



KVLEIDO

IDEAS & LOGISTICS

**THIS IS OUR
SUSTAINABILITY
REPORT**

2023 (ALWAYS LOGISTICALLY
COMMITTED)

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LETTER FROM OUR CEO

Our vocation stems from a strong commitment to society, the environment and ourselves. Since 1976, we have worked tirelessly to make the world a better place by applying a different approach to logistics.

The goal of this Sustainability Report is clear: we wish to share some milestones and learn how to become even better. By making our sustainability commitments public and analyzing their attainment, we shall assess whether progress is aligned with our core values and future goals. This exercise in transparency demands that we constantly seek excellence, refuse to settle, and remain aware of how much we still have to learn.

To us, the term “sustainability” is not a bunch of ideas or good intentions thrown together. It is a commitment that translates into concrete actions that must be enforced.

At KALEIDO, we have always understood sustainability in its broadest sense. A concept that encompasses being deeply rooted in the territory, withstand the passing of time, watch people grow and give something back to society. For all of this to become a reality, we have designed our own sustainability strategy. One that shies away from current trends and is meant to last. Our vision goes way beyond words, it takes the form of direct actions.

Having said this, others should follow KALEIDO’s lead. We firmly believe that companies are a powerful force for change and that is why we are always happy to collaborate with others. Meeting third parties, exchanging information, training together and venturing into new projects will increase the impact of our joint sustainable actions have tenfold.

KALEIDO’s consistent growth brings many challenges. One of the main ones is to ensure our manner of doing things is not lost (regardless of the number of employees, offices, investments, or the size of the business).

We have made a pledge to each person who works towards this project, we are committed to equal opportunities, invest in new ways of doing business, look at logistics through the prism of Innovation and Digitalization, and challenge ourselves so that our environmental footprint and that of our partners is increasingly negligible.

This is all part of our DNA, what makes us honest and reliable.

We pride ourselves in making promises we can keep.

Xoán Martínez Reboredo
CEO AT MARE



BUSINESS GROUP



Our organizational structure revolves around MARE Iniciativas Empresariales S.L, the holding company that financially monitors and strategically manages all other group companies. The goal is to manage each group company efficiently and seamlessly.

Established in 2024, MARE is the new brand for the 16 companies that make up our business group.

If you are reading this report, you are probably already familiar with KALEIDO. However, it is important to note that a holding (previously Zenitran, now MARE) acts as its parent company.

The group is made up of KALEIDO and 16 other companies, plus the BRETAL Foundation. In addition to being Galician, they all share a common goal: Make the world a better place by doing business in a responsible, committed, and sustainable way.

Nothing has changed, we remain the same. The same companies and the same team, always keen to grow, learn, and create jobs and business opportunities in the seven countries we operate in.

The goal of this new umbrella that holds our Group together is to lend a face, in a fresh and transparent way, to the more than 280 people that make up our staff.

Not only are we proud of what we have achieved, but we are also prepared for future challenges.

www.maregrupo.es

**SINCE 1976, WE HAVE DRIVEN BUSINESS GROWTH
WITHOUT GIVING UP ON SUSTAINABILITY
AND BASING OUR STRATEGY ON SOCIAL
RESPONSIBILITY**



KALEIDO
IDEAS & LOGISTICS

REAL
M^oSTEIRO^o
DE O^oIA

FUNDACIÓN
BRETAL

OUR MISSION

Leverage groundbreaking logistics, capable of bringing added value through tailored solutions.

OUR VISION

Consolidate our position as a logistics company which specializes in high value-added activities and focuses on innovation, digitalization and sustainability to face any future challenges.

OUR VALUES

01

IF YOU CAN
DREAM IT,
YOU CAN
DO IT

02

BETTER
TOGETHER

03

BOOSTING
KNOWLEDGE AND
CULTIVATING
TALENT

04

THE WORLD
BELONGS
TO THE
BRAVE

“ONLY OUR ACTIONS CAN WITHSTAND THE PASSING OF TIME. WE WANT TO LEAVE OUR MARK AND KNOW THAT WHAT WE DO TODAY WILL HAVE AN IMPACT TOMORROW. WE WANT TO LOOK BACK AND FEEL PROUD. THE FUTURE IS WRITTEN TODAY. IT IS OUR RESPONSIBILITY TO DO IT IN A SUSTAINABLE WAY”

16 companies make up our business group. Most of them operate in the logistics sector, which has been our main field since 1976. Over the last 47 years, we have learnt that our ability to adapt to changes in the industry, build strong relationships with clients and suppliers,

Benefit from technological advancements and have a great team allows us to offer innovative, reliable, and efficient solutions for every in link in the logistics chain.

LOGISTIC COMPANIES

KVLEIDO

IDEAS & LOGISTICS

KVLEIDO
TECH

KVLEIDO

FREIGHT
SERVICES

KVLEIDO

LOGISTICS
ANGOLA

KVLEIDO

LOGISTICS
PORTUGAL

KVLEIDO

SUPPLY CHAIN
MANAGEMENT

KVLEIDO

LOGISTICS
CHINA

KVLEIDO

FREIGHT
SERVICES BRASIL

KVLEIDO

LOGISTICS
MOZAMBIQUE

OUR OFFICES

SPAIN, PORTUGAL, ANGOLA, MOZAMBIQUE, BRAZIL AND CHINA



OUR SERVICES

TRANSPORT (AIR, SEA, LAND & RAILWAY)

PROJECT MANAGEMENT

CARGO SECURING

AGENCY SERVICES

CUSTOMS

TECHNICAL OFFICE AND ENGINEERING

INNOVATION AND DIGITALIZATION

INSURANCE

STORAGE

A grayscale photograph of an offshore wind farm. Several large white wind turbines are visible, extending from the sea into the sky. The sky is overcast with soft, diffused light. In the foreground, the dark, choppy surface of the ocean is visible. A small sailboat is seen in the distance on the right side of the frame. A large, semi-transparent teal rectangular box is overlaid across the center of the image, containing the text 'OUR SUSTAINABILITY STRATEGY' in white, bold, sans-serif capital letters.

OUR SUSTAINABILITY STRATEGY

SUSTAINABILITY IS NOT ONLY A CONCEPT, BUT A DAILY PRACTICE THAT REFLECTS OUR COMMITMENT TO SOCIETY AND THE ENVIRONMENT, THUS PROVING BUSINESS SUCCESS CAN GO HAND IN HAND WITH CORPORATE SOCIAL RESPONSIBILITY



FINANCIAL

We want to achieve sustained growth and a fair distribution of resources.

SOCIAL

We promote gender equality, inclusion, human rights, and general wellbeing, improving the living standards of everyone involved.

We take part in community initiatives, offering training, giving donations, sponsoring sports events and providing social assistance (always in line with our core values and corporate sustainability principles).

ENVIRONMENTAL

We protect the environment, minimizing any adverse effects our operations may have through the implementation of responsible practices that preserve natural resources.

From a logistics standpoint, we shall focus on resource optimization (improving competitiveness in renewable energy-related projects and fostering continuous innovation).

77/100

WE EVALUATE OUR PROVIDERS BASED ON SUSTAINABILITY CRITERIA

Sustainability-related grade achieved by our providers

4.000m²

BUILDING SUSTAINABLY

Starting to build a new logistics center

8,5/10

EMPLOYEE SATISFACTION

According to our annual survey

100%

HEALTH & SAFETY VALUES

Percentage of our trained staff

43%

GENDER EQUALITY

Percentage of women in a traditionally male sector

207.000m²

WE MEASURE OUR FOOTPRINT

Range 1 and 2 readings

96% SOCIAL RESPONSIBILITY

Involvement of our team across 12 initiatives

CERTIFICATES AND ALLIANCES

In 2023, several institutions awarded us certificates and certifications. Some examples are: Ecovadis, Atlas Gallego de Empresas Comprometidas and Accesia.



This recognition is particularly associated with our **commitment to sustainability** continuous improvement, cooperation, and innovation.

OUR ALLIANCES

We are proud to build relationships that place us at the forefront of trends and industry regulations and allow us to take part in initiatives that nurture sustainability and excellence.

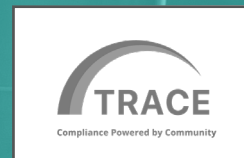
- Baltic and International Maritime Council
- Worldwide Project Consortium
- Fundación Clúster de Empresas de Automoción de Galicia
- Clúster da Función Loxística de Galicia
- Asociación para el Progreso de la Dirección



Clúster da
función loxística
de Galicia



OUR CERTIFICATES



KEY TOOLS TO REACH OUR GOALS

“At KALEIDO, our certificates are based on our daily experiences and in the manner we understand and drive sustainability.

We believe certificates are key to help us strive for excellence and help us achieve our goals. We select certificates that really bring added value and push us towards continuous improvement.

Our clients and partners can vouch for us when we say we are reliable, act with conviction, are consistent and have a clear purpose”.

Rocio Lago
Head of HSEQ



4.1 TEAM POWER

Our team, **made up of more than 280 professionals**, is at the heart of the company.

We invest in their training and career growth, fostering a positive and inspiring work environment. **A highly-valued and involved team is key to achieving top quality and efficiency standards.**

4.1.1 TRAINING AND DEVELOPMENT

BOOSTING KNOWLEDGE AND CULTIVATING TALENT

In 2023, we stayed true to our **career growth** commitments and maintained our employee satisfaction levels thanks to several training programs (which amounted to more than **7.355 hours**).



50% OF THE STAFF HAS WORKED FOR THE GROUP FOR OVER 9 YEARS

CROSS-SECTORIAL COOPERATION AS A TOOL FOR DEVELOPMENT AND GROWTH

15 TRAINEES

14 CAREER PATHS

7 LAUNCHED IN 2023

7 COMING FROM 2022



The Company is deeply **committed to finding a positive work/life balance**. People & Talent, with the support of Senior Management, has implemented the labor flexibility policy (known as WELLFLEX).

LABOR FLEXIBILITY
WORK-LIFE BALANCE



PROFESSIONAL ETHICS
EQUAL OPPORTUNITIES

OUR GOAL IS TO CREATE AN INCLUSIVE AND STIMULATING WORKING ENVIRONMENT THAT FOSTERS PERSONAL AND PROFESSIONAL DEVELOPMENT

WE HAVE FAITH IN PEOPLE

“This sets us apart from the rest. It is our distinguishing factor, something we are able to convey and that will make us unique if we play our cards properly. We want everyone that is a part of this project to realize how strong the relationship between us (as a team) and the work is.

The challenge is for future generations to see KALEIDO as a life opportunity and not merely as an employer”.

Elena Rodríguez de Robles
People & Talent, HSEQ and IT Director



WE WORK INDIVIDUALLY WITH EACH PERSON SO THAT HE/SHE GROWS AT THE SAME PACE AS THE COMPANY

8,5/10
HAPPINESS AT WORK

277
PERSONAL EVALUATIONS

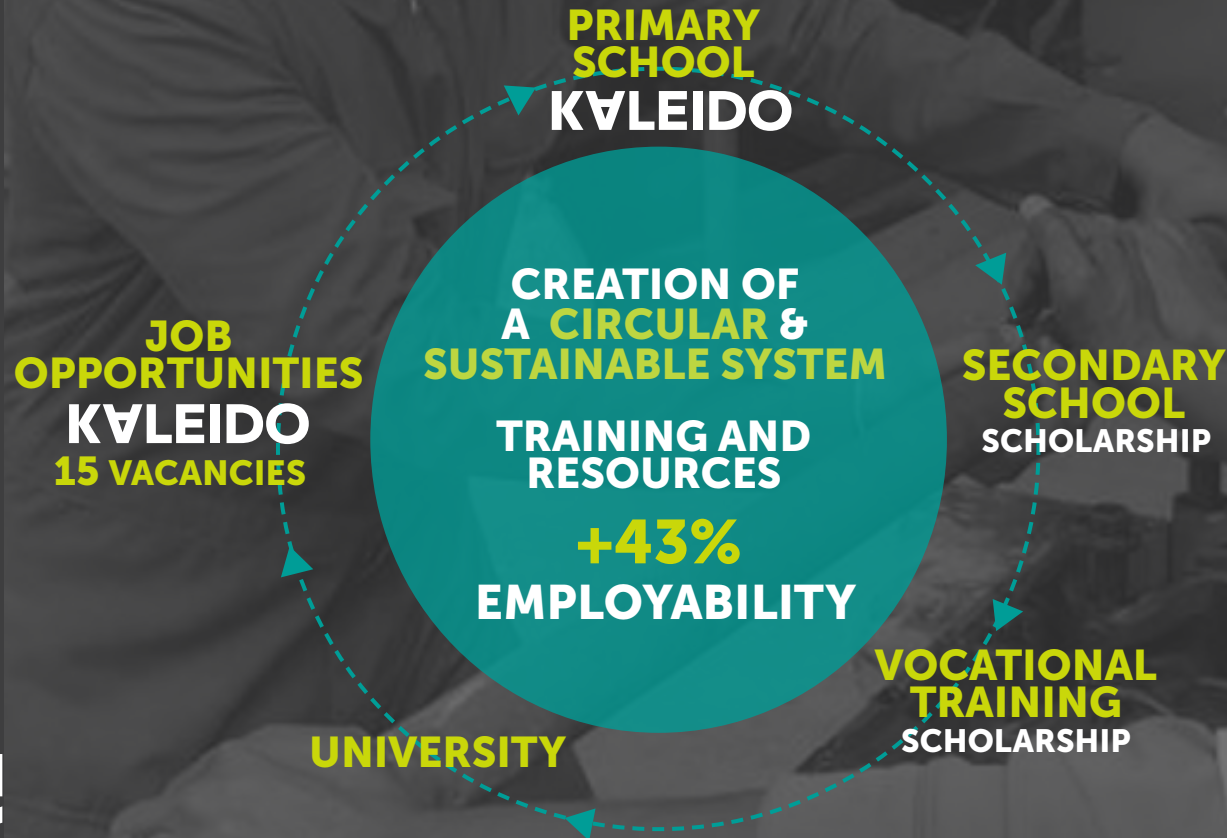


To **become more involved in corporate culture**, we have implemented the DISC methodology to retain talent, identify areas for improvement, and develop skills.



4.1.2 OUR TEAM IN ANGOLA

We wish to implement a hiring and training program that creates wealth and job opportunities in the areas where we conduct business.



"I was a trainee at KALEIDO, for 3 months. It was an incredibly enriching experience in terms of my professional training.

During the traineeship, I became part of the maintenance department and was able to put my theoretical knowledge into practice. I performed preemptive and corrective maintenance for vehicles, disassembling mechanical components. I also learned **how important organizing existing stocks** and performing cleaning operations was in terms of operating efficiency.

I am extremely grateful to KALEIDO for the **learning opportunity and the chance to grow**. This experience taught me valuable skills, both from a technical and professional standpoint. The warm welcome and collaborative working environment were key for my professional development".

LEÓNIDAS MESSIAS DOS SANTOS DA SILVA
STUDENT AT THE POLYTECHNIC SCHOOL OF NAMIBE, ANGOLA.

4.1.3 EQUAL OPPORTUNITIES AND DIVERSITY

We **believe in gender equality and diversity**. In 2020, we implemented an Equality Policy that is in force until 2025 and in line with Organic Law 3/2007. This Policy, applicable to all Group entities, **aims at ensuring equal treatment and equal opportunities through equal pay, fairness in the selection process, work-life balance, and gender perspective**.

The Equality Committee enforces its implementation, highlighting its importance in the Group's corporate culture.

We are committed to diversity and actively foster it through collaboration agreements with different educational centers and institutions.

NOT ONLY IS DIVERSITY ENRICHING, BUT IT ALSO TEACHES US HOW TO BE MORE EMPATHIC AND UNDERSTANDING

We strive for diversity and have set up collaboration programs with different educational centers and institutions.

Our strategies involve continuous assessment regarding workplace accessibility, as well as a **tailored approach when creating inclusive working environments**.

In 2023, we welcomed 14 babies and offered daily support to mothers and fathers to help them strike a work/life balance. We promote co-responsibility and can adapt job profiles to create a more comfortable environment.

We also have a **protocol aimed at the prevention of professional and sexual harassment**, it covers our employees and any third parties we come into contact with at the workplace.

This protocol includes follow-up and support measures for victims, which highlights just how committed we are to creating a safe, respectful and equitable workplace.



4.1.4 HEALTH AND SAFETY



Our commitment to health and safety is based on four essential pillars: **safe working environments, skilled personnel. Appropriate equipment and efficient systems.**

With the support of our safety specialists across the world, we make sure our employees are duly protected and work in safe spaces.

This year, we have performed comprehensive quarterly inspections to **guarantee our protocols and regulations are being complied with**, and to identify and correct potential deficiencies.

Our **training program** ranges from basic health and safety guidelines to specific courses tailored to each position, in accordance with ISO 45001 standards.

202
MEDICAL
CHECKUPS

90
SOLVED
ISSUES

121
AUDITS AND
INSPECTIONS
CARRIED OUT

233
CERTIFIED
EXTERNAL
WORKERS

+77
PREVENTIVE
MEASURES



4.2 HUMAN RIGHTS AND SUPPLY CHAIN

In all of our business operations and supply chain, we are strongly committed to upholding, respecting, and promoting human rights.

This commitment is in line with the Governing Principles of the **United Nations (UN)** and other international frameworks, as well as with the principles set forth by the **International Labor Organization (ILO)**.

We operate in accordance with international legal frameworks and the applicable collective bargaining agreements to make sure our practices meet the highest standards in terms of labor and human rights.

We implement rigorous due diligence procedures to **ensure human rights are observed in all of our business transactions**. This includes regularly reviewing our operations and partners in depth to identify, prevent and/or mitigate any adverse impact our business activity can have on human rights in the different regions we operate in.

No human right violations were reported in 2023. However, we will continue to do everything in our power to ensure these standards are observed and continuously strengthened. Our whistleblowing system is confidential and easy to access, thus permitting violations to be duly reported and properly addressed.

4.3. BUILDING A COMMUNITY

Since 1976, we believe proximity is key. As a result, we have **driven, promoted, and funded social projects aimed at creating an inclusive, sustainable and accessible community.**

In 2021, we created the **Bretal Foundation**. Named after the birthplace of its founder, Mr. Juan Martínez, its main goal is to promote Galicia's culture and heritage.



Cultural dynamism allowed more than 7,000 people to visit Oia's Monastery and **strengthen its historic ties with the community**, it has now become a space open to debates and celebrations that contributes to social cohesion and Oia's development.



We will carry on taking good care of the Lavandeira River (Pontevedra), as part of the **Proxecto Ríos** framework. We test and clean its water as part of a follow-up scheme.



Once again, we have sponsored the **Vigo Rugby Club** (reaffirming our **25-year-old commitment**).



3rd edition of **KALEIDO AGAINST SARCOMA**, a solidarity campaign to fight cancer together with the Vall d' Hebrón Hospital in Barcelona.



School supplies and toy collection campaign benefitting 300 children of the school we have built in Namibe, Angola.



We support the wellbeing of our **employees by promoting sports** (Healthy Cities, Intercompany Football League, Intercompany Paddle League, Vig Bay 2023) and a healthy lifestyle.

5.1 OPTIMIZING RESOURCES

As part of our **strong commitment to continuous improvement and environmental protection**, we have adopted state-of-the-art environmental policies.

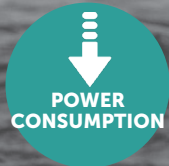
Since 1996, we are certified by EMAS, a prestigious EU body that validates our Environmental Management System (SGMA) has been effectively implemented. We are approved by two different highly-acknowledged sustainability platforms: ACESIA/AFNOR and ECOVADIS.

5.1.1 ENERGY

We are committed to efficiently managing energy consumption. To support our model, we comply with the **ISO 50001** standard (which focuses on energy efficiency).

We also monitor the power we use (in KWh) whilst operating in Spain, Portugal, Brazil and Angola.

98% ENERGY-SAVING LIGHT BULBS



By the end of 2022, we had installed a **photovoltaic facility in Porriño that covers 15% of the energy used**. It generated 37,205,45 KWh in 2023.



We used our facilities to test pilot projects and make sure they would work in real scenarios and **encouraged the use of biofuels in-house**.



5.1.2 WATER

The logistics hub in Porriño **is equipped with a water reuse system** installed in the packs and boxes washing machine for the automotive industry.

We periodically monitor water consumption, by means of our internal apps (like the HSEQ process management and quality app).



5.1.3 OTHER MATERIALS

PAPER

We prioritize the use of recycled paper or paper from sustainable sources.

WOOD

We support proximity trade.

STEEL SLINGS

Their use is key to guarantee heavy cargoes are safely managed. Since they last long and can be used many times, they are an efficient option and help reduce waste.

ELECTRODES

Used in maintenance and welding repairs, they guarantee the safety and operability of our infrastructure.

SPECIALIZED COMPANIES ARE IN CHARGE OF OUR WASTE MANAGEMENT OPERATIONS AND KNOW WHEN TO REUSE, RECYCLE OR DISPOSE OF OUR WASTE

5.2 CLIMATE CHANGE

Improving and optimizing sustainability in our holistic ecosystem through innovative tools and solutions.

Take, for example, the KARBON TRACK tool, which helps calculate the carbon footprint of any project and draft reports focusing on the different greenhouse gases, in accordance with the EMEP/EEA (Air pollutant emission inventory guidebook) and the provisions set forth in ISO 14064–3:2019.

KVLEIDO KARBON TRACK

TOOL TO CALCULATE THE CARBON FOOTPRINT

CARBON FOOTPRINT OF THE PROJECT

TOTAL (CO2 EQ)	CO2	CH4	N2O	HFCs	PFCs	SF6	NF3
2891	2851	01	01	01	01	01	01

BREAKDOWN OF EMISSIONS BY TRANSPORT STAGE

ORIGIN	DESTINATION	NO. OF VEHICLES	TRANSPORT TYPE	TOTAL (CO2 EQ)	CO2	CH4	N2O
Shanghai, China	Shanghai, China	1	General Cargo (Parcargos)	28 488 t	28 115 t	0,002 t	0,001 t
Materials							
Blanks, sea mats and SOC containers				2802 t	28 488 t	0,002 t	0,001 t
Shanghai, China	Longview, WA, USA	1	General Cargo (Parcargos)	275 114 t	267 097 t	0,028 t	0,007 t
Materials							
Blanks, sea mats and SOC containers				3770 t	275 114 t	0,028 t	0,007 t
Total				296 502 t	295 212 t	0,027 t	0,008 t

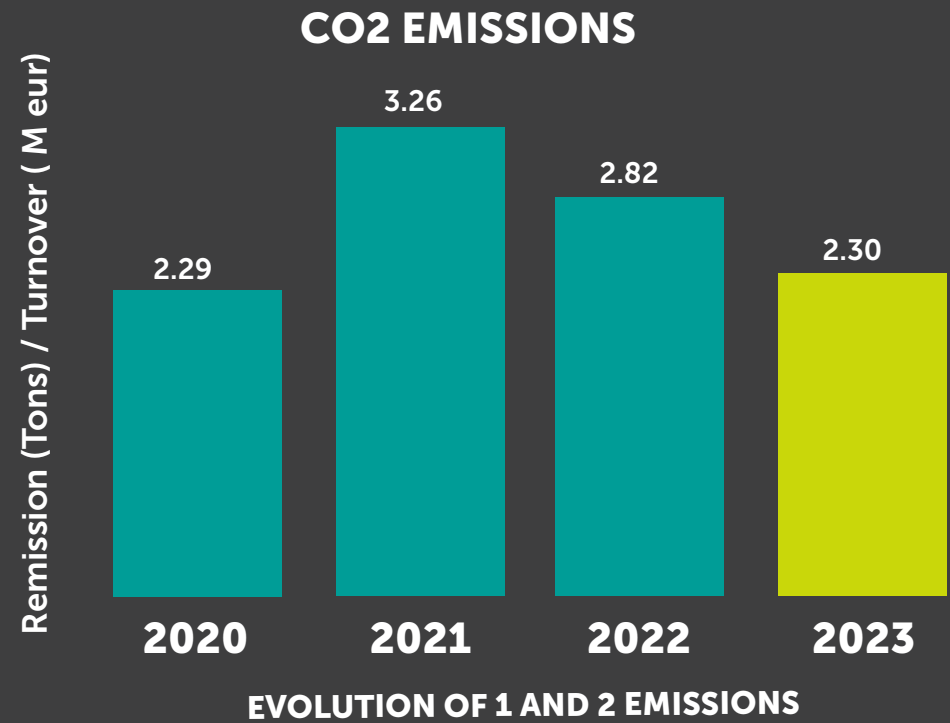
MAP OF THE DIFFERENT TRANSPORT STAGES OF THE PROJECT

Legend: Air (Yellow), Maritime (Blue), Overland (Green)

Map showing routes between Shanghai, China and Longview, WA, USA.

KARBON TRACK is a platform that allows you to calculate the direct and indirect carbon footprint of a logistics project. It also provides a breakdown based on the means of transport (air, land, sea, and railway), offering very precise data for each shipment.

Awareness-raising measures to reduce our emissions: use vehicles less, renovate the fleet, implement strategies to reduce power consumption and choose less-polluting routes (both in business trips and for the provision of services).



When it comes to our company, **measuring CO₂ emissions** is key to monitor and manage the environmental impact of our business activities.

As one of the main greenhouse gases behind climate change, CO₂ emissions must be closely monitored to better understand and mitigate our carbon footprint.

Therefore, **we analyze 1, 2 and 3 emissions related to our direct and indirect business operations.**

These measurements are key when managing our environmental impact in full, aligning our goals with the best sustainability practices.

6.1 NOTEWORTHY INITIATIVES

As part of our sustainability strategy, we have fostered **innovation dynamics through our open programs**.

Within these programs, KALEIDO still applies an environmental approach when searching for technology solutions.

Our commitment to innovation has translated into significant milestones in 2023, such as **KALEIDO's presence in LOGISTICS TECH and PESCAPUERTA'S involvement in FISHING TECH** as well as the launch of the third edition of **HABITAT TECH** together with **FINSA and TEJAS VEREA**.



Since we believe innovation can bring about many business opportunities, we have launched the following initiative:

"KALEIDO INNOVATION & DIGITALIZATION CHAMPIONS".

The program's goal is to support and recognize people who have high-impact innovative ideas related to the digitalization of the logistics sector.



This dynamic will strengthen the in-house initiatives launched by KALEIDO, **encouraging the participation of all employees**, to identify and empower those who **spearhead and promote innovation**.

57 INITIAL CHALLENGES **28** PROMOTERS

26 PRIORITIES CHALLENGES **+50** STARTUPS CONNECTED

15 CROSS-SECTORIAL PROJECTS



6.2 PROJECTS CARRIED OUT

AUTOSTOWAGE STOWAGE PLAN AUTOMATION

Platform that optimizes cargo distribution based on the available space. This tool improves operating efficiency, load precision and **guarantees vessel space is being efficiently used** (in accordance with safety criteria).



SEAWORDS AI APPLIED TO PORT OPERATIONS

We use an application that allows port operators to increase productivity from their phones, creating a better geared working environment.



TRACEFACT TRACEABILITY FOR PRODUCTS AND PROCESSES

Tool that optimizes the performance of logistic hubs by cutting costs and time, **thanks to process mining, natural language and geo-positioning.**

AspBAN FINAL TOUCH TO OUR RELATIONSHIP AS PARTNERS



Atlantic Smart Ports Blue Acceleration Network; a fantastic project in collaboration with ports that aimed to promote a blue economy based on open innovation.



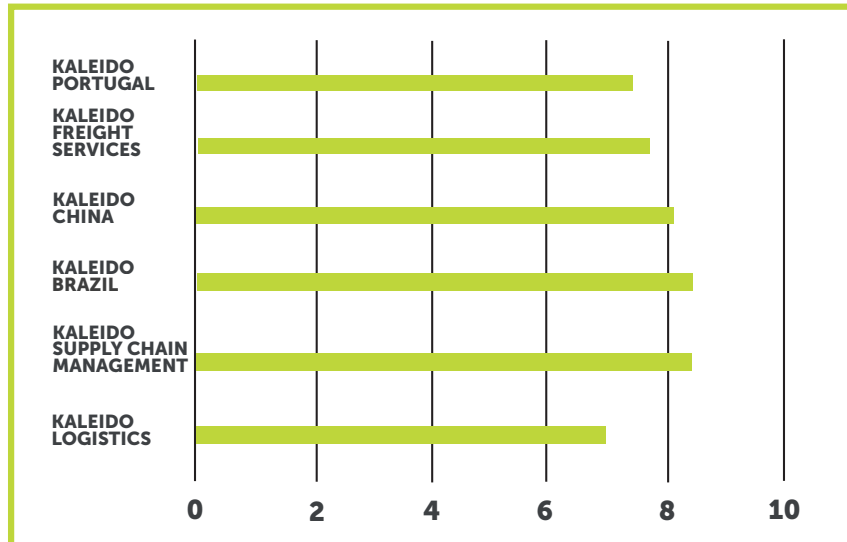
7.1 SUPPLY CHAIN & PROVIDERS

We would like to underline the **rigorous management of providers and the supply chain as a key factor.**

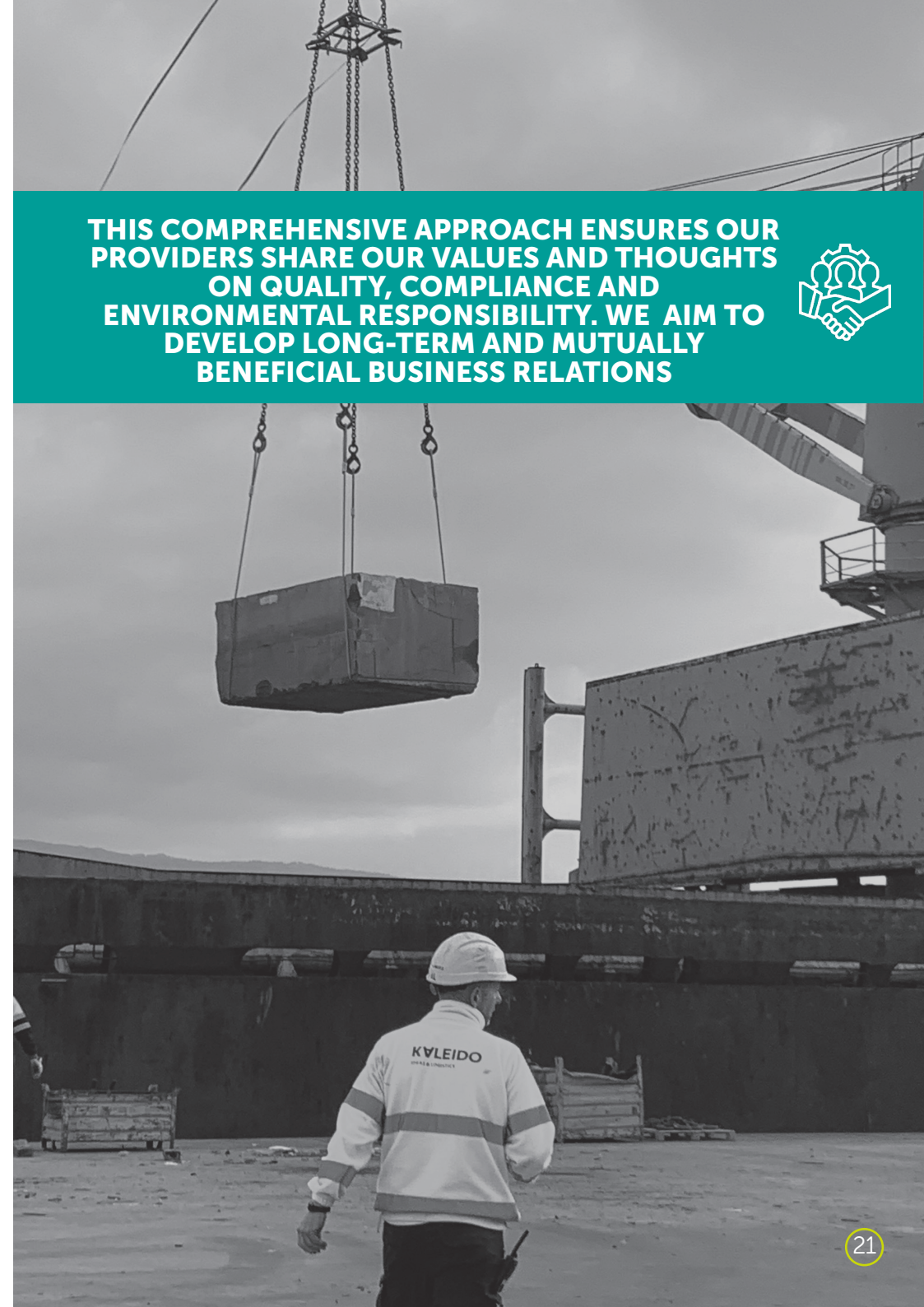
The supplier evaluation process starts with a rigorous preliminary review that includes adhering to our **code of good environmental practices**, learning about and complying with our waste segregation and disposal system, **and holding the necessary ISO 9001, 14001, 16949, 45001 and 50001 certificates.**

In addition, we consider the measures adopted to meet the 2030 Agenda goals (like the reduction of CO2 emissions, the use of green energy and the investment in renewables).

EVALUATING THE ENVIRONMENTAL IMPACT OF OUR MAIN SUPPLIERS



THIS COMPREHENSIVE APPROACH ENSURES OUR PROVIDERS SHARE OUR VALUES AND THOUGHTS ON QUALITY, COMPLIANCE AND ENVIRONMENTAL RESPONSIBILITY. WE AIM TO DEVELOP LONG-TERM AND MUTUALLY BENEFICIAL BUSINESS RELATIONS



7.2 GOVERNANCE STRUCTURE

Our governance structure is made up of the **Board of Directors, the Steering Committee, the Wellbeing Committee and the Sustainability and Equality Committee.**



These Committees are necessary to **identify the needs and opportunities in each area, suggest improvements and solutions,** and help departments meet our sustainability commitments.

We hold periodic meetings with a wide variety of people to make sure we have a broad and coherent perspective.

THE WELLBEING OF OUR PEOPLE, OUR BIGGEST PRIORITY

SAFETY FIRST

BOARD OF DIRECTORS

STEERING COMMITTEE



XOÁN MARTÍNEZ
CEO MARE

XOSÉ MARTÍNEZ
KALEIDO LOGISTICS
GENERAL DIRECTOR

BEATRIZ ALVARADO
SALES, CHARTERING &
PROCUREMENT DIRECTOR

ELENA RODRÍGUEZ DE ROBLES
PEOPLE & TALENT, HSEQ &
IT DIRECTOR

GEMMA CELA GAMERO
CFO

WELLBEING COMMITTEE

We suggest improvements put forward by working groups in areas such as **health, safety, wellness, and the environment.**

We develop awareness-raising actions for the whole team.

EQUALITY & SUSTAINABILITY COMMITTEE

We set **clear goals and targets** to promote joint and sustainable initiatives.

We manage our equality policy, in which 100% of our team is involved.

7.3 ANTI-CORRUPTION AND BRIBERY

Combatting bribery and corruption are at the core of our business policy.

We are **TRACE** certified, thus reinforcing our commitment to transparency and legality in our international transactions.



**NON-PROFIT BUSINESS
ASSOCIATION DEVOTED TO
FIGHTING BRIBERY AND
ENSURING LAW
ENFORCEMENT AND GOOD
GOVERNANCE**

We have set up a whistleblowing channel that is safe and confidential, allowing employees to report any reasonably suspected non-compliance without fear of retaliation.

Our policy is clear: we do not tolerate any bribery or corruption, whether direct or indirect.

As part of our commitment, we have created a rigorous management system that encompasses strict policies and continuous ethical training for all of our managers and employees.

We regularly conduct internal and external audits to make sure our policies are being complied with and detect potential vulnerabilities.

**WE WORK CLOSELY WITH RELEVANT
ORGANIZATIONS AND AUTHORITIES TO
STRENGTHEN OUR ANTI-CORRUPTION
EFFORTS**



We are committed to continuously reviewing and updating our policies and procedures.

Our working environment is free from bribes and corruption, thus contributing towards a fair and transparent market.

8.GOALS AND TARGETS

GOALS & TARGETS

SOCIAL

HAPPINESS AND WELLBEING IN THE WORKPLACE

Maintain a high-level of satisfaction at work in order to reach or surpass a satisfaction index of 8.5.

Create a work environment that fosters professional and personal growth for each team member.

EQUAL OPPORTUNITIES

Use tools that recognize talent and promote equality, effectively giving a chance to every employee.

HEALTH AND SAFETY

Continuously train all our employees in health and safety-related matters.

Reduce the rate of accidents at work by improving the incident management and follow-up systems.

COMMUNITY ENGAGEMENT

Carry on developing and sponsoring projects with an environmental, cultural, and social impact.

Sign collaboration agreements with learning centers to boost youth training by offering extracurricular activities, traineeships, and job opportunities.

OUR COMMITMENT: THE PEOPLE



GOALS & TARGETS

ENVIRONMENTAL

DECARBONIZATION AND EMISSION REDUCTION

Goal for 2050: Reach net zero emissions.

Foster an environmentally friendly policy, promoting the use of biofuels and other sustainable energies as part of our decarbonization strategy.

USE OF RENEWABLES

Encourage the use of renewable energies in our daily operations and contribute to the development of sustainable solutions.

Put more emphasis on business efforts geared towards the renewable energies sector.

ENERGY EFFICIENCY AND RESOURCE MANAGEMENT

Make our machinery and facilities more energy efficient.

Consume fewer natural resources, optimizing their use.

Build new logistic facilities, certified under the BREEAM standard.

OUR CHALLENGE: THE ENVIRONMENT



GOALS & TARGETS

INNOVATION AND DIGITALIZATION

COLLABORATE WITH PARTNERS, PROVIDERS AND START-UPS TO DEVELOP SUSTAINABLE TECHNOLOGY SOLUTIONS

Spot and build strategic alliances with start-ups and providers that offer innovative technologies (setting up pilot projects and tests to assess them).

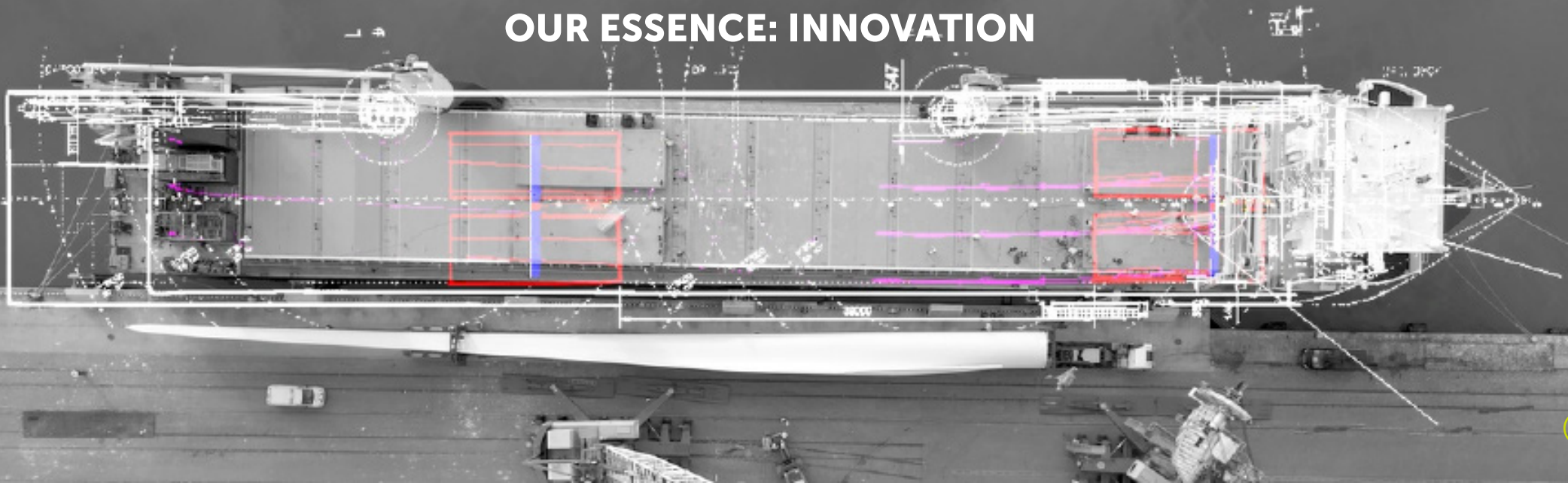
Develop projects that focus on sustainability and call for an efficient use of resources, reducing the carbon footprint and boosting the circular economy.

Prioritize the adoption of emerging technologies to optimize business processes.

ENCOURAGE DIGITALIZATION IN THE INDUSTRY

Implement digitalization solutions that improve data management, traceability, and cooperation between departments, thus increasing operating efficiency and transparency in the supply chain.

OUR ESSENCE: INNOVATION



GOALS & TARGETS

GOVERNANCE

SUSTAINABILITY TRAINING

Offer continuous training programs to make sure our team is up to date on sustainability related topics and aligned with the environmental, social and governance goals.

Strengthen and grow our technical team, improving policies, processes, and strategies to comply with our sustainability commitments.

CERTIFICATES AND COMPLIANCE

Implement the ISO 27001 standard before the end of 2025 to guarantee data protection and information security.

TRANSPARENCY AND COOPERATION

Actively take part in forums, stakeholder groups and industry associations to contribute towards collective improvements on sustainability and corporate social responsibility.

Create an internal and external environmentally-friendly culture, promoting the use of biofuels and renewable energies.



OUR DNA: TRANSPARENCY

9. OUR MANIFEST

OUR GOAL IS TO MAKE THE WORLD A BETTER PLACE,
AND WE WILL ONLY ACHIEVE THIS
BY BEING SUSTAINABLE.
WE WANT TO LEAVE OUR MARK AND
MAKE A POSITIVE DIFFERENCE.
OUR CORPORATE FRAMEWORK AND WHAT WE DO
IS DESIGNED TO ACHIEVE THIS.
WE INVEST IN INNOVATION,
IN CONTINUOUS IMPROVEMENT.
WE REINVENT OURSELVES AND TRY TO
BECOME MORE EFFICIENT IN EVERYTHING WE DO.
THE FUTURE DEPENDS ON US.
WE ARE WRITING OUR FUTURE
AND TELLING OUR STORY
TRUTHFULLY
RELYING ON DATA AND ACTIONS.
LIVING OUR PRESENT SO THAT,
IN THE FUTURE, WE CAN BE
PROUD OF OUR PAST.
WE TAKE CARE OF THE PEOPLE
THAT MAKE UP OUR TEAMS.
WE LOOK OUT FOR THEIR SOCIAL,
CORPORATE AND FAMILY WELLBEING
WE ARE OUR TEAM
WE REACH FOR SUSTAINABILITY
IN EVERYTHING WE DO.
ONLY WHEN WE ALL BELIEVE THIS
IS INDEED THE CORRECT WAY,
THE ONLY WAY POSSIBLE,
ONLY THEN WILL WE BE ABLE TO
MAKE IT HAPPEN. TOGETHER.





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IDEAS & LOGISTICS

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