at the conference “Entrepreneurial opportunities of the SDGs in the field of digital transformation” organized by the CEOE, with the objective of promoting the application of the SDGs in the private sector. [Zabala news: CEOE and SDG business opportunities in digital transformation](#)

“Social inclusion through hiring in companies” Session

May 2018

Mikel Berraondo, director of the Social Innovation area at ZABALA, participated as a speaker in this session organized by the Government of Navarre, exposing the challenges and opportunities that the implementation of the European Social Pillar creates for the companies. The objective of the event was to show

the companies sustainable practices that would allow them to optimize their competitiveness and performance, as well as contributing to the social improvement. [Zabala news: claim for commitments in terms of social inclusion and SDG fulfilment](#)



We create value for the social communities

- ◆ Collaborations with non-profit entities
- ◆ Own social initiatives

Stable collaborations

Since some years ago at ZABALA we have collaborated with some social organizations, through the participation in their sponsorship and delivering our experience in management with the objective of contributing to their

development. Likewise, we have collaborated with other organizations and NGOs providing funding.

Fundación Ilundain Haritz Berri.

Presence in the patronage.

www.fundacion-ilundain.com

The Ilundain Haritz Berri Foundation is an organization whose fundamental mission is the social integration and labour market insertion of youths in situations of risk, difficulty or social conflict.



To do so, the Foundation has its own integral educative project, in the social, family, training, labour-related and environmental fields, focused on prevention, detection and intervention in case of situations of risk.

Fundación Xilema

Presence in the Patronage.

www.xilema.org



The Xilema Foundation works with infancy and adolescence, with minors in situations of lack of protection, women who are victims of gender-based violence, homeless persons, persons with multiple pathology, persons with intellectual disabilities and families immersed in processes of separation and/or divorce.

ACOES

www.acoes.org



ACOES is an NGO with presence in Honduras, where it defends the access to education, as a right and as a tool for social transformation, in order to promote solidarity and justice.

ZABALA, in collaboration with this NGO, **has sponsored a class of 30 boys and girls from the school of Santa Clara**, one of the three educational centres that ACOES maintains in Tegucigalpa.

The ZABALA's staff received an informative talk from the members of the NGO themselves and they periodically collaborate with the shipment of food and materials.

Huertas Amigas

The Huertas Amigas project collaborates with the Food Bank with the supply of agricultural surplus that in 2015 reached more than 230 families with difficulties in the Cuenca de Pamplona.



Solidary values

Since 2015 we launched an **internal call of Social Action projects**. The people who are part of our staff may present social, cultural or sportive projects promoted by other entities so that they can be economically supported by the company.

The members of the staff themselves vote for the proposals. The success of the call and the number of gathered proposals every year reflect the solidarity compromise of our human team.

2018

ORGANIZATION	AMOUNT	PROJECT
BICOS DE PAPEL	3,000 €	Bicos de papel
DENADERU	2,000 €	DENADERU develops its activity around the protection of infancy, improvement of its nutrition, protection of family, school-related and life-related conditions.
Asociación de Voluntarios Children of Africa	2,000 €	Water for the rural communities of Kenya.
Fundación Menudos Corazones	1,000 €	A home for the families of the children who go through heart-related operations or heart transplants.
HIRU HAMABI	1,000 €	Neurorehabilitation for the brain damaged acquired childhood
Río de Oro Durangaldea	1,000 €	Welcome camp for children with functional diversity.
KiberaPride	1,000 €	We need to eat, we need your help.
Medicuumundi NAM	1,000 €	Improvement of the infrastructures of the Health Centres of Rutake and Janja in the District of Gakenke, Rwanda.
CLUB DEPORTIVO BALONCESTO SEGOVIA – CD BASE	1,000 €	Liga avispa Calixta
ANAPKU	1,000 €	New cognitive improvement therapies for metabolic patients
Famu DANSE	1,000 €	Parole de corps

2017

ORGANISATION	AMOUNT	PROJECT
FUNDELA	3,000€	"Dance, Music and Illusion, ELA".
RÍO DE ORO DURANGO	2,000€	Welcome camp for children with functional diversity
ASOCIACIÓN WOLF-HIRSCHHORN	2,000€	Aid for the Wolf- Hirschhorn Syndrome.
MENUDOS CORAZONES	1,000 €	"Psychological attention for fathers with a child inpatient in ICU due to a heart surgery".
ASPACE	1,000 €	In- form@andome.
NO NAME NO KITCHEN	1,000 €	No Name Kitchen.
KIBERA PRIDE	1,000 €	We need to eat, we need your help.
MÉDICOS MUNDI	1,000 €	Construction and equipment of new maternity at the Wendji Secli, Democratic Republic of Congo.
TAUPADAK	1,000 €	Taupadak.
NEITANAQUE	1,000 €	Chaskawasi-Manu.
ATENA	1,000 €	ATENA art-centre project.

Sport builds the team and promotes collaboration

Support to the Ardoi Basketball Foundation

ZABALA collaborates with the Ardoi Basketball Foundation with the objective of promoting the sportive values: the capacity of working in teams and sportsmanship. Ardoi Basketball promotes this spirit and has more than 25 basketball teams in different categories.

Other clubs with which we collaborate are the **Ardoi Club de Pelota** and the football **Idoia Sports Club**.

Desafío Empresas

ZABALA promotes among its staff the participation in this sports competition between companies as a stimulus for the active and healthy life habits, as well as to promote good relations and team building. Due to the spirit of self-improvement, in the past years we have been the best classified SME in this competition.

In 2018 we again won the Best SME Award of the Desafío Empresas competition.



A CHALLENGE FOR THE FUTURE

ZABALA continues to work on its compromise with the Sustainable Development Goals and the international trends and European policies in this scope.