



Corporate Social Responsibility Policy

ZEMPER





ELECTROZEMPER, S.A., defines its social responsibility as "a voluntary and strategic commitment that involves pursuing the achievement of business objectives, strictly complying with contractual and legal obligations, applying criteria of equity and stability in relations with its interest groups (customers, suppliers, and stakeholders), thus contributing to the satisfaction of the present and future needs of society"

In order to properly develop this commitment, ELECTROZEMPER, S.A. establishes the following general and specific principles of action:

1. Compliance with current national and international laws and regulations in all countries where the organization operates, adopting complementary standards and guidelines such as those established by the conventions of the International Labour Organization (ILO) where adequate or sufficient legal development does not exist.
2. Maintenance of corporate governance practices based on ethics, business transparency, and diversity ; respecting the rules of the free market and free competition, and rejecting any illegal or fraudulent practice contrary to the rules of good governance and the guidelines of the Code of Ethics and Conduct established in the organization to obtain business advantages.
3. The organization has internal mechanisms for prevention, surveillance, reporting, and sanctioning of any practice described in the previous paragraph that occurs within the company environment.
4. Communication and dialogue with all interest groups, based on transparency, truthfulness, and commitment as fundamental axes to build stable relationships that generate trust.
5. Commitment to transparency and accountability as a way to transmit and generate trust and credibility for our interest groups.
6. Commitment to and respect for human rights. In the field of human rights, the organization commits to:

A Avoiding discriminatory practices or those that undermine the dignity of persons, ensuring a dignified, safe, and healthy work environment.

Adopting standards and procedures regarding occupational health and the prevention of occupational risks.

Avoiding any type of discriminatory attitude, intimidation, or violence in any of its manifestations based on sex, ethnic origin, creed, religion, age, disability, political affinity, sexual orientation, nationality, citizenship, marital status, or socioeconomic status.

Rejecting child labor and forced or compulsory labor.

Respecting the freedom of trade unions, association, and collective bargaining of its employees, and respecting the role and responsibilities of worker representation in accordance with current legality.

Offering dignified employment. ELECTROZEMPER, S.A. remunerates its employees in a dignified manner, adjusted to their skills, responsibilities, and functions.

Such remuneration will be aligned with applicable legislation and market conditions where it operates, allowing for the satisfaction of their basic needs and those of their families.

Guaranteeing the right of its employees to a working schedule that respects the right to rest and facilitating flexible working practices, recognizing the need for employees to balance their work life with other interests and responsibilities.

Guaranteeing the right of individuals to the privacy of their personal data..

7. Fiscal Responsibility. ELECTROZEMPER, S.A. is aware that the payment of taxes has a direct impact on the economic and social development of the countries in which it operates, fulfills its tax obligations according to the existing tax legislations in said countries, and settles the corresponding taxes based on the profits generated in each territory.
8. Conservation and promotion of the environment. ELECTROZEMPER, S.A. develops its activity under the firm commitment to contribute to sustainability from an environmental perspective. This is materialized through the integration of the environment into the business, the promotion of environmental responsibility, preservation of biodiversity, prevention of pollution, efficient management of resources, and adaptation and mitigation of climate change, in accordance with the established environmental management policy approved by the organization.
9. Territorial Anchoring. ELECTROZEMPER, S.A. actively participates in the development of the territory in which it is established (Castilla-La Mancha), collaborating with Government Institutions and Organizations through the following axes:

COLLABORATION WITH LOCAL GOVERNMENTS AND AGENCIES REGARDING BUSINESS DEVELOPMENT AND EMPLOYMENT.

1. ELECTROZEMPER, S.A., participates in the definition of the Regional Strategy for Economic Development of Castilla-La Mancha, alongside the most important companies in the Region (Airbus, Tecnobit, Elecnor, etc.), being a permanent member of the Innovation and Technology Council of the Ministry of Economy, Business, and Employment.
2. ELECTROZEMPER SA, is part of the Advisory Council of the University of Castilla-La Mancha, the body responsible for preparing proposals and performing evaluation and monitoring of the correct University-Company relationship.
3. ELECTROZEMPER, SA, actively collaborates with the City Council of Ciudad Real for the same purposes mentioned in the previous section.
4. ELECTROZEMPER, S.A.. is part of the Advisory Council of IPEX (Foreign Promotion Institute of Castilla-La Mancha) regarding the promotion of the internationalization of the regional economy.
5. ELECTROZEMPER, SA, permanently carries out internship programs within the company with the University and Vocational Training Institutes.

CONTRIBUTION TO THE INCREASE OF THE INDUSTRIAL GDP OF THE REGION, THE RETENTION OF UNIVERSITY TALENT, AND THE DEVELOPMENT OF R+D+I.

Castilla-La Mancha is a region with a significant weight in the primary sector; therefore, the business activity developed by ELECTROZEMPER, S.A. contributes significantly to the necessary increase in industrial activity and employment.

This, in turn, facilitates the retention of university talent and the generation of opportunities regarding research and innovation..

INVOLVEMENT REGARDING THE LABOR INSERTION OF GROUPS AT RISK OF EXCLUSION.

For decades, ELECTROZEMPER, S.A. has supported the Special Employment Center for People with Physical Disabilities of COCEMFE ORETANIA in Daimiel (Ciudad Real), where 40 people work with permanent contracts.

Likewise, and with a similar period of seniority, it maintains an agreement with PENITENTIARY INSTITUTIONS, an entity attached to the Ministry of Justice of the Government of Spain. Through this, it collaborates in the qualification program for the labor insertion of inmates in the third-degree phase, to facilitate their insertion into the labor market upon completion of their sentence..

CONTRIBUTION TO THE INTERNATIONALIZATION OF THE REGIONAL ECONOMY

The production of ELECTROZEMPER, S.A. is exported to more than 20 countries, contributing to the necessary internationalization of the regional economy..

*Fdo.: Jesús María Espinosa
General Management
Ciudad Real, 5 de junio de 2018*





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