

THIS IS OUR SUSTAINABILITY REPORT 2021

(OUR WAY TO A DIFFERENT
KIND OF LOGISTICS)



KVLEIDO

IDEAS & LOGISTICS



“WE MAKE OUR PATH. WHAT DRIVES US IS TO LEAVE A LASTING LEGACY: A PROJECT DEEPLY ROOTED IN SOCIETY, THAT HONORS OUR RESPONSIBILITY TOWARDS OUR TEAM AND ALL THE PEOPLE AROUND US”

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THIS IS OUR MANIFEST



1. ABOUT KALEIDO, IDEAS & LOGISTICS

#WEAREKALEIDO

We are a global logistics operator with more than 230 experts from 11 different countries and an average age of 34.2 years.



Our headquarters are in Vigo (northwest Spain), and it is from here we deploy our capabilities with the help of our offices and investments in Spain, Portugal, China, Angola and Brazil.

Our activity takes place mainly within proprietary assets such as port terminals, container depots or advanced logistic centres, which we develop with the help of high levels of machinery. This is all spread among several locations in Spain, Portugal and Angola.



For 45 years, we have been shipping by land, sea, and air, with an ever-increasing technical and innovative perspective.

While we provide logistics services for a wide range of industries, we have been gradually zooming in on the following fields:



How do we do it?

We are a steadily-growing family business. We do not belong to any bigger business group and cherish our independence.

Our work revolves around people, within a transparent and straightforward structure: we can thus make our own free instant choices, always hand in hand with our customers. We are constantly on the lookout for a new way of doing logistics and providing solutions. It is crystal clear to us that we can only be competitive through digitalisation, innovation and sustainability, and so can our customers.





**OUR PURPOSE IS TO IMPROVE THE
WORLD BY APPROACHING LOGISTICS
DIFFERENTLY**

**BUILD ON OUR PAST, ADD VALUE TO
OUR PRESENT AND SHAPE
OUR FUTURE**

2. SUSTAINABILITY AND PURPOSE AT KALEIDO

We have always understood sustainability in its broadest sense. Things like being rooted in the hometown, permanence, making people grow or giving back to society are part of our essence. And, to make it true, we structure our activity through our idea of sustainability, far from passing fashions and enduring over time. The ultimate goal of our vision is not words but action.

For KALEIDO Ideas & logistics to go on growing, many challenges need to be addressed. One of them is to ensure that this identity does not suffer through the increase in team, offices, investments, or size of the business.

One of the steps required to ensure our sustainability's fulfilment and progress is the issuance of an Annual Report, of which this is the second one. The reasons are to disclose our sustainability-related goals, gauge their success and assess whether our reality aligns with our values and their projection into the future.

For us, sustainability is not just words and wishes but distinct actions that need to come true.

This transparency exercise aims at sharing, encouraging, learning, and improving. It seeks a self-commitment that makes it impossible for us to settle. For we know that we are worlds away from being perfect.

Today, we share which of the 2021 goals we set a year ago have come true and which have not. We will let the world know what we will do about it, taking on board mistakes and trying to make them right.

But this exercise was not designed by and for KALEIDO; quite the contrary. In our view, companies are an excellent platform for change, so we want to open up and work with others. Getting to know each other, exchanging experiences, training, and starting small joint projects will add to the real impact of sustainable actions on people, society, and the environment through joint initiatives between our organizations.

You can see our first Annual Report [here](#) if you are interested

#WEARESUSTAINABLE

3. WHAT WE ACHIEVED IN 2021 AND WHERE WE ARE HEADED IN 2022

In our 2020 Annual Sustainability Report, we shared the following goals under four main pillars

THE POWER OF A TEAM

1. Guarantee happiness at work
2. Guarantee a sustainable future
3. Guarantee equality



OPTIMISING RESOURCES

4. Achieve further logistic competitiveness in renewable energy projects
5. Reduce CO2 emissions
6. Promote internal innovation dynamics



WE INVEST CONSCIOUSLY

7. Increase asset efficiency and sustainability
8. Investment plan in infrastructure supporting social and cultural projects



BUILDING COMMUNITY

9. Promote social, sporting, and cultural initiatives
10. Promote the territory



WE WILL NOW REVIEW WHAT'S DOWN AND WHAT'S STILL TO GO

3.1 THE POWER OF A TEAM

KALEIDO PEOPLE SHARE NOT ONLY OUR DAY-TO-DAY BUSINESS BUT ALSO A DEEPER PURPOSE, PROJECT, AND ENVIRONMENT: OUR STARTING POINT TO SEEK OUT UNITY IN HETEROGENEITY, TO FOSTER EFFORT AND GROWTH FROM OUR COMMON VALUES.



WHAT DID WE ACHIEVE IN 2021?

GOAL 1: GUARANTEE HAPPINESS AT WORK

Action: Pursue and improve the flexible work model. Introduce at least one new flexibility measure per year



Hybrid work in the office and from home – 3 days / 2 days.



More than 180 items supplied to the office and home to improve the new working conditions.



Shorter working day on the eve of a public holiday.



Logistics Centre flexible working hours based on workload, taking specific account of seasonality.



Action: Implement a set of actions within the improvement areas identified in the 360 Evaluation and Climate Survey



We acted on the outcome of the 2020 Climate Survey – which called for enhanced communication and transparency – by creating more than ten formal and informal communication channels for team interaction. To ensure results, 100% of staff were trained and informed about them in 2021.



Programme INSIDE KALEIDO, aimed at improving transversality and inter-departmental communication, with more than 450 training hours.



Partly renewal of the Welfare Committee and actions implemented in four areas: communication, prevention, environment, and healthy lifestyle.



The entire team assisted the Annual Convention via streaming and video playback, thus effectively breaking all physical or time difference barriers.



8.2 out of 10 for team engagement.
90% Permanent contracts.



Team Building for high yielding teams.



GOAL 2: GUARANTEE A SUSTAINABLE FUTURE

Action: Keep working on a training plan to prepare for future profiles, raise awareness and train about sustainability



We have developed two mentoring programmes to ensure the transfer of knowledge, foster internal talent, and secure the future of the teams in the workplace in the face of generational change and new skill demands.



In 2021 the goal of sustainability-specific training has not been fully achieved, despite more than 3,450 training hours for 100% of the workforce. Hence, specific training will be scheduled again with this goal in mind for 2022.

GOAL 3: GUARANTEE EQUALITY

Action: Set up formal channels through the Equality Committee to ensure compliance with all the Plan initiatives



Development of the Equality and Sustainability Committee, with quarterly meetings and new members with sustainability-related responsibilities.

Action: Keep on encouraging internal promotion to ensure equal opportunities and professional growth



12 career plans in force.



OUR GOALS

GOAL 1: Guarantee happiness at work

Action: Keep the employee satisfaction level through our Well Flex policies and other improvements

Maintain or exceed the satisfaction level, currently at 8.2 out of 10.

Keep promoting flexibility through actions adapted to the needs of each country, department and person. Particularly for the offices in the Americas, Africa and Asia.

GOAL 2: Guarantee a sustainable future

Action: Provide sustainability skills for all profiles

Launch of a sustainability training programme, adapted to every profile.

Action: Introduce the Business Units to group cross-cutting dynamics

Complete the INSIDE KALEIDO programme, so that all cross-cutting areas be part of group training paths.

GOAL 3: Guarantee equal opportunities

Action: Successfully complete Career Plans and launch at least as many new ones

Keep creating quality employment in a respectful and safe working environment.

Promote equal opportunities, nurturing talent through new career plans and individual development plans linked to all company areas.

Seek new sources of recruitment by collaborating with organisations that promote women's integration into male-dominated jobs and viceversa.

3.2 OPTIMISING RESOURCES

WE KNOW RESOURCES ARE SCARCE: IT IS OUR RESPONSIBILITY TO USE THEM WELL.

IT IS UP TO US TO MAKE THE MOST OF THEM, EVER SEEKING OPTIMISATION IN ALL WE DO.



OUR EXPERIENCE LEADS US TO A STRATEGY OF OPTIMIZATION THROUGH DIGITALIZATION AND INNOVATION

WHAT DID WE ACHIEVE IN 2021?

GOAL 4: ACHIEVE FURTHER LOGISTIC COMPETITIVENESS IN RENEWABLE ENERGY PROJECTS

Action: Increase applied engineering and innovation initiatives

We worked on 426 stowage, cargo lifting and lashing plans, thus ensuring space optimisation and cargo safety through engineering work.

At the same time, a new project has been launched to boost this kind of activity in Northern Europe by increasing engineering, digitalisation and innovation capabilities. In the last twelvemonth, we have launched several innovation projects in the field of renewable energies.

We have taken wind farms to several destinations around the world: more than 800 blades, 550 sets of mains and 1300 sections.



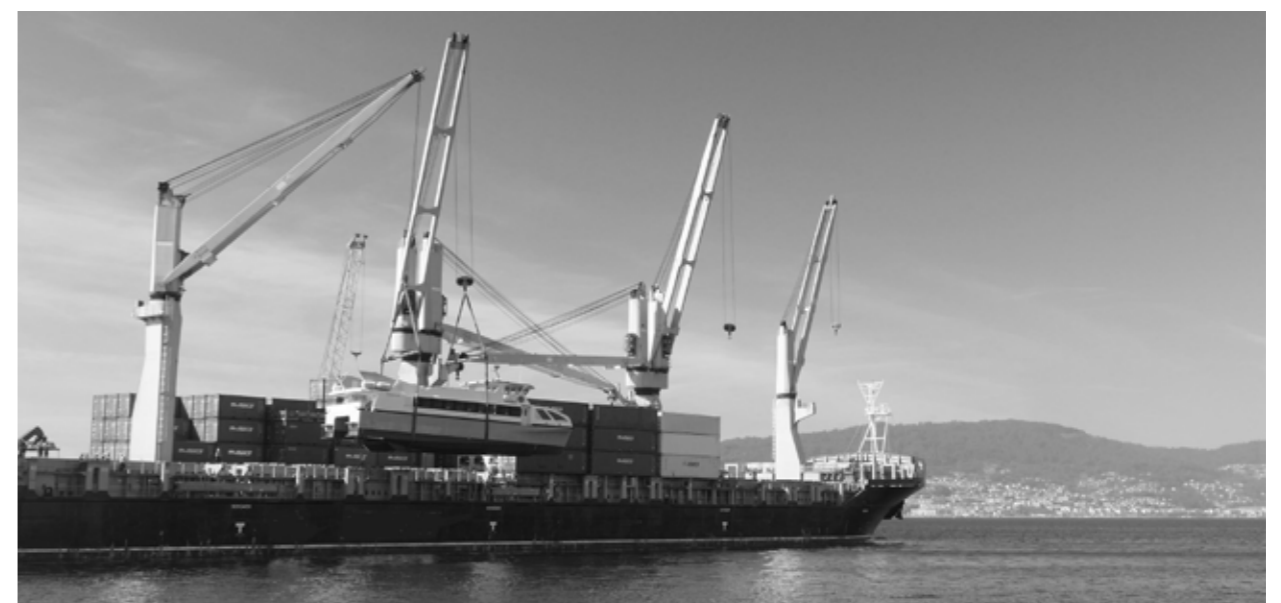
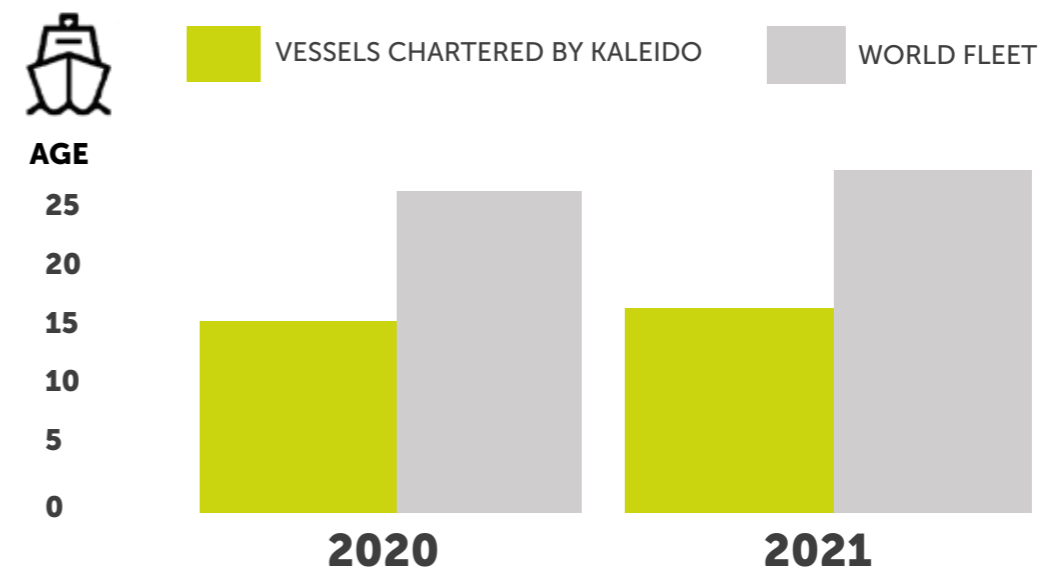
GOAL 5: REDUCE CO2 EMISSIONS

Action: Promote the chartering of the most environmentally friendly vessels

The outcome of this action has been undermined by the drastic change in global shipping rate trends.

Not only did freight rates rise due to the shipping demand extreme upsurge and the lack of supply elasticity, but these circumstances also put every operational vessel in demand, including older vessels that would not otherwise be up and sailing.

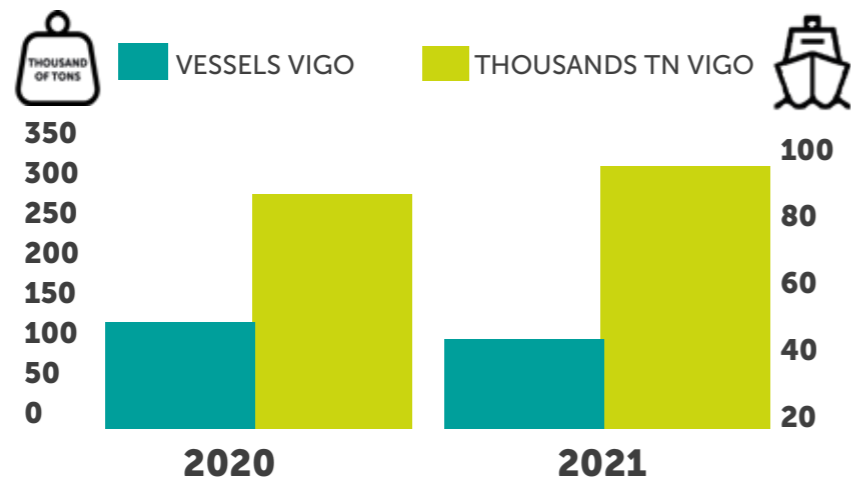
Despite our recent trend of decreasing vessel age in KALEIDO charters – which has improved our emissions performance per km/tonne – the average age has increased in 2021 compared to 2020.



Action: Launch the "Kaleido Vigo Port Terminal" initiative and execute every planned high-efficiency project

The first year of the "Kaleido Vigo Port Terminal" has been positive. In this short period:

- ✓ We have increased freight traffic as compared to previous years.
- ✓ We have reduced operational costs by concentrating activity in a single space.
- ✓ We have reduced emissions via this space concentration, but also via implementation of the first investments related to electrification of port movements to replace combustion energy.



**KALEIDO
VIGO PORT
TERMINAL**

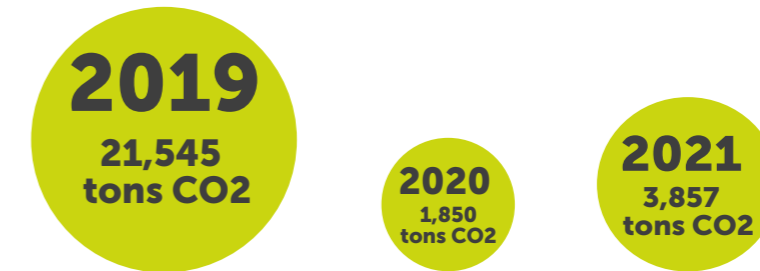
OPTIMIZING RESOURCES

Action: Reduce in-person meetings and operational projects. Cut down on corporate travel

Seizing global mobility restrictions, we have reconfigured equipment and digital capabilities to reduce the number of trips and thus the associated environmental footprint.

This measure, of great significance given the sheer number of complex logistics projects worldwide, is not a one-off action but a structural one, aiming to reduce emissions and improve our project quality indicators.

EMISSIONS IN TONNES ASSOCIATED TO OUR TEAM'S TRAVEL



Action: Increase our participation in global initiatives related to emission reduction in shipping

Kaleido participates in the Atlantic Smart Ports Blue Acceleration Network (AspBAN), a European project focused on boosting innovation and generating start-ups in the blue economy. Our role is to help create a network of Atlantic ports that promote innovation.



The project scope includes development of 30 innovative solutions in pilot phase in 30 Atlantic ports; it has attracted 6 million euros of direct private investment and mobilized a further 4.5 billion euros of potential private investors

One of the goals is a minimum reduction of 100,000 tonnes of CO2 emissions in the operations of the 30 participating ports.



123 STRATEGIC PARTNERS	30 INNOVATION SOLUTIONS	WINNER OF THE 5TH ATLANTIC PROJECT AWARDS CEREMONY
188 APPLICATIONS & 80 STARTUPS CHOSEN FOR ACCELERATION SERVICES PROGRAMME		
6 MILLIONS € DIRECT INVESTMENT IN RESEARCH		
100.000 TONNES LESS CO2 EMITTED IN PORT OPERATIONS	147 CHALLENGES FROM 33 ATLANTIC PORTS COLLECTED IN KALEIDO TECH WORKSHOPS	

KALEIDO MAGNET FOAM	WE HAVE PROTECTED + 400 WIND POWER COMPONENTS	
KALEIDO FREIGHT INTELLIGENCE	WE HAVE TRACKED 11.200 SHIPPING CONTAINERS	
KALEIDO SHIPPING BOARD	WE HAVE MONITORED + 12.000 TRUCK SHIPMENTS	

GOAL 6: DRIVE INNOVATION DYNAMICS

Action: Generate innovation projects directly through the Logistics Tech programme

Kaleido's open innovation strategy is twofold: internal action in Kaleido and external support to other companies. The internal 2021 innovation programme hinges on a proprietary method for identifying challenges and selecting and implementing the most relevant technology in a pilot project to check for viability. If successful, the technology is adopted internally or in customer dynamics.

This work is not only searching for highly innovative projects but also digitalisation projects with a real positive impact in the short term. This shared effort has led to new critical improvements throughout 2021.

Action: Create innovation projects indirectly through corporate innovation programmes

In our view, global growth will be driven by new technologies, innovative business models, and direct innovation in the near future. We want to lead that change and co-create the future, building on our own experience and learned lessons in innovation management. That is why we have spent the last few years driving and leading vertical corporate innovation programmes for our customers in their specific industries. We rely on our global ecosystem, which is constantly growing, and a proven methodology.

We boost industrial innovation by speeding up technology to address the multiple challenges facing each of our customers.

Kaleido's current innovation ecosystem includes four programmes:



These programmes identify business challenges, look for technologies developed globally in any industry, and launch short-term pilot projects to gauge their real-life impact on the organization without delay.

QUOTED BY CORPORATE PARTNERS



"Finsa faces change with an open and innovative spirit. We have our own innovation team, but we also rely on other systems around us, which is why we have decided to join the **Habitat Tech** programme. The chance to access innovative solutions makes us multiply our approaches to complex challenges and helps us create a knowledge ecosystem to move forward at a new speed."

Primitivo Vizoso Rua
Head of Open Innovation
at Finsa



"Our participation as a Port Authority in the Logistics Tech programme has been an essential milestone in consolidating the open innovation model. It has allowed us to prioritise better and characterise our innovation challenges, know in an accessible and quick way the latest trends and technological solutions appearing in the market, and get to see the start-up ecosystem much better. It made us directly contact several international start-ups willing to solve our challenges and business needs, which made us reduce the time-to-market and keep improving the port's competitiveness."

Jesús Medina
Chief Information & Innovation Officer
Port Authority of Algeciras Bay

WHAT'S NEXT FOR 2022?

OUR GOALS

GOAL 4: Achieve further logistic competitiveness in renewable energy projects

Action: Keep promoting high-value initiatives in renewable energies engineering, digitalization and innovation

GOAL 5: Optimizing our centres' work

Action: Development and implementation of new technologies for logistical operation automatization

In 2022, we will keep investing in improvements, digital initiatives and innovation.

Action: Increasing electrification in our centres via renewable energies

We are undertaking several actions to improve the distribution in various centres. In Spain and Portugal, we are deploying a proprietary automatic mapping solution for optimizing factories and warehouses. In Angola, we are investing in civil works for the logistics centres to increase their distribution capabilities.

GOAL 6: Reduce CO2 emissions

Action: Promote digital pollution awareness

We will be launching a specific initiative to analyse and improve digital equipment management and impact. After eighteen years of waste management, we will align our estimations, requirements and measures to this new category.

Action: Increasing electrification in our centres via renewable energies

The end of 2021 saw the first investment in solar panels for self-consumption at the Porriño logistics centre approved. Installation and commissioning are scheduled for 2022.

Operation and technical achievement will be analysed afterwards, with a view to extending this initiative to other locations.

GOAL 7: Drive innovation dynamics

Action: Foster innovation inside and outside Kaleido and innovative project co-creation

We will earmark specific resources for disruptive innovative or out-of-the-box projects, while at the same time ensuring the links with the open innovation initiatives already launched in recent years and in force throughout 2022.

Action: Help transform our customers' businesses through corporate innovation programmes by pooling our technological capabilities with those of suppliers, collaborators and start-ups

In 2022 we will aim our open logistics innovation programme at our customers and suppliers, thus keeping up with the implementation of our customers' corporate innovation projects in several industries. We will be launching a new tool to promote and test new technologies and innovative projects.

Action: Enhance innovation and innovative solutions in the blue economy

Implement innovation projects – at least at the pilot level – from the Logistics, Fisheries and AspBAN platforms.



3.3 WE INVEST CONSCIOUSLY

OUR FUTURE INVESTMENT AIM AT COMPETITIVENESS AND SUSTAINABILITY IN ALL WE DO.

BUT WE ARE ALSO CERTAIN THAT OUR INVESTMENTS WILL NOT STOP AT FREIGHT TRANSPORT AND LOGISTICS, NOR THE CONTINUING DECREASE IN CARBON FOOTPRINT.



WE WILL KEEP PROMOTING SOCIAL AND CULTURAL INVESTMENT CONNECTED TO THE TERRITORIES IN WHICH WE ARE PRESENT.

WHAT DID WE ACHIEVE IN 2021?

GOAL 7: INCREASE ASSET EFFICIENCY AND SUSTAINABILITY

Action: New railway promotion investment in Angola

Today, Kaleido Angola is investing strongly in logistics centres in the country's southern corridor. Of course, our primary goal is to increase internal logistics competitiveness, but we also aim to reach an export-import balance and achieve greener logistics.

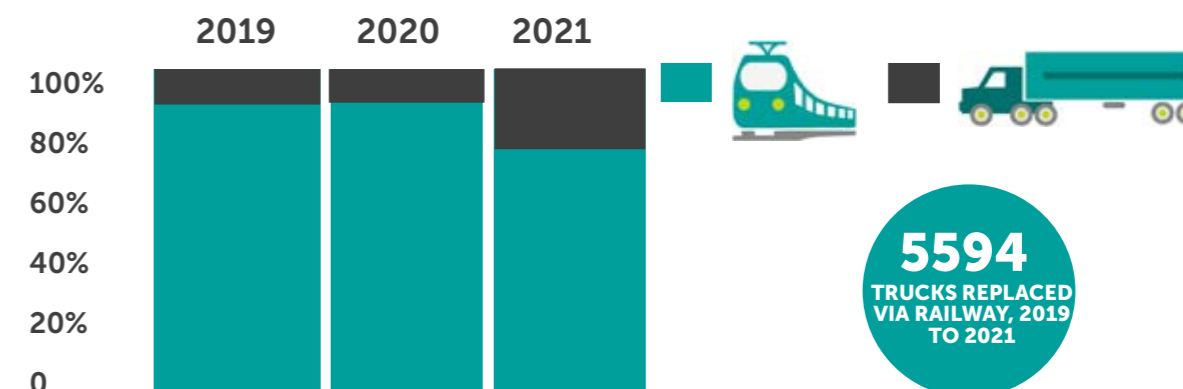
In 2021, the Namibe logistics centre expanded from 10,000 m2 to 30,000 m2 with the acquisition of an additional 20,000 m2. This new area has partly undergone a previous intervention on the floor, offices, changing rooms and workshop.

We have simultaneously begun work on adapting the Lubango logistics centre, which has now reached 60% of the scheduled intervention by the end of the year. Work will end by March 2022 and cover the entire infrastructure of 20,000 m2.

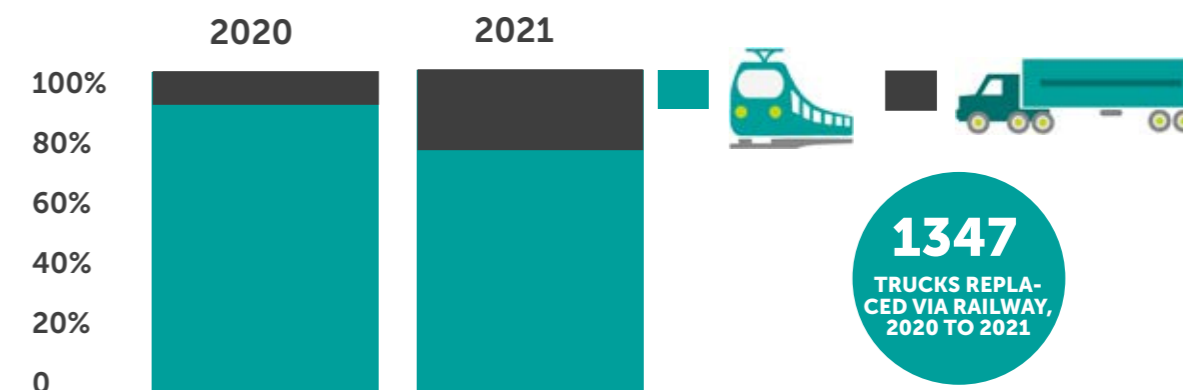
Both logistics centres being connected by railway, our investments aim to transfer most transport to the railways to lighten the heavy road traffic load, particularly in the Serra da Leba area, thus significantly reducing carbon emissions.

Nonetheless, in the last twelve months we have achieved a remarkable regression in rail transport management, not only in Angola but also in Mozambique.

ANGOLA, INLAND TRANSPORT (TONS)



MOZAMBIQUE, INLAND TRANSPORT (TONS)



In both cases, pandemic-related restrictions have taken their toll on the successful road-to-rail shift trend.

Despite all odds, we have recently taken action in both corridors to reignite the railway share.

The last two years have seen a decrease of around 7,000 long-haul trucks, and we expect even better results in 2022-2023.

Action: 100% replacement of electric forklift trucks with lithium-ion batteries by 2023

After replacing electric forklifts with new lithium battery models at the Porriño logistics centre, we will do the same at the Valladares centre in 2022/2023.

Action: 100% replacement of combustion vehicles with electric ones by 2023

As stated in the 2020 Annual Report, this replacement will also happen in 2023. We will keep on the lookout for new technologies and models to be sure to get the best option.

Aside from all these commitment-related investments, we have also acquired several pieces of port equipment for Port of Vigo's facilities, including task electrification through new overhead cranes and other tools. This will allow us to stop using combustion and instead use electrical means to carry iron and steel goods.

The covered storage area within the port area has also been expanded, reducing costs and emissions by avoiding other storage areas further away from the docks.

GOAL 8: INVESTMENT PLAN IN INFRASTRUCTURE SUPPORTING SOCIAL AND CULTURAL PROJECTS

Action: Launch the first investment phase with a minimum of EUR 1.8 million in 2021-2023

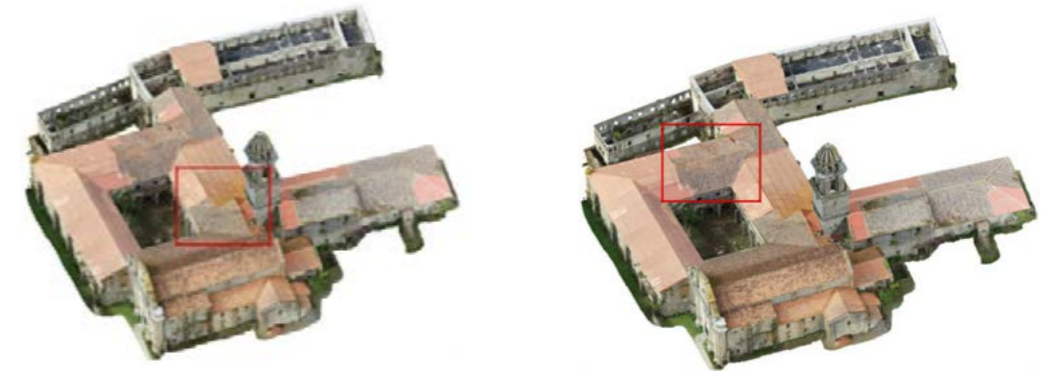
Our most relevant cultural investment in Spain is restoring and rehabilitating the Monastery of Santa María de Oia located in the northwest.

In 2021 was expected that the administrative process would be completed to start the definitive intervention works. Unfortunately, red tape and the need to work with so many public bodies have forced us to delay our goal for a year. Nonetheless, we keep working along with the Administrations with this project in view.

Still, some partial progress can be seen in the improvement of this 12th-century site, such as the Visitors Lobby opening, where we may see what the only Cistercian monastery on the Atlantic Ocean shore will look like.



The east and north Cloister wings roofs have also been worked on in the last 12 months for preventive maintenance while awaiting the final investment.



2021 also brought us recognition. Galicia Official Architects' Association granted us the "Gran de Area" Award for our 2020 work in the 18th century Oia Monastery, which houses the exhibition "Os presos do Mosteiro" (Mosteiro prisoners in the Spanish Civil war).



You can visit the [website](#) and read Mosteiro de Oia Sustainability Report to learn more about the cultural programme if you're interested.

WHAT'S NEXT FOR 2022?



NUESTROS OBJETIVOS

GOAL 8: Increase our assets' efficiency and sustainability

Action: New railway promotion investment in Angola

Start a new phase together with the public rail operator to boost railway transport and service, thus increasing the share of railway transport and the volume of import and export cargoes in the corridor. This stage will include new investments linked to the agreement between the parties.

Action: Replace 100% of the electric forklifts with new lithium-ion battery-powered forklifts by 2023

Implementation of the new lithium battery forklift truck fleet investment in 2022-2023, as planned in 2020.

Action: 100% replacement of fuel with electric vehicles by 2023

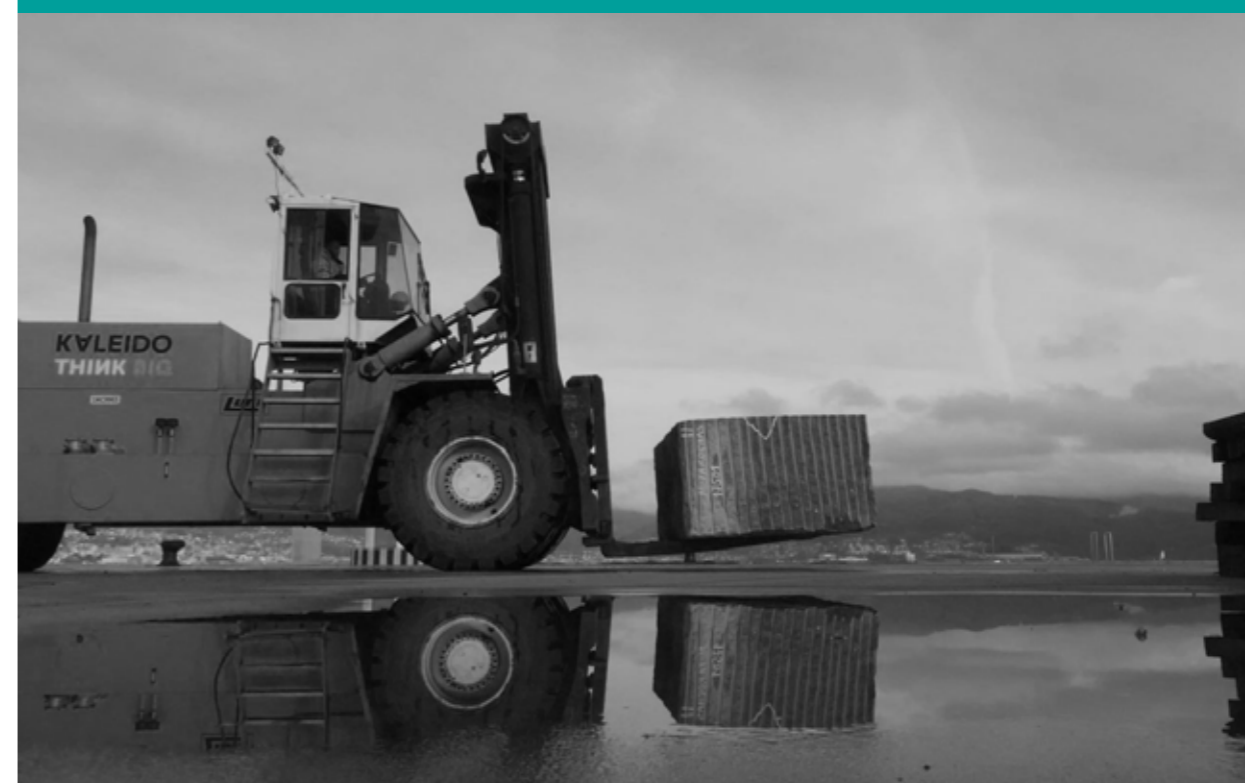
Implementation of investment to replace combustion vehicles with the new fleet of electric vehicles in 2022-2023 as planned in 2020.

GOAL 9: Investment plan in infrastructure supporting social and cultural projects

Action: Launch the first investment phase with a minimum of EUR 1.8 million in 2021-2023

Complete red tape for the restoration and refurbishment of the Monastery of Santa María de Oia to start working in 2022-2023, thereby activating the bulk of the investment.

Support business development of Kaleido Angola for it to keep supporting new social investments in the country, always associated, close and related to our activity and our people. Thus we ensure that this effort has a purpose and is carried out in the most efficient way.



3.4 BUILDING COMMUNITY

IN OUR VIEW, THE GREATEST IMPACT COMES FROM NEAR: MANY PROJECTS SHARING THIS OUTLOOK TOGETHER CREATE AN UNBEATABLE NETWORK.

THAT IS WHY WE STRIVE TO CREATE AN OPEN CLOSE-KNIT COMMUNITY AIMED AT CONTROLLING PROCESSES THROUGHOUT TO ACHIEVE THE GREATEST POSITIVE IMPACT WHILE USING THE SAME RESOURCES. SHARED INITIATIVES OPEN UP OUR PERSPECTIVE, SHOW US REALITY FROM DIFFERENT ANGLES AND, ABOVE ALL, LET US ACHIEVE THE GREATEST IMPACT AND INVOLVEMENT.

WHAT DID WE ACHIEVE IN 2021?

GOAL 9: PROMOTE SOCIAL, SPORTIVE, AND CULTURAL INITIATIVES

Action: Create a foundation that can shape and manage every effort and investment in an efficient manner

The need for maximum results from specific resources has made us professionalize our social management. A year ago, we set ourselves the goal of launching a Foundation.

We know who we are, where we are going, and where we come from. Giving back at least a little of what we have received is this foundation's essence: that is how the Bretal Foundation was born.

A foundation named after the birthplace of Juan Martínez, the company's founder and current president.



The Foundation was conceived to boost Galician culture in all its manifestations through cultural, educational and sporting activities, but also to support people, especially children at risk of exclusion.

Action: Widen the geographic scope of our social initiatives, in line with our values and business activity

Since 1976, we have promoted countless social projects. Most of them have been in Spain, although Kaleido has been on four continents for more than a decade.

That is the reason we want to give back where we operate. So, we have made a great effort to identify and develop community-based initiatives and have our local teams lead them.

This has led to the construction of a school in the town of Namibe in southern Angola in 2021.

Kaleido Angola was established in 2015 and has become one of the leading logistics operators in the south in the last seven years. It currently has offices, logistics centres and a wide range of machinery. The team consists of 30 people, all Angolan nationals.

They have been the driving force behind the local school built by Kaleido on the outskirts of Namibe, where our most significant logistical activity in the country is.



BUILDING PROCESS



SAGRADO CORAÇÃO SCHOOL
MUNICIPALITY OF MOÇÂMEDES
NAMIBE / ANGOLA

A school built by Kaleido in 2021 that will be managed by the Sisters of Charity of the Sacred Heart of Jesus, with extensive educational experience in Angola and many other countries.

This school is scheduled to open in March 2022 and will be the starting point of a series of campaigns to support children directly. Kaleido is responsible for collecting school materials, clothes and other articles until delivery to the local team of the Sisters of the Congregation.



SAGRADO CORAÇÃO SCHOOL

A STORY OF COMMITMENT AND SOLIDARITY



OBJETIVO 10: BOOSTING THE TERRITORY

Action: Increase our participation in local initiatives focused on collective and more far-reaching developments

As always, Kaleido keeps supporting and sponsoring Vigo Rugby Club, a benchmark in the values of respect, inclusion and the culture of effort. Particularly noteworthy has been the progress in youth sport, with teams from U-6 to U-18 and Senior, and a considerable increase in female player numbers in all categories.



Regarding our natural environment preservation, we have carried out two inspections of the Lavandeira River, which flows into the sea after its journey through the south of the province of Pontevedra. Our actions directly respond to an initiative of citizen participation and socio-environmental intervention promoted by Proxecto Ríos.



What do we do?

We collect water samples for analysis and pick up waste and debris along the river. We identify bio-indicators signalling the water and ecosystem quality.





WHAT'S NEXT FOR 2022?

OUR GOALS

GOAL 10: Promote social, sportive, and cultural initiatives

Action: Campaign for the collection of school and health goods

Identify the very real needs of the community of Angola School do Sagrado Corazón de Jesús.

Action: Create a direct communication channel between the children of the Namibe school (Angola) and the global Kaleido community

Promote knowledge between communities and mutual support to create a link.

Action: Campaign to support communities in need

Identification of communities at vulnerability risk to support and meet their needs.

GOAL 11: Boosting the territory

Action: Promote environmental awareness in the community

Implementation of initiatives to raise awareness on environmental issues among our team and the industrial community.

Action: Widen the European impact of the cultural dynamization of the Royal Monastery of Santa María de Oia

Active participation in first level cultural initiatives with European scope relating to the artistic, historical and cultural heritage of the Cistercian Order.

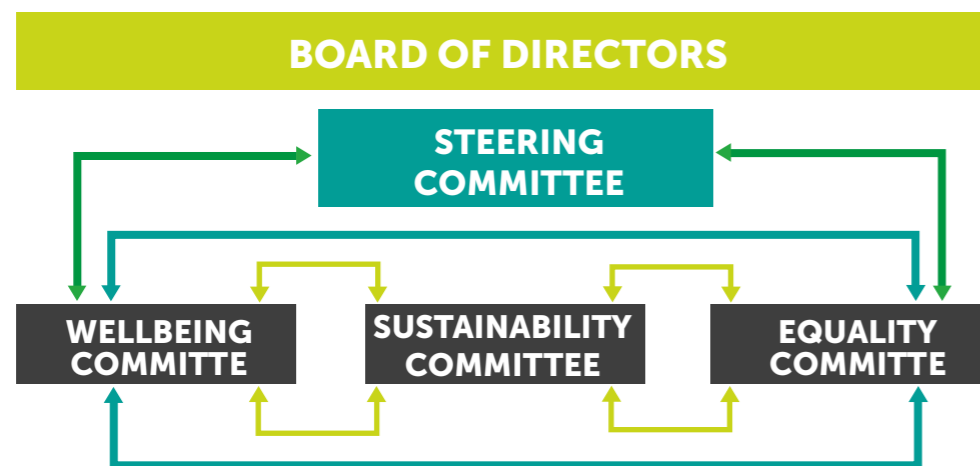


4. SHARED COMMITMENT

The Wellbeing Committee is an initiative we share our daily lives with. Carrying out global impact actions, driven by the entire Kaleido team. 2021 represents a qualitative leap in measures and actions.

This year we renewed part of the Committee, creating a heterogeneous group with several nationalities and cultures. We carried out 11 measures, and we established a newsletter as a communication and dissemination tool for the whole Kaleido.

The Sustainability and Equality Committees are real now. Throughout 2021 we monitored the objectives and strategy for the new year; it falls to these committees to ensure the implementation, development, and completion of all commitments. We also added a new member with specific sustainability-related responsibilities.



“Acting as the team’s spokesperson to the rest of the company is a source of pride and responsibility that I take very seriously. The Wellbeing Committee suggests ideas and improvements. I can feel they are being listened to from the get-go; the best is I get to see how they gradually evolve and become real.”

The sustainability working group knows that it is crucial to raise awareness. We tell colleagues how decisive their actions can be for the future of the planet we are leaving as our legacy. We look for initiatives that protect the environment or contact researchers to get different points of view on the climate crisis. The small gestures of many can indeed change the world”.



Isabel Otero
Member of the Wellbeing Committee
13 years at Kaleido

“Kaleido actively commits to equality in the labour market, not only in measurable factors such as gender ratio and wages but also in culture, communication and working environment.”

Being part of the Equality Committee has allowed me to keep up to date on labour issues and help create an inclusive work and business culture. The Committee studies the company’s situation thoroughly, Sets distinct goals and carries out activities to build a good working environment and a positive, constructive corporate culture. I think that we are on the right path. This right path will allow us to continue to grow personally and professionally.”



Karolina Iwanowicz
Member of the Equality Committee
5 years at Kaleido

WELLBEING COMMITTEE	EQUALITY AND SUSTAINABILITY COMMITTEE
<ul style="list-style-type: none"> . We promote awareness-raising actions among employees . We promote biodiversity and hometown boosting actions . We promote actions that improve the well-being and health of employees . We receive and study our employees’ proposals . We regularly communicate actions to the employees 	<ul style="list-style-type: none"> . We monitor sustainability goals . We test and validate sustainability goals . We promote sustainable joint initiatives . We implement and monitor our equality policy . We ask about the Wellbeing Committee’s proposals for validation.

For us, it is equally important to work based on an Integrated Management System as it is to have a third party certify it and help us improve aspects regarding Quality, Environmental Management, Risk Prevention and Governance.

WE ARE CERTIFIED



ISO 9001: 2015 QUALITY MANAGEMENT SYSTEM

This certification determines the suitability of the overall organisational structure, including responsibilities, procedures, processes, and resources established to deliver quality management. We have been certified since 2001.



ISO 14001: 2015 ENVIRONMENTAL MANAGEMENT SYSTEM

This provides companies with practical tools to manage their environmental responsibilities by underlining their commitment to protect the environment and manage the risks. We have been certified since 2004



ISO 14064

Verification of greenhouse gas emissions "Greenhouse gases. Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals." We have been certified since 2014.



45001:2018 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

International regulation providing global safety and health systems within the work environment, intended to protect people from accidents and work-related illnesses. We have been certified since 2019.



CARBON FOOTPRINT REGISTRY

This voluntary Registry records the efforts of Spanish Companies, Administration and other Organizations in calculating, reducing and compensating the greenhouse emissions generated by their respective activities.



UNE ES ISO 166002: 2014

This certification proves that a company carries out innovation activities orderly and systematically to improve and promote corporate creativity, which sets it apart from every other player. We have been certified since 2009.



EMAS

The Eco-Management and Audit Scheme (EMAS) is a premium management instrument developed by the European Union, recognizing the organizations implementing an SGMA (Environmental Management System) and pledging their commitment to continuous improvement. We have been certified since 2014.



AUTHORISED ECONOMIC OPERATOR

Global certification that verifies compliance with specific measures on safety and good business practices related to the global product supply chain.



TRACE CERTIFIED

TRACE certified for 7 years in a row. International organization providing companies with tools and assistance to fight bribery and other irregular practices

WE COLLABORATE



BIMCO. BALTIC AND INTERNATIONAL MARITIME COUNCIL

BIMCO is the largest international organisation of shipowners, charterers, shipbrokers and agents. Around 60% of the world's merchant fleet is a BIMCO member..



WWPC. WORLDWIDE PROJECT CONSORTIUM

International organisation made up of companies specialised in project and oversized cargo logistics. Kaleido is a founding member and representative of Spain with 20 years in the organisation.



CEAGA. CLUSTER FOUNDATION OF AUTOMOTIVE COMPANIES OF GALICIA

Clúster de Empresas de Automoción de Galicia (CEAGA) is an industrial group, created in 1997, to enable the development of cooperative projects aimed at competitive improvement.



GALICIAN LOGISTICS CLUSTER

An organisation created to promote the Galician logistics function from within, seeking a competitive advantage for the economy of the whole



APD. THE GLOBAL EXECUTIVE COMMUNITY

It is the largest community of executives in Spain, but also in countries such as Colombia, Peru, Ecuador, Portugal, and Morocco. A community that has managed to create a stable and rigorous networking and training environment

5. THIS IS 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.

KVLEIDO
IDEAS & LOGISTICS

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