

**CORPORATE**  
**SOCIAL**  
RESPONSIBILITY







## 01

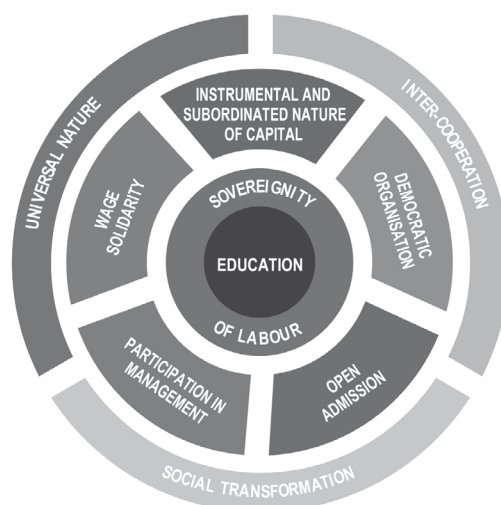
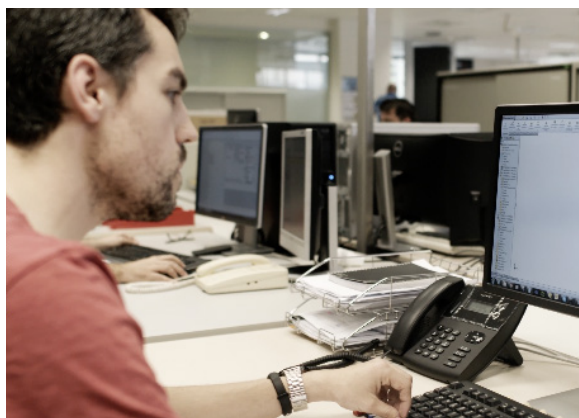
### OUR COMMITMENT, from our cooperative identity

CORPORATE SOCIAL RESPONSIBILITY is part of the very essence of Copreci and Mondragon cooperatives and is integrated into our cooperative principles and values. Therefore, COPRECI orients its activities towards the development of people (betting on their training, participation and transparency in the information), creation of a safe, high quality work environment, creation of preferably cooperative employment, interoperable solidarity, and sustainable development.

Copreci is a Cooperative Company belonging to the **Mondragon GROUP**, a group of cooperative companies committed to values that give rise to a series of **commitments with their workers, partners, customers and society**, based on the **basic cooperative principles** and its **management model**.



MONDRAGON CORPORATE MANAGEMENT MODEL



BASIC CORPORATE PRINCIPLES



## 02

### ABOUT US, our hallmarks

Our hallmarks are:

#### a) Participation in ownership:

The partner workers are owners of the company. CO-PRECI is a partnership work cooperative, and thus, each worker is an essential part of the company, which favours the **attitude of commitment and leadership of the people**.



#### WHO ARE THE OWNERS?



The owners of Copreci are the employees of the entity.

#### HOW IS IT DIRECTED?



##### DEMOCRACY

All key decisions are validated by the partners in the General Meeting, in a democratic way, where each partner has one vote.



##### EQUALITY

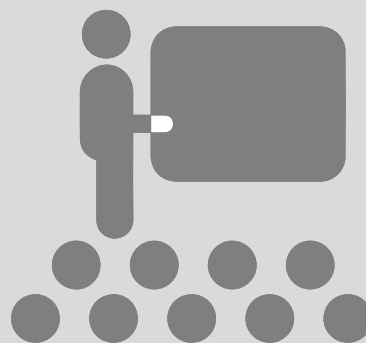
A wage policy that guarantees equal pay between men and women and guarantees a very low wage dispersion.

#### b) Participatory management model

In which all partners guide the company's direction through participation in the decision-making bodies of the cooperative (General Meeting, Governing Council, Social Council and Advisory Boards), as well as through the executive channel (employee meetings, Management Plan, Strategic Plan and its revisions, etc.).

#### c) Transparency in management and good governance

- i. The General Meeting of partners is the main governing body of the cooperative.
- ii. The Meeting appoints the Governing Council, which manages and represents society.



#### WHAT IS THE GENERAL MEETING?

The General Meeting is the corporate body constituted by all the partners, for the deliberation and decision making on key matters of the cooperative (approving accounts and balance sheet, agreeing the surplus distribution, etc.).

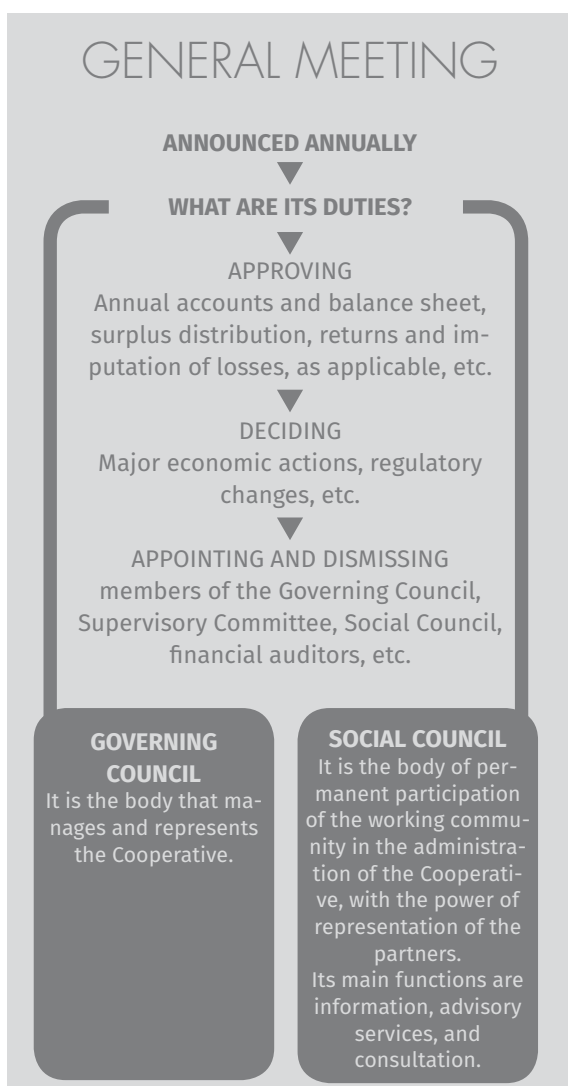
#### WHO CAN ATTEND?

▼  
The partner workers

▼  
Inactive partners (retirees with capital in Copreci)

▼  
Collaborating partners and special collaborating partners





#### d) Reverting to society

Copreci works to build solid and competitive business projects, not for the sole benefit of the partner, but to **transfer the wealth generated to society and to future generations**.

We are convinced that the best way to predict the future is through transformation/innovation in the present.

The eighth cooperative principle addresses the **Social Transformation of the Mondragon Cooperatives**:

“The Cooperative Experience of Mondragon manifests its will in solidary social transformation with that of other peoples, through its performance in the framework of the Basque Country in a process of expansion that collaborates to its economic and social reconstruction, as well as the establishment of a Basque society that is free, fair, and solidary, through:

- 1) The reinvestment of a majority proportion of the Net Surpluses obtained, with the allocation of a significant proportion to the Community Funds, enabling the creation of new jobs in a cooperative regime.
- 2) Support for community development initiatives through the implementation of the Cooperative Education and Promotion Fund.
- 3) A Social Security policy consistent with the cooperative system, based on solidarity and responsibility.
- 4) Cooperation with other economic and social institutions in the Basque country, in particular those promoted by the Basque working class.
- 5) Collaboration in the revitalisation of Basque as a national language and, in general, of the characteristic components of Basque culture.

Copreci currently has a team that works in Social Transformation and has the following **objectives**:

- 1) Carrying out a diagnosis of the current situation of social transformation at Copreci
- 2) Identifying lines of work/proposals of Mondragon, Fagor Group, and Interest Group
- 3) Defining a Social Transformation Plan for the coming years (Strategic Plan and Management Plan) to prioritise lines of work and objectives
- 4) Monitoring, deployment, and implementation

In this sense, Copreci annually makes an economic contribution to Social Transformation projects, allocating part of its profits to COFIP funds.



#### d) Use of the Basque language

With regard to the Basque language, we have been working for more than 40 years to make possible a working world in which Basque has an **increasing presence**.

Copreci has been working on the normalisation of Basque in the working world approximately since 1976, and these have been its main milestones:

- The first steps were taken informally, with the work of a group of volunteers who began organising Basque lessons.
- Then, starting in 1997-98, a Basque plan was started, the Basque Commission (Euskara Batzordea) was created and another series of activities began, such as translation of posters, etc. The activities of Euskara Batzordea, however, are not institutionalised and are carried out outside the work shift.
- Since the year 2000, in turn, Euskara Plana has been established as an entity, with integrated activities in the business structure.
- In 2007, rules were clearly defined as our first language policy.
- In 2011, we achieved our first silver Bikain certificate.
- In 2013, we agreed on the new policy for the standardisation of Basque.

Currently, the plan answers to this mission: **“To ensure that Basque is also a working language through an open, inclusive and motivating action plan”** (“Euskara ere lan hizkuntza bihurtzea ekintza plan ireki, integratzaile eta motibatzaile baten bidez”).

We are working, above all, on these aspects:

1) Work in natural teams, in which each team defines its own purposes with the aim of increasing the use of Basque in its meetings, group activities, and communications in general..

2) **EUSLAN pilot test** by the Basque Government, aiming to reach 90% use of Basque or to ensure that the use of Basque experiences an improvement of 20% by 2017.





### e) Cooperative Culture

With respect to the Cooperative Culture, Copreci has been working since 2011 to build an entrepreneurial culture according to its cooperative identity and oriented towards the achievement and generation of a different customer experience.

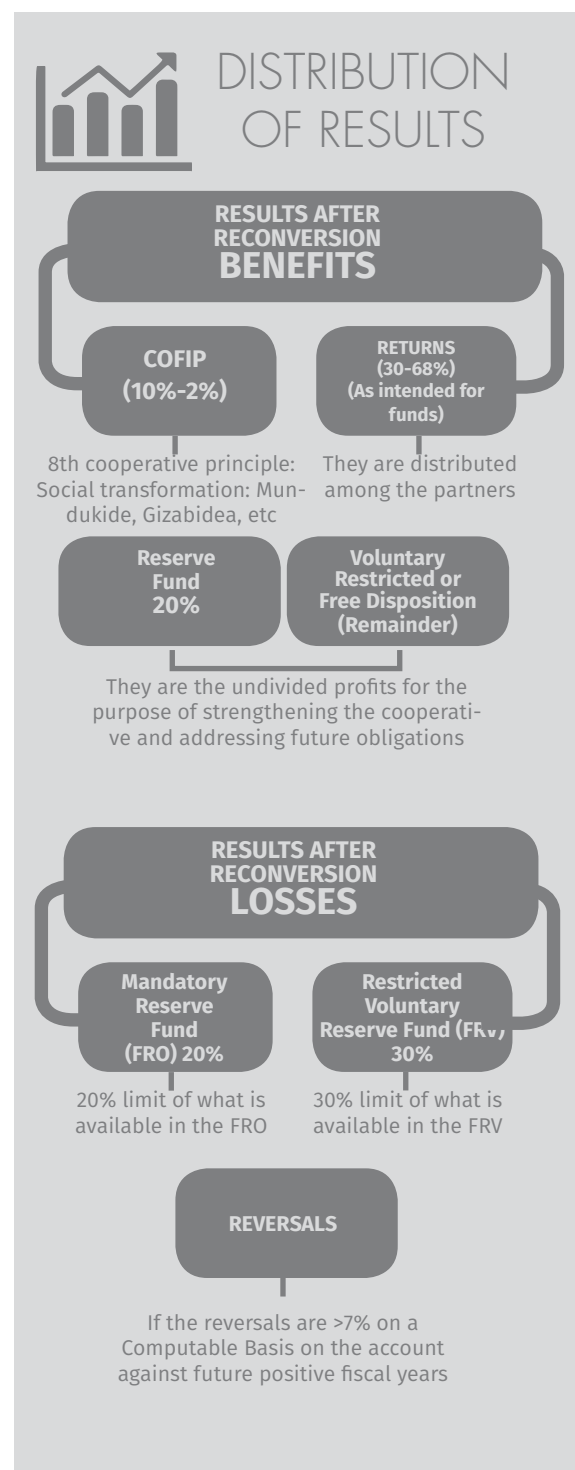
We work so that each of Copreci's partners and workers is aware of how much added value they are generating. We are all part of an engine that ultimately results in the delivery of better customer service.

We are also convinced that, in this orientation, our cooperative identity is an ideal breeding ground for addressing behaviours and attitudes such as the leadership and commitment of the people.

This will help us to maintain our leading position in the design and manufacture of components for appliances and to achieve other social objectives that transcend the business.

### f) Reinvestment of results

We are governed by rules according to which part of our positive results are mandatorily allocated to reserve funds (referred to as "reserve funds" and "voluntary reserve funds") that allow the reinvestment and continuity of the cooperative over time, that is, transcendence (leaving a legacy to others and to those who come after us, as well as inheriting and enjoying the legacy left by others).





### 03

#### **ENVIRONMENT, our commitment to our surroundings**

Copreci S.Coop introduced the Environmental Management System in 1996, achieving the ISO-14001 certification in February 2000. Through this certification, we ensure the control and monitoring of the environmental aspects derived from our activity and reinforce the company's environmental commitment, making it clear in all Policies, Manuals and official documents of the organisation. Recently, Copreci S. Coop obtained the latest certification ISO-14001:2015.

The Environmental Management System implemented at Copreci S.Coop. ensures compliance with the environmental law. Furthermore, each year, we set goals for the reduction of energy consumption, consumption of materials, and waste generation.

These are the most significant improvements implemented in recent years:

**We consider the latest technologies to achieve an improvement in energy efficiency:**

- Elimination of trichlorethylene, perchloroethylene, toluene, etc.
- Renovation of the air conditioning system
- Replacing the current lighting with low-energy lighting
- Renovation of compressors with more efficient compressors
- Renovation of the compressed air system

**We work on specific projects to improve energy consumption and conduct improvement projects in waste management:**

- Project for utilisation of the heat of the compressors and boiler to heat water from cleaning machines.
- Implementation of an automatic collection system for brass shavings.

- Implementation of installations (evaporator) for the reduction of waste water with surfactants.
- Periodic sample monitoring system for the reduction of residual lubricant.

**We analyse the possibilities for improvement in packaging:**

- We enhance the use of returnable packaging with our suppliers.
- We actively participate in projects with customers for the introduction of returnable packaging.
- We prioritise the use of reusable or returnable packaging in shipments to our plants in different countries.
- We analyse possibilities for reduction of packaging in our products (less quantity of materials per product, reusable packaging for customers, etc.)





## 04

### OCCUPATIONAL SAFETY AND HEALTH, prevention of occupational risks

Through its Health and Safety Committee, Copreci S.Coop has assumed the firm commitment to promote the Health and Safety of all workers through the application of measures and development of activities necessary for the prevention of work-related risks. The regular audits to which the entity is subject help it to monitor continuously and improve its operations in this matter. Since 2004, we have had the OHSAS 18001 certificate of Occupational Hazard Prevention.

- Complying with applicable legislation, rules and/or regulations.
- Preventing damage and deterioration of health and ensuring compliance, continuous improvement and effectiveness of the Management System, as well as establishing objectives and indicators and conducting internal and external audits.
- Achieving a high level of safety and health at all levels of the organisation while adapting the work to the person involved in its conception, in the choice of equipment and methods of production.
- Ensuring participation, training and information for all workers by providing the necessary resources and enabling them to be aware of their obligations in the fields of Occupational Hazard Prevention.

Copreci S.Coop has adopted the preventive mode with an Internal Prevention Service, having personnel with exclusive dedication in the Organisation in the four specialties (Safety, Hygiene, Ergonomics and Psychosociology, and Occupational Medicine).

With the work carried out in the field of Health and Safety in recent years through different tools for active control (Safety Audits and 5S, Safety Inspections of Prevention Delegates, Preventive Safety Observations, Incident and Risk Assessment, etc.), we have enabled the accident rates to be below those recorded in the environment.

In the **field of training and information in Occupational Safety and Health**, we have carried out activities annually in the fields of Fire Prevention, First Aid and use of AED, lifting loads, handling trucks, work at height, electrical training, basic training in ORP, Active Ergonomics workshops, awareness talks, etc. As well as specific training for the Prevention Service team of Copreci, S.Coop.

## 05

### CONTACT

If you belong to any of our interest groups and wish to make a claim, we guarantee that we will treat it with absolute confidentiality.

To do this, please contact us at this email:  
**[socialresponsibility@copreci.es](mailto:socialresponsibility@copreci.es)**.





**COPRECI**

*the heart*  
of your appliance

**COPRECI S.COOP.**

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