

## Commitments contributed to the Catalonia 2030 Alliance by the Pimec Foundation

Pimec Foundation, a non-profit organization and social purposes, since 2007 has been working to promote and promote within the framework of Catalan small and medium-sized companies, their effective active and voluntary contribution to social, economic and environmental improvement, as well as their transparency, with the aim of contributing to achieving a better society and sustainable development and at the same time, improve their competitiveness and added value (corporate social commitment); develop actions to improve the employability and training of workers, entrepreneurs and self-employed people, especially those most vulnerable groups, and promote actions that promote their professional insertion, and thus achieve a second chance; to respond to the global sustainable development goals set by the United Nations within the framework of its action, and to put these values and business experience at the service of the common good in order to have an impact on change and social and business innovation; finally, to ensure compliance with business ethics, economic, environmental, cultural and social sustainability, patronage, new knowledge, and is configured as a supervisor, advisor and protector of the values of PIMEC employers' association in compliance with these principles.

From the moment of the approval of the 2030 Agenda, the Foundation is committed to responding to the Global Sustainable Development Goals set by the United Nations within the framework of its action, and putting these values and business experience at the service of the common good in order to have an impact on change and social and business innovation.

All the lines of work defined in the Strategic Plan of the PIMEC Foundation have sustainability and the climate emergency as their backbone. The main objective is to help micros, SMEs and self-employed people in the face of the social problems that emerge (second opportunities, health, rural depopulation, adaptation to the climate emergency and its impact, among others that may occur), which is why our programs and actions are focused on people and social innovation, and on companies and their environment as a space for improvement and opportunities through strategic alliances.

Internally, the Foundation is also working to provide knowledge and implement the 2030 Agenda to the entity itself, its staff and all the entrepreneurs linked to its management. They stand out as actions already achieved and aligned with the SDGs: Adherence to the United Nations Pact and presentation of the Progress Report 2019-20, the implementation of the Sustainable Challenge project with training for all workers, a new code of ethics, the equality plan, publication of an inclusive communication guide for the entity and for micros and SMEs, annual audits, dissemination of events, conferences and training aligned with the SDGs, among others.

Commitments contributed to the Aliança Catalunya 2030 by the Pimec Foundation

### SME Circular 2018-2025

The PIMEC Foundation, with the aim of contributing to achieving a better society and sustainable development, is working to provide knowledge and implement the 2030 Agenda to the entity itself, its staff and all the people linked in its management and to the micros and SMEs of Catalonia. From the moment of the approval of the 2030 Agenda, the Foundation is committed to responding to the Global Sustainable Development Goals set by the United Nations within the framework of its action, and putting these values and business experience at the service of the common good in order to have an impact on change and social and business innovation.

Within the commitment of PIME Circular, the Sustainable Challenge project stands out, with a double objective:

Make services available to micros and SMEs in accordance with the SDGs so that they become sustainable companies under ESG criteria: environmental protection, social inclusion and good governance.

Work internally to transform and be a sustainable entity.

Concrete and transversal actions are being carried out in all departments with a commitment to the improvement and continuous evaluation of the actions that are being implemented. Initiatives that promote energy saving, responsible consumption, a healthy life, recycling and waste reduction.

They value the SDGs, giving visibility to all the efforts made by the entity, and highlighting success stories of outside companies that serve as an

example. They are committed to a committed workforce, champion of the 2030 Agenda. To this end, they inform and share good practices through the various internal communication channels of weekly, biweekly and monthly circulation where issues of sustainability, climate change, recycling and ECO certification are discussed, among others.

They have a pedagogical approach and believe in continuous training, offering a wide range of subsidized and subsidized training that can be completed during working hours. In addition, the PIMEC Foundation is committed to contributing to gender equality and zero discrimination. Therefore, as part of their equality plan, they disseminate weekly information on social advances in this area, and make reminders of their protocol of sexual harassment and other equality measures established in the entity.

To achieve all this, it is essential to create community and use the communication tools they have at their disposal, the website, the intranet and social networks to disseminate our commitments, detail actions and share good practices.

### *Territorial scope of the commitment*

The PIMEC Foundation ensures compliance with business ethics, economic, environmental, cultural and social sustainability, patronage, new knowledge, and is configured as a supervisor, advisor and protector of the values of pimec employers' association in compliance with these principles.

The PIMEC Foundation deploys its commitment to the entire staff, volunteers, collaborators and entrepreneurs linked to the actions and/or management of the Foundation, as well as the PIMEC employers' association.

PIMEC has 5 provincial headquarters (in the four Catalan provinces Barcelona, Tarragona, Lleida, Girona and Central Catalonia given its significant weight in the country's economy), being the headquarters in Barcelona. It also has 13 territorial delegations and offices throughout the territory, specifically in: Baix Camp, Baix Llobregat-L'Hospitalet, Baix Penedès, Conca de Barberà, FEB-PIMEC Badalona, Maresme-Barcelonès Nord, Priorat, 2 in Terres de l'Ebre, Vallès Occidental and Vallès Oriental, Anoia and Terrassa. And a European delegation to Brussels.

*Actions in which the commitment is specified*

Actions included in the Sustainable Challenge project aimed at micros and SMEs:

- Provide awareness vinyl and visual advice to put in your facilities on 4 transversal SDGs to all: Reduction and recycling of waste (plastic), Responsible consumption (paper), Energy saving (light) and Reduction and recycling of waste.

- Awareness days "As a company, how can I contribute to the SDGs?" both at territorial and sector level.

- Provide different services, tools and resources to achieve the SDGs.

Actions included in the sustainable challenge project at the internal level of the entity:

- Distribution of awareness-raising vinyls and visual advice on the SDGs: 3, 7, 12 and 13 throughout the different facilities.

- Elaboration of a Diagnosis of Circularity and Sustainability in the entity.

- Change of buttons in double discharge toilets.

- Implementation of selective waste collection.

- Change of smart printers to be able to print essential documents.

- Change of lighting to LED lights.

- Creation of six internal communication channels: sustainable portal, Wiki-PIMEC, Did you know what, We are Circulars, Success stories and Equipimec.

- Creation of 2 transversal working groups: Sustainability Working Group and Equality Working Group.

- Within the PIMEC Foundation's equality plan, the Guide for Inclusive Communication has recently been published, a compilation of recommendations for a non-sexist use of language. The Equality Obligations Guide was also created.

- Training and training in sustainability given by experts.

### *Entities or persons benefiting from the commitment*

Micros, SMEs, business associations, staff, collaborators and volunteers and the entities that make up the different strategic alliances. With this commitment, in addition to reaching all these actors, the aim is to raise awareness indirectly throughout society.

### *Planned financing*

Resources of the entity itself and collaborations through subsidies.

### *Monitoring and evaluation*

Number and type of changes introduced within the PIMEC Foundation facilities as part of the Sustainable Challenge. Two annual changes. SDGs 7, 8, 9, 12, 13 and 16.

Number of publications within internal communication channels. 40 publications per year. SDGs 4, 5, 7, 8, 12, 13 and 16.

Number of working sessions with the Board of Trustees, Team and Councils. SDG 17.

Number of meetings of the working groups constituted. SDG 17:

Equality: two meetings per year

GT Sustainability: three meetings per year

Number of sustainability training and training given by experts. Two a year. SDG 4.

Number of attendees to training and training in sustainability. Minimum 100 people. SDG 4.

Number of guides/measures promoted in the equality and sustainability portal. A guide per portal per year.

### *Accountability*

The transparency portal of the PIMEC Foundation website contains: audits, annual accounts and subsidies.

Guides and memoirs are published on the publications portal of the Pimec Foundation website.

The intranet's Sustainability portal provides information on the 17 SDGs, the 2030 Agenda and the commitments made by the entity.

Pimec's website has created the Sustainable Challenge portal, where services, tools and resources are made available to workers in line with the SDGs.

The Diagnosis of Circularity and Sustainability of the Foundation (PimeCircular) that was prepared in 2021 included a section for proposals for opportunities for improvement that has allowed to detect opportunities for improvement.

Along the same lines, valuation surveys make it possible to measure the degree of knowledge and acceptance of the changes made within the sustainable challenge. The results of the surveys are distributed internally and invite reflection.

### Corporate Social Responsibility and 2030 Agenda

Pimec Foundation, a non-profit organization with social purposes, works to promote and promote within the framework of Catalan small and medium-sized companies, their effective active and voluntary contribution to social, economic and environmental improvement, as well as their transparency, with the aim of contributing to achieving a better society and sustainable development and at the same time, improve their competitiveness and added value (corporate social commitment).

They highlight the social dimension of doing business and the commitment of the company, entrepreneurs and entrepreneurs to society as a whole. A commitment to support activities that raise awareness, promote solidarity and social participation of SMEs in the construction of a more solidarity and sustainable business world, which generates social benefits for those who need it most.

From the moment of the approval of the 2030 Agenda, the Foundation is committed to responding to the Global Sustainable Development Goals set by the United Nations within the framework of its action, and putting these values and business experience at the service of the common good in order to have an impact on change and social and business innovation.

### *Territorial scope of the commitment*

The PIMEC Foundation is an institution of Catalan scope, which makes it essential to maintain maximum proximity to PIMEC beneficiaries and partners throughout the territory.

PIMEC has 5 provincial headquarters (in the four Catalan provinces Barcelona, Tarragona, Lleida, Girona and Central Catalonia given its significant weight in the country's economy), being the headquarters in Barcelona.

It also has 13 territorial delegations and offices distributed throughout the territory: Baix Camp, Baix Llobregat-L'Hospitalet, Baix Penedès, Conca de Barberà, FEB-PIMEC Badalona, Maresme - Barcelonès Nord, Priorat, 2 Terres de l'Ebre, Vallès Occidental and Vallès Oriental, Anoia and Terrassa.

### *Actions in which the commitment is specified*

Promotion of the participation of companies in their immediate environment, focusing on issues that affect the community.

To offer a service for drawing up Corporate Social Responsibility Plans aligned with the 2030 Agenda.

Incorporation of sustainability into the business plans of new entrepreneurs.

Accompaniment in the application of conciliation and equality measures and provide a support tool, the "Guide for microenterprises".

Publication of the Brochure and poster infographic REpte SOSTENIBLE and SDG Booklet as a resource for companies. It can be downloaded from the web.

Awareness campaign and commitment of the 2030 Agenda

Organisation of conferences on How SMEs can contribute to the SDGs? in different territories and groups, always with 4 companies in the territory or sector that, in one way or another, have launched innovative proposals to face the challenge of the SDGs, to learn and to share experiences.

Boosting future businesses aligned with the 17 Global Sustainable Development Goals (SDGs)

Organize trainings focused on raising awareness about sustainability, the circular economy, and the implementation of CSR in companies to make and be socially responsible companies.

Distribution among SMEs of the Survey on Sustainable Development of the United Nations Global Compact Spain.

Encourage companies and individuals to sponsor events and social programs; and to join the solidarity business volunteer network.

Participation in various events related to the 2030 Agenda and sustainability such as BforPlanet or BCN Plàstic Zero Commitment, among others.

Planning and organization of the Project New Rurality, a day to empower and create a network, where women entrepreneurs are the central axis to promote the economic reactivation of the rural environment.

Organization of the 1st Blanquerna-PIMEC Impulsen Awards, to give visibility to business actions related to training young people in favor of achieving the 2030 Agenda.

Work to promote the use of the Catalan language.

Campaign between social entities and SMEs for the integration of the diversity of vulnerable groups.

Collaboration with PIMEC in the dissemination of the Digital Transformation Program and the Circular Economy Program.

They are part of motor groups and dialogue tables for the SDGs such as: Catalonia 2030 Alliance Motor Group, ESADE SDG Observatory, Barcelona City Council Board 2030, and collaborate with other European employers' associations and foundations such as SMEUnited or APYME.



### *Entities or persons benefiting from the commitment*

Self-employed people, microenterprises and SMEs throughout Catalonia.

### *Planned financing*

Internally with own resources. And external awareness-raising actions and support services through collaboration agreements with public and private entities.

### *Monitoring and evaluation*

Number of microenterprises and SMEs participating in CSR plans (5 per year).

Number of conferences organized (four per year) / number of participating companies (minimum of five in each event) / number of people attending per year (300 people).

Number of business plans reviewed to alienate them with the SDGs (30 per year).

Number of volunteers who join the solidarity business volunteer network per year (3 per year).

### *Accountability*

The transparency portal of the PIMEC Foundation website contains: audits, annual accounts and subsidies.

Guides and memoirs are published on the publications portal of the Pimec Foundation website.

## Emppersona Program

PIMEC Foundation aims to help micros, SMEs and self-employed people in the face of the social problems that emerge (second chances, health, rural depopulation, adaptation to the climate emergency and its impact, among others that may occur), therefore our programs and actions are focused on people and social innovation, and on companies and their environment as a space for improvement and opportunities hand in hand with strategic alliances.

The emppersona program is a comprehensive personalized accompaniment service for Catalan self-employed and business people,

members or non-members of PIMEC, who suffer from a difficult professional and personal situation, derived from failed professional experiences and who need to recover their self-esteem and the revaluation of their talent, as well as groups in vulnerable situations that have ceased their activity and are in search of employment for others or self-employed.

Business solidarity is one of the strategic objectives of the PIMEC Foundation. This objective is transversal to all the actions of the entity and is represented by the emppersona network, expert in business management and emotional support. It is made up of volunteers with extensive knowledge of specific areas of business and/or personal growth, throughout Catalonia, and multidisciplinary public and private entities with a collaboration agreement and PIMEC's own services.

Since 2015, the PIMEC Foundation 2015, is an entity registered in the Census of Volunteer Entities and since 2017, with the collaboration of the Department of Work, Social Affairs and Families, began the design of an intervention and control protocol with actions for and for volunteering. Currently, it is already consolidated as a solidarity business volunteer program.

Finally, the Foundation works to apply measures of corporate social responsibility from a gender perspective to SMEs, which add value to them. In this sense, we offer a resource of Corporate Social Responsibility (CSR) to the business network in labor integration, under the fundamental principles of equality and respect for the right of inclusion of all people in companies without any discrimination.

### *Territorial scope of the commitment*

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Barberà, FEB-PIMEC Badalona, Maresme - Barcelonès Nord, Priorat, 2 Terres de l'Ebre, Vallès Occidental and Vallès Oriental, Anoia and Terrassa.

*Actions in which the commitment is specified*

The PIMEC Foundation emppersona program is configured as a one-stop service where professionals and business experts and personal support offer guidance, assistance and advice. The process of personalized accompaniment that is given is key, as well as the facilitation of tools and resources to help refloat the company, to start again or to self-employ.

Self-employment and relocation programmes are carried out in collaboration with the Incopora Programme of the "la Caixa" Foundation, a tool for corporate responsibility for recruiting professional profiles, managing responsible offers and post-hiring support, with the assistance of a technical insertion person who helps to manage and include diversity in the company.

Emppersona program according to the profile:

Entrepreneurs in difficulty. The PIMEC Foundation offers orderly refloating/closing of companies, reorienting and accompanying, and facilitating customized training, business tools and resources and professional advice. Emotional support is offered for the recovery of personal balance. Promotion, prevention and improvement of the mental and emotional health of Catalan businesswomen to face change.

Self-employment. The PIMEC Foundation supports new business plans with specialized advice in marketing, and commercial, financial and legal fields, depending on the needs. For the Foundation, these services have an aspect that goes beyond the professional field. There is a human part with users that makes the service more complete and personalized. The objective is not to create a company but to consolidate a company, so that entrepreneurs can study their projects in the qualitative and strategic part and the economic-financial part and these are viable. To carry out viable projects that are consolidated and that generate social welfare.

Relocation. The PIMEC Foundation promotes employment, supporting people with difficulties in the job search process. Specialized in the group over 45 years old, we support and guide people, providing solutions, reactivating new possible itineraries and channels of job search and providing self-knowledge tools to enhance professional profiles.

As a social agent, the Pimec Foundation works to improve the legal mechanism of the second chance and for Non-discrimination by age, so that second opportunities are real, with working groups. Multidisciplinary.

The PIMEC Foundation also works together with PIMEC to make measures available to companies to promote equality within their organizations. For companies with between 50-100 workers, equality services are offered, such as the incorporation of the remuneration audit, the remuneration register with the average salary, disaggregated by sex, and the protocol to prevent sexual and gender harassment.

With the motto No to gender violence, sexual and gender-based harassment! The PIMEC Foundation collaborates with entities and institutions in the following campaigns:

Tools for the prevention and management of sexual and gender harassment in the company, Labour Relations Council (CRL).

Gender Violence, Catalan Institute of Women (ICD).

Safe spaces against gender violence in the rural world, Federación de Asociaciones de Mujeres Rurales (FADEMUR).

#### *Entities or persons benefiting from the commitment*

Self-employed people, microenterprises and SMEs throughout Catalonia, and groups in vulnerable situations.

#### *Planned financing*

Financial institutions, donations and public subsidies.

#### *Monitoring and evaluation*

People attended: (250 / year)

People advised by active business analysis (refloat).

People advised by active business analysis (closure).

People advised by new projects.

People advised in the search for employment as an employee.

### *Accountability*

The transparency portal of the PIMEC Foundation website contains: audits, annual accounts and subsidies.

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