

H.E. António Guterres
Secretary General United Nations
New York, NY 10017 USA

Statement of renewed commitment to the Global Compact initiative and the Ten Principles of the United Nations.

VII Progress Report of the Global Compact

S2 GRUPO DE INNOVACIÓN EN PROCESOS ORGANIZATIVOS, S.L.U., reaffirms in the seventh year its support for the Ten Principles of the United Nations Global Compact on Human Rights, Labor Standards, the Environment and the Fight against Corruption. And leaves proof of its social responsibility.

S2 Grupo joined the **United Nations Global Compact** in 2013, celebrating with this report its seventh anniversary of active participation in the fulfillment of its objectives. In all the initiatives that are raised in the company, respect for the rights that compose this commitment is guaranteed and that, since joining, has generated certain benefits: attract, motivate, retain workers, increase the effectiveness of commercial operations, establish networks with other organizations, therefore, integrating the company in social, environmental and governance issues.

In recent years the company has been acquiring social, environmental, labor and good governance responsibilities, managing to increase confidence in it and improving its reputation and brand image, complying, at all times with the **Ten Principles of the United Nations Global Compact**, and involving:

- *Obtaining the Seal of Distinction “**Equality in the Company**” from the Ministry of the Presidency, Relations with the Courts and Equality, from 2013 to 2019.*
- *Implementation of the **IV Plan for Equal Opportunities** between men and women of S2 GRUPO, 2018-2020.*
- *Signing of the **Agreement** with the Ministry of the Presidency, Relations with the Courts and Equality **for the incorporation of women into Management Positions and Committees. “More women, better companies”***
- *Signing of the **Protocol with the Ministry** of the Presidency, Relations with the Courts and Equality **to promote awareness of gender-based violence and the job placement of victims. “Companies for a society free of gender-based violence”***
- *Adherence to the **Luxembourg Declaration** for the promotion of the health of workers in the Company.*
- *Adherence to the **Declaration of the Heads of Corporate Technology of Europe, TECH**, to overcome the gender gap in companies and equal opportunities for their human capital.*
- *Adherence in 2019 to the United Nations Principles for the Empowerment of Women. **UN Women***

■ *Implementing actions and plans that contribute to meeting the **United Nations Sustainable Development Goals (SDG)***

Regarding the human team, it should be said that, in the last year, we have incorporated new **actions to attract and retain talent**, highlighting the increase in the number of entities with which we have signed **agreements** in order to continue with the **internship and scholarship program with young people**. We participate in initiatives to attract female talent to the technological field and we started **Editions 5.0 and 6.0 of our own Cybersecurity School, ENIGMA**, hiring **100% of the students** from the previous edition and incorporating the professional figure of **Mentoring** among our staff. In addition, we continue to develop individualized career plans, highlighting the **HiPO program** with high potential and we maintain our *Virtual Play Space*. Likewise, we continue to favor our training policy with more than **fourteen thousand, five hundred hours of training** in this last year.

In addition, also in this period, our **PROTEGITS Awareness Sessions Program** for the prevention of cyberbullying and training in Internet browsing for minors, and for other groups such as families, women victims of gender violence and people with reduced mobility, **reinforce the Corporate Social Responsibility of the Company with a Human Rights approach**.

We have held the Second Edition of **Open Innovation Labs**, an innovative initiative in which our team has the opportunity to get involved in prospecting for new markets by implementing R&D+i projects in the company.

We have **generated spaces for the exchange of learning**, resuming the **Strategic Reflection Day** to design the future of the company in conjunction with the staff and the **Annual Convention** that gathers the entire team sharing those news of the current year.

In this letter we also highlight, as in previous years, the **Economic Incentive Bonus and Diploma from UMIVALE for the continued low level of Occupational Accidents**, which support S2 Grupo in its efforts to maintain and continue to implement its agreements in the future with respect to labor standards.

Regarding the environmental aspect, during 2019, S2 Grupo successfully passed the **follow-up audits carried out by AENOR**.

Based on our commitment to the Environment, we have developed some good practices such as our First Corporate Environmental Volunteer Day to collaborate in the recovery of natural areas and improvement of the environmental footprint, and the Day to irrigate the more than 300 trees that were planted in the environmental corporate volunteering.

S2 Grupo also makes an effort to continue integrating the **Sustainable Development Goals (SDGs)** into its daily work to continue causing positive impacts throughout its value chain. In the period covered by this VII Progress Report, we have channeled support actions aligning the business strategy and good governance with the SDGs.

In 2019, and in line with this commitment, S2 Grupo designs a **new CR strategy**, called **Evoluciona2**. This strategy aims to unite around the S2 Grupo brand another way of doing business as a distinctive and qualitative feature, while advancing as a team to contribute to the creation of a better and safer world.



Evoluciona2 is the contribution of S2 Grupo, within its possibilities, to travel the path marked out towards the collective goal, based on the following **7 Axes** that define our CR strategy, to contribute to the achievement of the SDGs at a global level: **1. People, 2. Women, 3. Our families, 4. Our future, 5. Quality of Life, 6. Society and 7. The Planet**

Ultimately, and through this communication, we express our intention to continue supporting and developing these principles within our sphere of influence. We are committed to continuing to make the Global Compact part of our company's strategy, culture and daily actions, as well as to get involved in cooperative projects that contribute to the broader objectives of the United Nations, in particular the Sustainable Development Goals.

The attached report details the initiatives carried out in our company in the period covered by this report. S2 Grupo will clearly communicate this commitment to our stakeholders and the general public.

The path to achieving these commitments is rewarding. I recognize the talent and dedication of the professionals of S2 Grupo. My gratitude to our clients for their loyalty and to the Advisory Council and other participants in our value chain for being part of the corporate governance that makes **S2 Grupo a responsible company, a leader in the national cybersecurity market.**

In Valencia, 10 September 2020

Miguel Ángel Juan Bello.
Managing Partner

VII Annual Progress Report United Nations Global Compact

Period 2-14-2019 to 2-13-2020



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A. Profile of S2 GRUPO

A.1 Name of the organization

S2 GRUPO DE INNOVACIÓN EN PROCESOS ORGANIZATIVOS, S.L.U.

A.2 Ownership and legal form

S2 Grupo de Innovación en Procesos Organizativos, Sociedad Limitada Unipersonal, propiedad de Inversores del Mediterráneo, S.L.

Senior management, managing partners:

José Miguel Rosell Tejada

Miguel Ángel Juan Bello

A.3 Location of headquarters

In September 2019, S2 Grupo inaugurated the **new corporate headquarters** in C/ Joan Reglá 6 (Valencia), which has 1,200 m² and capacity for 150 people, whose function is to centralize the Corporate Management, the R&D+i Development Center and a new industrial cybersecurity laboratory.

In this way, its facilities at C/ Ramiro de Maeztu (Valencia) have been converted into one of the most secure, advanced and complete Cybersecurity Operations Centers (CERT, cybersecurity incident response center) in the world, with a capacity 2,500 m².

Registered office: Calle Ramiro de Maeztu, 7, bajo. 46022-**Valencia** (España)

Web address: www.s2grupo.es

A.4 Activities, brands, products, accreditations and services

S2 Grupo is a Spanish company, **leader** in the national market of cyber security and cyber intelligence, and a benchmark in Europe and Latin America. It has an international presence, as well as projects in numerous countries, and makes a significant investment effort in R&D+i that allows it to develop its own specialized products and services.

The company, with more than twenty (20) years of experience, has developed large-scale projects with both public and private entities, reaching all sectors of the economy, including IBEX35 companies and critical infrastructures (public administrations, organizations banking, energy, health, transportation, industry, etc.)

In addition, S2 Grupo has evolved in its services by creating branches of specialization, such as in the industrial and health areas. So much so that, with regard to the specific protection of **industrial**

environments, *S2 Grupo* is a national reference with the publication of the annual reports on “**Protection of Critical Infrastructures**”, among others, aimed at disseminating issues related to industrial cybersecurity¹.

The pillars of *S2 Grupo* are a **fully qualified technical team** (+85% have higher degrees) and specialized in Information Security, a **management model** based on processes, on the best market practices and on *S2 Grupo*'s company culture, and a **technological platform** developed and specifically designed by *S2 Grupo* for the management of this type of service center.

With **more than 355 employees**, *S2 Grupo* is a Spanish company committed to creating stable and quality employment, where more than 95% of the workforce is part of the indefinite hiring.

The work teams are made up of the company's **own personnel**, a technical body with training in computer engineering, telecommunications engineering and industrial engineering among others, with high qualifications accredited by the most relevant professional certifications (CISA, CISSP, CISM, among others), qualified to work in environments that process classified information and with experience in the different areas of Information Security: from analysts, pentesters (ethical hackers) and specialists in monitoring and control systems, to specialists in industrial cybersecurity and protection of critical infrastructure, organizational security consultants, business continuity consultants, and incident management specialists.

The *S2 Grupo* Security Department is registered with the Central Private Security Unit (**General Directorate of the Police and the Civil Guard, Ministry of the Interior**) with number 644 and adhered to the COOPERA program of SEPROSE (Civil Guard).

In addition, *S2 Grupo* is one of the **17** companies that make up the **National Cybersecurity Advisory Council (CNSS)**, which brings together the leaders of the cybersecurity sector in Spain and focuses its activity on initiatives that help:

- The protection of the identity of consumers.
- The protection of critical infrastructures.
- The creation of national laws against cybercrime.
- The protection of corporate information.
- The evolution of the governmental structure from the focus of the physical sphere to that of cyberspace.
- The enhancement and support, from the Council's point of view, of economic prosperity and national security.

From the point of view of *S2 Grupo*, security is one of the key aspects in the development of the Digital Society of the 21st century, in all areas of activity, both professionally and personally.

The continuous need to improve the productivity of organizations and the essential change in the production model implies a clear commitment to increase the use of ICT in professional fields. This increase in the use of technology is accompanied per se by an expansion of security-related activities. In parallel, in personal or private areas, we are witnessing an exponential growth in the use of ICT. The use of social networks by broad sectors of the population, the growing use of email platforms, the very relationship of citizens with the administration driven by the development

of Law 11/2007 on electronic administration and a long etcetera, only increase the importance of **security and therefore of managed security services in ALL facets of life.**

In this sense, S2 Grupo maintains a global vision of security and works to provide security services in all business processes and in all areas of life; providing projects, services and products aimed at responding to the growing needs of the Digital Society of the 21st century, in which, in addition to **ensuring information security**, we need to monitor digital reputation, validate that supply chain processes are secure, guarantee secure access to electronic administration platforms or prevent someone from taking control of critical infrastructures or accessing medical records, among others.

S2 Grupo also has a very active presence in the cybersecurity sector through renowned blogs ([HijosDigitales](https://www.hijosdigitales.es)¹ y [SecurityArtWork](https://www.securityartwork.es)²) and participation in the most prominent associations (CCI, AEI, ISACA, CNCCS, ESEC, AMETIC, ECSO) and forums, such as the STIC Conference or the CCN ENS Meeting or the international organizations of Incident Response Teams TF-CSIRT and FIRST.

Thanks to the **growing investment in R&D+I** that S2 Grupo makes, new solutions and innovative tools are being developed. Thus, the company has launched various products with 100% own and national technology, collaborating with other specialized organizations.



1. Product Brands of S2 Grupo

During the period covered by this report, and thanks to the company's growing investment in R&D+i, S2 Grupo has developed various innovative solutions. Among them, CLAUDIA - an endpoint solution integrated with another of our tools, Carmen, which provides a more complete vision of what happens within a network, its main objective being the detection of complex malware and lateral movement related to APT. This one was also developed together with the National Cryptologic Center.

On the other hand, **Soffie** is developed, focused on the field of domestic cybersecurity. This solution is an **Artificial Intelligence** platform that, by controlling all the smart devices in a house such as speakers, tablets, loudspeakers or sensors, guarantees the safety of families in this digital society, while promoting care of its inhabitants.

¹ <https://www.hijosdigitales.es>

² <https://www.securityartwork.es>

In addition, **Cryptonics Consulting is launched** in 2019. It is a spin-off company specialized in blockchain and cybersecurity. Specifically, it offers consulting services and developments with blockchain technology and cryptography from a cybersecurity perspective.

Furthermore, the company participates in numerous European projects in collaboration with other institutions and entities, such as **Red Eléctrica Cibersegura (CIEN)** together with the Ministry of Science, Innovation and Universities and the Center for Industrial Development, **SAURON**, which is a project financed by the European Union under the Horizon 2020 program, like **CYBERSANE**.

S2 Grupo's **management model** is certified in international quality standards (ISO 9000), security (ISO 27001, ENS category HIGH), environmental management (ISO 14001), R&D+i management (UNE 166002) and IT service management (ISO 20000-1 equivalent to ITIL v3), whose compliance is in turn supervised by the **Service Management Office**. The suitability and maturity of the S2 Grupo Service Center is marked both by the years in which it has been providing services for large and small companies, as well as for public and private organizations, as well as the projects on which it is currently working, among which the security management of the Generalitat Valenciana, through the CSIRT-CV, the computer emergency response team that assumes this category of services, stands out.



2. Quality certifications

The company also has **special confidentiality accreditations**:

- *National Cybersecurity Advisory Council (CNSS)*
- *Gaming software and security certification body for gambling operators, by the Gambling Regulation DG of the Ministry of Finance and Public Administration.*
- *Entity authorized for Business Security and personal security clearances by the Ministry of Defense.*
- **FIRST.** *Improving Security Together.*
- **TF-CSIRT.** *Trusted Introducer*

S2 Grupo is **classified and accredited by**:

- **Innovative SME** by the Ministry of Science, Innovation and Universities.
- **Contractor company of the Spanish Public Administration** within Group V (Information Technology and Communications Services) and in subgroups 2 (Software

development and maintenance) and 5 (Operation and control of computer systems) in category D (average annuity equal to or greater than 600,000 euros)

- **Accredited as a United Nations** provider for the provision of support and operational services, as well as for other services that require special confidentiality accreditations.

S2 Grupo has its own SOC, **S2 Grupo CERT**. This operations center, which has been operating since 2006, offers 24x7 service and has at its disposal +200 professionals, who are organized through mixed models, located between the center itself and the client's premises. On the other hand, S2 Grupo CERT is geographically located between Valencia and Madrid, in Spain, and in Bogotá, Colombia.

In addition, it is not only accredited and licensed by Carnegie Mellon University to use the *CERT*³ brand, but it is also **internationally recognized** as a Computer Security Incident Response Team (CSIRT) member of the international organizations **FIRST**⁴ and **TF-CSIRT Trusted Introducer**⁵.



3. Brand of S2 Grupo CERT

A.5 Location of operations

Currently, S2 Grupo's main facilities are located in Valencia, where its headquarters are located, and in Madrid. In addition, within the national territory it has delegations in Barcelona, Seville and Irún.

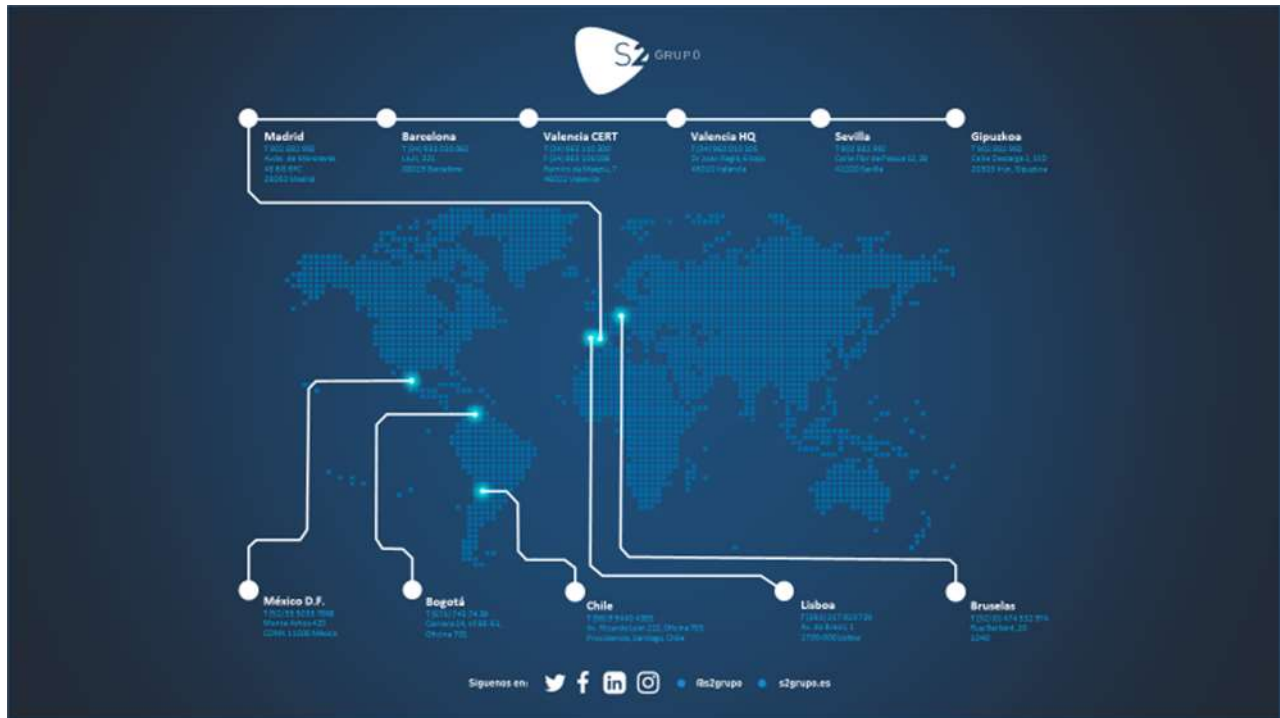
Outside Spain, the company has branches in Brussels, Bogotá, Mexico City, Santiago de Chile and Lisbon, and has a prominent permanent work team at the United Nations Logistics Base (UNLB), with a delegation in Barcelona.

On the other hand, the company also has teams based in Switzerland and in Brindisi (Italy). In the Map of Image 4 we see the location of the S2 Grupo headquarters.

³ *CERT* is a registered trademark of Carnegie Mellon University in the United States and a license is required to use it. *CERT* should therefore not be used as an acronym, and instead it is recommended that CSIRT (Computer Security Incident Response Team) be used to name incident response teams.

⁴ https://www.first.org/members/teams/s2_grupo_cert

⁵ www.trusted-introducer.org












4. Map of S2 Grupo headquarters and projects

A.6 Markets served

Since S2 Grupo is made up of **professionals with multidisciplinary and complementary training**, it is possible to approach security from particular perspectives; based on various **university degrees** in Computer Engineering, Industrial Engineering, Architecture, Telecommunications Engineering, Law, etc. All employees have **accreditations and certifications** in fields related to the analysis of organizational and industrial processes, as well as in different areas of Information and Communication Technologies, as well as cybersecurity. All of this provides S2 Grupo with a truly **holistic view of security** and the direct implications it has on its clients' activities. It is reflected in a summarized way in image 5:

	<p>STATE GENERAL ADMINISTRATION</p>	<ul style="list-style-type: none"> • CNI • Ministerio de Presidencia • Seguridad Social 	<ul style="list-style-type: none"> • Ministerio de Justicia • Ministerio de Defensa, MCCD • MAEC 	<ul style="list-style-type: none"> • Ministerio de AAPP • Casa Real • Ministerio de Economía
	<p>PUBLIC ORGANIZATIONS</p>	<ul style="list-style-type: none"> • INCIBE • SEPI • RTVE • CSIRT-CV • Gobierno Canarias • CVMC 	<ul style="list-style-type: none"> • Renfe • Correos • Ayuntamiento Valencia • INE • Sandetel • FNMT 	<ul style="list-style-type: none"> • ACCV • QQI (Ireland) • Senado (México) • CREG (Colombia) • Innovation

	BANKING	<ul style="list-style-type: none"> • IGME • BBVA • Santander • CaixaBank • KBC • AFDB • Banco de España 	<ul style="list-style-type: none"> • Bankia • KutxaBank • Caja de Ingenieros • Bankinter • Abanca • Banca March 	Norway <ul style="list-style-type: none"> • Cajamar/BCC • Cetelem • Banco Espirito Santo • ING • Solvia • Banc Sabadell
	ENERGY SUPPLIES AND	<ul style="list-style-type: none"> • Endesa • Iberdrola • EDP • Red Eléctrica • Aguas de Valencia 	<ul style="list-style-type: none"> • Gas Natural • Repsol • CSN • CLH • EMASESA 	<ul style="list-style-type: none"> • Isagen • XM • CELSIA • Engie • Tecnatom
	INSURANCE	<ul style="list-style-type: none"> • Santalucía SC • MAPFRE • Línea Directa 	<ul style="list-style-type: none"> • ASEVAL • UMIVALE • DKV • Victoria Seguros 	<ul style="list-style-type: none"> • Asepeyo • Mutua Universal
	HEALTH	<ul style="list-style-type: none"> • IVI • Hospital Intermutual de Levante • IBSALUT • Almirall 	<ul style="list-style-type: none"> • IVO • Hospital de Denia • Servicio Canario Salud 	<ul style="list-style-type: none"> • Grupo Nisa • Hospital de La Ribera • Grupo Ribera Salud • Centene
	DISTRIBUTION AND FEEDING	<ul style="list-style-type: none"> • Mercadona • Consum • Anecoop 	<ul style="list-style-type: none"> • LIDL • DIA • Team Foods 	<ul style="list-style-type: none"> • Martínez Loriente • Anecoop • Campofrío
	TRANSPORT	<ul style="list-style-type: none"> • Renfe • AENA • Noatum • Logista • AESA 	<ul style="list-style-type: none"> • MSC • Vossloh • MRW • FGC • ENAIRE 	<ul style="list-style-type: none"> • APV • Air Nostrum • Bergé y Cia • Northgate
	INDUSTRY	<ul style="list-style-type: none"> • Royo Group • Ferrovial • Abengoa • Navantia • Daimler Group 	<ul style="list-style-type: none"> • Ineco • Hunosa • Sener • Alestis • Continental Gold 	<ul style="list-style-type: none"> • Técnicas Reunidas • Airbus Helicop. EADS • Aertec
	INTERNATIONAL ORGANIZATIONS	<ul style="list-style-type: none"> • ONU • UNESCO • OAMI • PAHO 	<ul style="list-style-type: none"> • OSCE • IFAD • SatCEN • UNWOMEN 	<ul style="list-style-type: none"> • CTBTO • FAO • UNJSPF • EU-NavalForce
	TECHNOLOGIES	<ul style="list-style-type: none"> • IECISA • Infoport 	<ul style="list-style-type: none"> • Everis • INDRA 	<ul style="list-style-type: none"> • Isdefe • Siemens • Finhub

5. S2 Grupo's main clients grouped by productive sectors. Year 2019

A.7 Size of the organization

a) Total number of employees

In the area of human talent management, at the end of 2019, the company had **334 active workers and 20 people as interns and students of Enigma**. The employees of S2 Grupo communicate their suggestions for improvement directly to the Management, the area managers and the Talent Management department with direct and open communication. The distribution of the people who are part of S2 Grupo, as of December 31, 2019 is reflected in the following Table 6:

	women	Men	Total
People employed	79	255	334
Interns, NLP	1	4	5
ENIGMA Cybersecurity School	2	13	15
TOTALS	82	272	354

6. Data on the human resources of S2 Grupo as of 12/31/2019.

b) Total number of operations

The constant increase in turnover with growth percentages in the last four years as shown in Table 7, denotes the consolidation of the company.

Year	Amount of turnover. In euros
2016	9,280,192.45€
2017	10,467,053.81€
2018	13,800,308.00€
2019	16,551,496.00€

7. Evolution of the turnover of S2 Grupo. 2016-2019

A.8 Information on working people

One of the lines of S2 Grupo's business strategy is the commitment to attracting and retaining the talent that the organization needs to meet their operational, financial and market objectives.

The **Talent Management** department establishes a working method for **attracting and recruiting talent, evaluating staff, promoting and improving professional skills and adapting individualized career plans** in accordance with the company's strategy. In this regard, the work of attracting, selecting and hiring staff stands out, influencing the creation of quality employment at S2 Grupo, an example of which is the hiring of almost 100 people in the last year, 98% of whom have permanent contracts.

The Talent Management department, together with the Area Managements, designs and implements initiatives that facilitate coexistence in the company and improve the business climate, positively influencing the professional experience of the people who are part of the team.

Some examples of this type of initiative are: the introduction of a competitive and flexible remuneration; the application of training plans adapted to the personal abilities, skills and interests; provide pleasant and humane working environments that promote collaborative learning and facilitate the deployment of individual creativity, have social benefits, develop a policy for the prevention of occupational risks and health improvement, facilitate the reconciliation of work and family life, organize corporate events to promote and foster the human values of the company.

As part of this business strategy, S2 Grupo has a **Talent Management Committee**, in charge of studying the evolution of the staff; high and low personnel, report of the demands received, selection processes, promotion actions, training, attraction and retention of talent, as well as preparation of records and proposals.

The CSR committee, together with the Equality Committee, undertake to monitor Corporate Responsibility actions and analyze reports and prepare the proposals presented in this area.

Although there are still no **specific indicators** to measure the implementation of the ten Principles of the Global Compact, the Equality Commission periodically monitors milestones of different kinds (labor, social, ethical, etc.) that serve as a reference to evaluate their implementation and compliance process. The Management Office also follows the indicators related to the Quality Management System implemented in the company, with the role of supervision for its proper compliance, highlighting the environmental and good governance objectives. Likewise, the annual evaluation and follow-up reports necessary for the revalidation and renewal of both the Ministry's Equality Badge and the Equal Opportunities Plan oblige us to assess the milestones and evaluate their progress. The annual ratification of these two Equality and CSR recognitions, by the corresponding Public Administrations, evidences, therefore, compliance with said indicators.

Therefore, we prepare different **reports** for analysis on the following matters:

- ✓ Incorporation processes, job quality
- ✓ Talent retention. Raising awareness to attract female talent
- ✓ Equal opportunities and diversity
- ✓ Reconciliation of personal, family and work life
- ✓ Education, training and promotion.
- ✓ Remuneration
- ✓ Occupational Health
- ✓ Commitment to society
- ✓ Communication

a) Quality and stability in employment

As can be seen in Table 8, regarding the evolution of the workforce 2013-2019, it is of great importance to record the **growth of employment in S2 Grupo in recent years**.

YEAR	Nº Women	Nº Men	TOTAL
2013	31	93	124
2014	39	110	149
2015	52	143	195
2016	58	166	224
2017	65	174	239
2018	71	216	289
2019	79	255	334

8. Evolution of the S2 Grupo workforce. 2013-2019

- **The total number of workers with a labor contract (indefinite or temporary), by sex** is shown in Table 9, where it can be seen that employment in S2 Grupo is a quality job, with indefinite contracts reaching **almost 100%, with full time working**. In addition, these processes are carried out with a **transparent personnel selection policy** and offer **employment stability**, achieving, as we say, 98.5% of permanent contracts in 2018.

Distribution of the workforce by type of contract						
Type of contract	Women	%	Men	%	Total	%
Temporary full time	2	0.60%	3	0.90%	5	1.0%
Indefinite full time	70	20.96%	246	73.65%	316	94.61%
Indefinite part-time	7	2.09%	6	1.80%	13	3.89%
TOTAL	79	23.65%	255	76.35%	334	100%

9.

Distribution of staff with permanent and temporary contracts. Year 2019

- Table 10 reflects the **distribution of staff by age**, where it can be seen that the highest percentage refers to people aged between 35 and 45.

Age groups	Women	%	Men	%	Total	%
20-25 years old	2	0.60%	28	8.38%	30	8.98%
25-35 years old	22	6.59%	90	26.95%	112	33.53%
35-45 years old	40	11.98%	93	27.84%	133	39.82%
More than 45 years old	15	4.49%	44	13.17%	59	17.66%
TOTAL	79	23.65%	255	76.35%	334	100.00%

10. Distribution of staff by age. 31/12/2019

- Young talent is very important for S2 Grupo. To promote their growth and professional development, training programs are created, such as the Enigma Cybersecurity School, and apprenticeship in the different areas that contribute to the training of this talent.

The distribution of the people who are part of the S2 Grupo team (people employed and scholarship holders) in 2019 is reflected in the following Table 11:

	Women	Men	Total
Employees	79	255	334
Interns, NLP	1	4	5
ENIGMA Cybersecurity School	2	13	15
TOTALS	82	272	354

11. Enigma student, Scholarship Staff and interns data. 12/31/2019.

b) Talent retention, commitment and motivation

At S2 Grupo we implement processes that facilitate the incorporation, without any discrimination, of people through **diversity management** as a tool for success, adding value to the Company.

The **cultural Diversity** that exists in S2 Grupo is reflected in the more than 13 nationalities that we have among the people who are part of the staff.

We emphasize **Generational Diversity** because four generations converge, with Generation Y being the one with the greatest participation, people born between 1981 and 1994. This is possible due to a **business culture that favors coexistence among all generations**. Reflected in Table 12.

Distribution of staff by age						
Denomination categories	Women	%	Men	%	Total	%
Baby boomers - people born during the 40s, 50s and 60s	2	0.60%	4	1.20%	6	1.80%
Generation X - from 1961 to 1980	37	11.07%	90	26.95%	127	38.02%
Generation Y - between 1981 and 1994	38	11.38%	133	39.82%	171	51.20%
Generación Z, born after 1995.	2	0,6.0%	28	8.38	30	8.98%
TOTAL	79	23.65%	255	76.35%	334	100.00%

12.

Distribution of the staff by generations. 12/31/2019

- <https://agres.s2grupo.es/> On the other hand, according to Table 13, **45.52% of the workforce has been older than 3 years old**. This is an indicator that suggests that staff loyalty is being a successful strategy in the company.

Distribution of staff by seniority						
Seniority	Women	%	Men	%	Total	%
From 6 months to 1 year	8	2.40%	29	8.68%	37	11.08%
From 1 to 3 years	21	6.29%	74	22.16%	95	28.44%
From 3 to 5 years	23	6.89%	51	15.27%	74	22.16%
From 6 to 10 years	15	4.49%	42	12.57%	57	17.07%
More than 10 years	5	1.50%	16	4.79%	21	6.29%
TOTAL	72	22%	212	63%	284	85%

13. Distribution of staff by seniority. 31/12/2019

- To identify the profile of the people needed to incorporate into the company, we collaborate in organizing actions to attract talent by participating in job fairs and events related to the selection of people, with the signing of **more than thirty agreements with Universities and Training Centers**, indicating some of them in Image 14.



14. Agreements with Universities and Training Centers

c) Full Equal opportunities between men and women in S2 Grupo:

- The company has had an **Equality Commission** since 2010. It is a representation of the Company's staff that meets periodically and performs the tasks of preparing the Equality Plans as well as their monitoring and implementation and that of all CSR reports.
- Obtaining the **Distinction of Equality in the Company**, is a mark of excellence granted by the Ministry of the Presidency, Relations with the Courts and Equality for standing out in the development of policies for equal opportunities between men and women, **2013-2019**.



15. Distinction of Equality in the Company. Government of Spain. 2013-2019



16. Equal Opportunity Seal. Generalidad Valenciana.

- In January 2018, the **IV Plan for Equal Opportunities between men and women of S2 Grupo** begins, for the period **2018 to 2020**. It involves the implementation of 17 actions, distributed in six areas of intervention: Area of Access to Employment, Conciliation, Professional Classification, Training and Promotion, Remuneration, Occupational Health and Area of Communication, Information and Internal Awareness and Non-sexist external image.
- **Since 2014**, S2 Grupo, in its effort to maintain its equality and conciliation policy, has been part of the group of the first thirty Spanish companies to sign with the Ministry of the Presidency, Relations with the Courts and Equality the "**Protocol on adoption of measures to increase the presence of women in managerial positions and management committees**". As of the date of this report, we are preparing to sign the Second Protocol for the 2019-2022 period.
- **In 2017**, an agreement was signed with the Ministry of Health, Social Services and Equality to promote **awareness about gender-based violence and the integration of victims** into the workplace in order to make effective the social and labor integration of women who are victims of gender violence in our company. Ratified by the Ministry on 29 July 2019. In the reference period of this report, the follow-up report of the 2019 initiatives is presented.
- In **July 2019**, S2 Grupo signs the CEO's adherence to the United Nations Principles for the Empowerment of Women, **UN Women**.

d) Conciliation, family support and commitment to the team:

At S2 Grupo we have implemented multiple actions that benefit the harmonization of schedules, supporting work-life balance and the family, such as:

- ✓ **Flexibility in working hours.** Except for personnel who work shifts or are posted to the client's premises.
- ✓ **Flexibility in spaces**, facilitating the possibility of teleworking in those activities where it is possible and **part-time work**.
- ✓ **Use of the registered office** for the collection of personal packages, in order to receive packages and shipments privately in the company.
- ✓ **Meetings during working hours** and access to them by video-conference.
- ✓ **Creation of PROTECTIC BP Mailbox** for Participation in Cybersecurity Awareness among employees.
- ✓ **Suggestion box.** The objective is to send to the Management of the company, in an anonymous way, the observations and complaints that they deem appropriate regarding the operation of the Company, as well as to improve the quality of the company's processes and services. Suggestions for improvement are also welcomed.

e) Education and training

As we have been saying, the key factor as a company is the group of people that make up your team. We responsibly manage their talent, enhancing their abilities, skills and knowledge, forming a diverse and multidisciplinary team. For this reason, **the Training Plan** for all company personnel is part of the evolution of their professional development, dealing with technical, generic or transversal specialization matters, as well as interpersonal or other skills. This training is carried out face-to-face and online, always within the working day. We maintain, as an innovative, TEDIS training, since it is a voluntary training modality, given by the Company's own staff on topics related or not to business activity during working hours.

f) Another specialized training: Mentoring

In the same vein, in our company, we assume a **MENTORING Program** aimed at minors with potential, accompanying them in their educational learning as a tool to accelerate the learning curve. In addition, as a member of the Board of Trustees **of the Chair of Business Culture of the University of Valencia**, **S2 Grupo participates in a Mentoring program for the business entrepreneurship of young people who are trained to form their own companies.**

g) Remuneration

Moreover, our transparent **salary policy** is established according to the objective criteria of the professional and job profiles and levels. Never for other reasons. There are no salary differences due to being a woman or a man. In this section we highlight the possibility of **flexible remuneration** with tax advantages for staff, **paid leave**, **payroll advance**, etc.

h) Achieving full occupational health, safety and well-being at work

- ✓ In September 2015, S2 Grupo adhered to the **Declaration of Luxembourg**, committing to integrate the basic principles in the promotion of health at work and in the management of the health of workers.
- ✓ We have been recognized as a **good practice in occupational health promotion (OHP) by the INSHT of the Ministry of Employment and Social Security**.
- ✓ The company financially complements the **Temporary Labor Disability**, derived from common illness or accident, up to 100% of the salary.
- ✓ Social benefits such as **private medical insurance** for staff and accessible to family members.
- ✓ **Annual medical checkups** at the Company's facilities.
- ✓ **Office area** for staff. All the venues have dining rooms and rest areas in their facilities that are properly equipped with batteries, running water, cabinets, refrigerators and microwave appliances. Also free of charge, we have oil, salt, spices, napkins and water.
- ✓ **Expansion and improvement of legal permits**.
- ✓ S2 *Grupo* wants to do its bit by promoting a healthy lifestyle among its entire team. Every week, on Tuesdays and Thursdays from 9:30 am, the company **invites us to a selection of fresh fruit that we have in our offices**.
- ✓ **Measurement of lighting, temperature and humidity**, to achieve an optimal work environment.
- ✓ Provide sources of **bottled water** in all work centers and the use of a wheelbarrow to transfer the bottles to these sources. We also provide a **reusable bottle** to save plastic cups.
- ✓ **Energy saving policy** to promote energy efficiency and promote the rational use of energy.
- ✓ **Training in Occupational Risk Prevention**, as one of the fundamental axes of preventive activity that implies a series of rights and obligations both in the worker and in the company.
- ✓ **Road mobility plan** to reduce the negative impact on health generated by the transfer to and from the workplace at the end of the day, as well as the movements that must be made within the same in the development of the activity for its well-being and improve the work environment.
- ✓ **Organization of sports days**

i) Commitment to society

The commitment to society and especially to youth is carried out in our **ENIGMA Cybersecurity School**, where we train young people from the University in order to increase their employability for their direct incorporation into the Company.

In addition, the company has implemented the following initiatives to improve the society in which it lives; some of them are:

- **Information and awareness actions, both internal and external, on cybersecurity and CSR.** Actions to disseminate Good Practices in CSR and the Equality Plan, **organizing and participating in seminars, conferences, courses, etc.**
- Notification to the S2 Grupo Advisory Council of the commitments assumed in the field of equality and CSR, as well as other matters related to the company.
- Participation in activities in favor of CSR especially and **co-financing of social projects.**
- **Indefinite hiring of the students of our Enigma Cybersecurity School.**

j) Corporate protocols

S2 Grupo has developed, among others, the following protocols that reflect this commitment to equality and corporate responsibility and respect for the Principles of the Global Compact:

- ✓ Code of ethics
- ✓ Declaration of principles on sexual harassment.
- ✓ Protocol for the prevention of sexual harassment and its treatment.
- ✓ Non-sexist language guide and Executive Summary
- ✓ Internal operating regulations of the Equality Commission.

A.9 Membership of associations

S2 Grupo has been, since its foundation, very active in its links with the environment both with business and sector associations in matters of security and technology in general, with the network of Technological Institutes, Universities, and regional employment services and in different networks strategic innovation. In fact, and in order to increase the possibilities to compete and exchange knowledge from cooperation, S2 Grupo **belongs to and participates in various business, technological, scientific, economic and educational associations**, such as: **Fundación Conexus**, Grupo **TEGEM**, **AEI-CIBERSEGURIDAD**, promoted by INCIBE, **ISMS Forum Spain**, **ISACA**, **Instituto ai2**, **ESTIC**, **eSEC**, the Instituto Tecnológico de Informática (ITI), the Official College of Computer Engineers of the Valencian Community, the National Cybersecurity Advisory Council. **CNCCS**, **AMETIC**, **the APD Association**, **Board of Trustees of the Chair of Business Culture of the University of Valencia**, **Board of ÉTNOR**, (association of business ethics), **Board of Trustees of the Chair of Management and Business Culture of the UPV**, full-fledged **Members of the Chamber of Commerce**, **Social Council of the University of Valencia**, **Club for Innovation of the Valencian Community and the Chamber of Commerce**, **Industry and Navigation of Valencia**. It is also a member of the **ECISO Partnership Board**, the body in charge of collaborating with the European Commission to define the R&D strategy in cybersecurity for the coming years. Graphically, it is shown in image 17:



17. Associations in which S2 Grupo participates.

During the period covered by this report, S2 Grupo has become a partner or member of: **the Valencian Association of Entrepreneurs (AVE), the Business Confederation of the Valencian Community (CEV), and the Social Council of the Polytechnic University of Valencia.**

A.10 Supply chain

S2 Grupo ensures that the purchases of products and services that directly affect the quality and security of the services provided to the client are in accordance with the specified requirements. S2 Grupo requires suppliers to include in their estimates a description of the technical specifications of the product or service requested. Suppliers and providers also communicate their recommendations through an email address, administracion@s2grupo.es, which are dealt with by



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the Management Office and the Administration Department. In the same way, they also respond to the communications sent to them by S2 Grupo in relation to environmental issues in order to comply with legal regulations. All this to know the strengths, capabilities and potential of our current suppliers to help them develop them and, if necessary, identify complementary or alternative suppliers with the aim of improving our competitiveness.

B. Business strategy

B.1 General strategy

We define in this section the general vision and strategy in the short, medium and long term related to the management of significant economic, environmental and social impacts as well as those that are directly related to our activities, products and services as a result of relationships with third parties such as suppliers and organizations in society.

S2 Grupo's strategy of transparency and good governance is the basis for the development of the management system on which to structure the organization's competitiveness. This leads to increasing the confidence and assessment of the entity and, therefore, to management efficiency and corporate governance, encompassing the following dimensions:

- To orient the organization **towards customers** by making a differential contribution of value based on a good **selection of suppliers**.
- To generate a sense of belonging to a shared project among **employees, students of the School of Cybersecurity and trainees and interns**.
- Apply **innovation** in all areas of the organization.
- Strengthen our **commitment to society**, an important supplier of relevant competitive capabilities, through alliances and cooperation agreements with entities in the value chain.
- Create a **long-term business vision** that is based on a clearly defined strategy communicating the strategy to the different people in our organization, checking that it is understood and assumed, and communicating those aspects of the strategy that are appropriate to the different clients, partners, associations and other participants in the value chain.
- Achieve satisfactory results for the different **stakeholders** in a sustained and balanced manner. Regarding the development as a company, the last few years have been key for S2 Grupo with the beginning of its international expansion, the entry into national and international reference clients, the constant increase in turnover and the increase in the number of clients.

B.2 New strategy for CR Evolucion2:

S2 Grupo collaborates in the achievement of the United Nations Sustainable Development Goals, established in the 2030 Agenda for Sustainable Development, in order to eradicate poverty, protect the planet and ensure prosperity.

In 2019, and in line with this commitment, S2 Grupo designs a new CSR strategy, called **Evolucion2**.

This strategy aims to unite around the S2 Grupo brand another way of doing business as a distinctive and qualitative feature, while contributing as a team to the creation of a better world.

Evoluciona2 is the contribution of S2 Grupo, within its possibilities, to follow the path marked towards the collective goal, based on the following **7 Axes that define our CR strategy, to contribute to the achievement of the SDGs at a global level.**

AXIS 1. PEOPLE. We seek to ensure that professional and personal development is guaranteed at S2 Grupo, thanks to continuous training, the possibilities of international mobility and a participative culture. We want to promote internal promotion and the development of transversal professional activities within the company.

At S2 Grupo, equality and the conciliation of men and women is a real value. We also want to help, to the extent of our possibilities, so that other people can develop by creating new job opportunities in different parts of the world, in compliance with the ethical values of the Company.

AXIS 2. WOMEN. We promote the presence of women in all areas of our organization, and we work to encourage young girls to bet on technological careers. Our company is concerned about the shortage of female talent in the development of STEM studies, particularly in technological careers such as engineering or advanced studies in the same field.

AXIS 3. OUR FAMILIES. S2 Grupo is made up of all the people who are directly or indirectly related to this vital project. We want to continue promoting the integration of our families by developing activities for all ages.

AXIS 4. OUR FUTURE. We work to design a safe and inclusive future where all people have opportunities for personal and professional development. Our young and senior entrepreneurs, with initiative, will change the world, designing a much better future.

Unity is strength and, in that sense, we want to work as a team, adding and taking risks to participate in the creation of that better future.

AXIS 5. QUALITY OF LIFE. "A healthy mind in a healthy body" We encourage our team to play do sports, lead a healthy life, practice meditation and relaxation at work. At S2 Grupo we are clear about this and we want to work to encourage healthy lifestyle habits, promoting health at work and in the management of our employees.

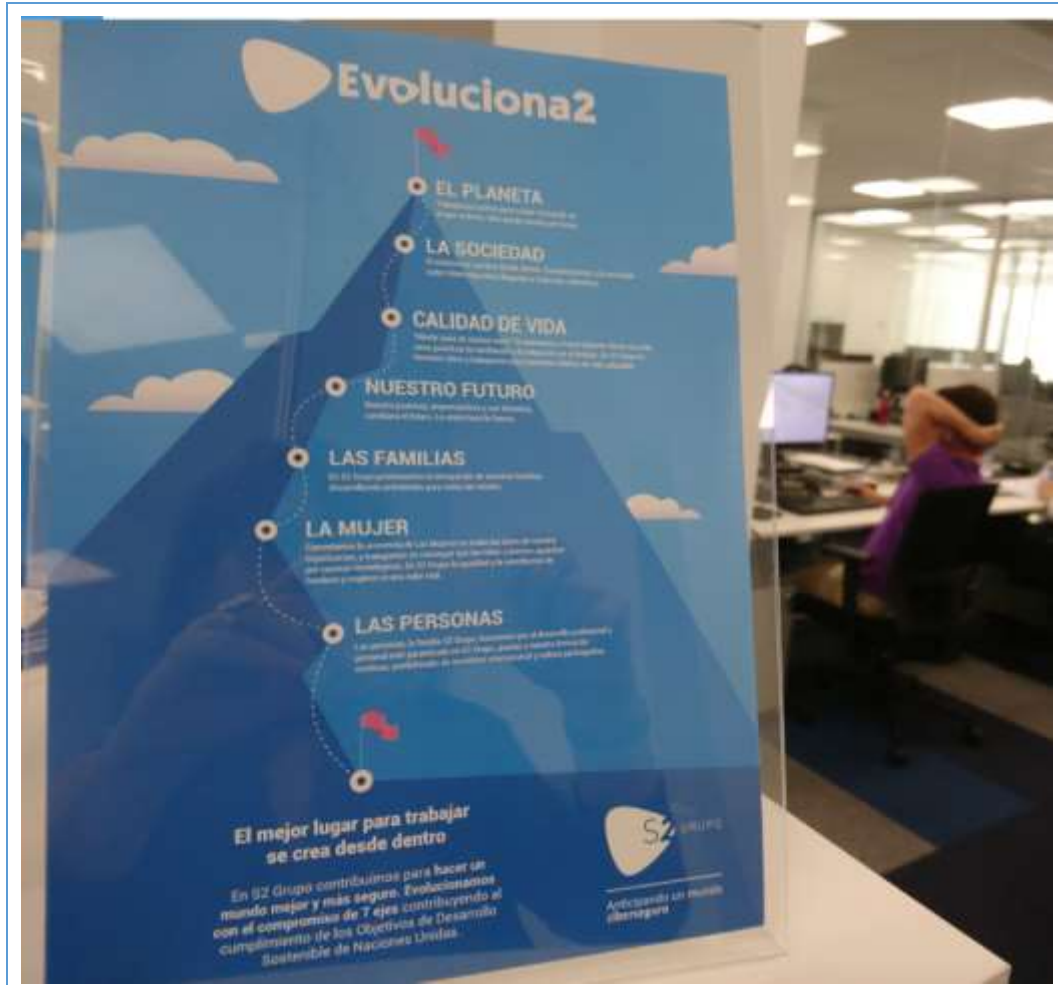
AXIS 6. SOCIETY. The system is changed from within. As part of the Society that we are, we want to contribute, from the inside, to build a Secure Digital Society from which the principles of democracy and freedom are defended as pillars of the society of the XXI century, passing on our corporate values to the entire value chain as well as to the community and local social fabric. We want to do our bit by raising awareness in society about the Cybersecurity of the Digital Society, reaching all social groups, especially the most vulnerable or unprotected.

AXIS 7. THE PLANET. Let's work together to take care of the world we live in. We have a lot to do. We are committed to the **principles of the United Nations Global Compact and Sustainable Development Goals.**

AXIS 1 PEOPLE	1 FIN DE LA POBREZA 	2 HAMBRE CERO 	5 IGUALDAD DE GÉNERO 	10 REDUCCIÓN DE LAS DESIGUALDADES 	
AXIS 2 WOMEN	5 IGUALDAD DE GÉNERO 	10 REDUCCIÓN DE LAS DESIGUALDADES 			
AXIS 3 FAMILIES	4 EDUCACIÓN DE CALIDAD 				
AXIS 4 OUR FUTURE	4 EDUCACIÓN DE CALIDAD 	9 INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA 	11 CIUDADES Y COMUNIDADES SOSTENIBLES 	17 ALIANZAS PARA LOGRAR LOS OBJETIVOS 	
AXIS 5 QUALITY OF LIFE	3 SALUD Y BIENESTAR 				
AXIS 6 SOCIETY	8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO 	17 ALIANZAS PARA LOGRAR LOS OBJETIVOS 			
AXIS 7 THE PLANET	6 AGUA LIMPIA Y SANEAMIENTO 	12 PRODUCCIÓN Y CONSUMO RESPONSABLES 	13 ACCIÓN POR EL CLIMA 	14 VIDA SUBMARINA 	15 VIDA DE ECOSISTEMAS TERRESTRES

18. #Evolucona2. For the achievement of the United Nations Sustainable Development Goals

In the actions to assume and implement this responsibility, the company analyzes the context in which it operates and the impacts it can and wants to have on some members of the company, such as employees, current and potential clients, the community in which it operates, local governments, civil society organizations. For this reason, this strategy was **communicated and published to all its staff through posters in the rooms and work spaces, as well as through social networks.**



19. Internal dissemination of the Evolucion2 strategy

B.3 Aspects related to the strategic management of the organization

S2 Grupo has an **Advisory Board** which is considered as an external support that analyzes the present and gives its opinion and advises on future events their possible impact on the future of the company and with the main **Committees** established for the good governance of S2 Grupo, which are as follows:

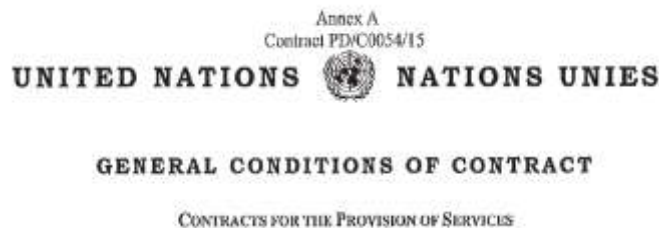


Strategy Committee	R&D+I Committee	Management Committee	Crisis Cabinet
<p>The strategy committee is made up of the Managing Partners and meets at least once a year to establish the strategic plan for the following year. The operation of the strategy committee is framed within the provisions of the Strategic Planning process.</p>	<p>Among other responsibilities are those of Identifying and analyzing problems and opportunities that arise, taking into account the main R&D+I results of interest for S2 Grupo's markets, and managing the R&D+I project portfolio, as well as that of technology transfer.</p>	<p>This committee is responsible for monitoring the planning and implementation of the Management System, the adoption of specific actions in areas of Quality, R&D+i, Service Management and Security, monitoring the results of the indicators defined for the processes, searching for the necessary resources to address all the actions put in place as a result of the Management System, and for the following-up of the internal audits plan.</p>	<p>In the event of a security incident considered CRITICAL for S2 Grupo, the organization's crisis cabinet is convened. The main task of the cabinet is to recover the service in a way that guarantees its quality and security, as well as the analysis of the incident that occurred, including, if applicable, the launch of a forensic analysis.</p>
<p>Steering Committee</p>	<p>Green Committee</p>	<p>CSR Committee</p>	<p>Talent Management Committee</p>
<p>This committee sets the guidelines for the development of the strategic plan.</p>	<p>The S2 Grupo Green Committee is the body in charge of monitoring and managing the environmental management part of the S2 Grupo Integrated Management System.</p>	<p>Among the tasks of this committee are the preparation of the company's corporate responsibility strategy, the implementation of the Equality Plan as well as the ratifications of the company's CSR commitments.</p>	<p>Training by the Talent Management Department, the Equality Commission and the CSR area to monitor, with an equal opportunities approach, all initiatives directed, above all, to company personnel as well as future employees</p>
<p>Security Committee</p>			
<p>It meets annually to set the guidelines for conducting audits, the scope of application, the scope and technical issues related to the ISMS and to identify and review the legislation affecting S2 Grupo's Information Systems.</p>			

20. S2 Grupo Governing Bodies

B.4 United Nations objectives and themes

S2 Grupo has collaboration projects and develops actions with the United Nations. From 2015 to the present, it is a service provider with a contract signed with the United Nations (Contract PD/C0054/15. Brindisi (Italy). Cover of the contract in image 21



21. Contract with the UN for the provision of security services. Since 2015

B.5 Social dimension

In this VII Progress Report, and in order to understand the process of integrating good practices in the Company, we recall those that have led us to achieve a significant corporate benefit, which to date are still implemented in the organization and inspire new opportunities to generate a good working environment and respect for the environment. Some of these initiatives emanate from the staff itself due to team feeling; others arise from the Management due to its commitment to transparency in their handling; and the others arise from the integration of the organization in the business environment and with society, but all of them are part of the solid culture of the company and achieve the objective of sharing experiences and times for the conciliation of life, managing to ensure the motivation and involvement of human resources and therefore the continuous improvement of coexistence.

As we have been saying, S2 Grupo has historically maintained working relationships with large and small organizations, with which it has coordinated to carry out projects. These connections have worked and continue to work effectively. S2 Grupo is, by nature, a company that actively seeks alliances with other companies that complement its service offering or with which it can walk in parallel to achieve business excellence and commitment to society as described throughout this report.

As part of our CSR, we hold **Awareness Sessions for the prevention of cyberbullying and training in Internet browsing for minors, with our PROTEGITS Program** and also for other groups such as families, women victims of gender violence and people with reduced mobility.



22. Brand Protegits S2 Grupo

S2 Grupo commemorates **different international days related to equality**, to give visibility to these celebrations and different events of relevant importance. For this, we launch these commemorations, both internally and externally, through the media and social networks, with different formats.

In addition, in this year 2019 we commemorated the World Youth Skills Day, on July 15, with the Enigma 5.0 School, emphasizing that we teach the skills that youth need to develop in order to integrate into S2 Grupo, that is, in the economy of the future. We also celebrated International Youth Day, on August 12, with our ProtegITs Program, and we also remembered the following:

23. Commemorations of International Days in 2019.

Commemoración del Día de Internet Segura, el día 5 de febrero	Commemoración del Día Igualdad Salarial, el 22 de febrero	Commemoración del Día Internacional de la Mujer, 8 de marzo	Commemoramos el Día Mundial del Medio Ambiente, cinco de junio:	Commemoración del Día Internacional de la eliminación de la violencia contra la mujer, el 25/9/2019

B.6 Innovation

Another of the main achievements during the period covered by the report is the commitment to investing in R&D+i that has paid off and has allowed the development of its own technology and products. S2 Grupo has invested around **11.5** million euros in R&D+i from 2004 to the present, in compliance with **Sustainable Development Goal 9**, among others, *to build resilient infrastructures, promote inclusive and sustainable industrialization and foster innovation*. During the period of this VII COP Report, the R&D+i projects in force are as follows:

PROJECT	PERIOD	PARTICIPANTS	ORGANISM
SAURON - SCALABLE MULTIDIMENSIONAL SITUATION AWARENESS SOLUTION FOR PROTECTING EUROPEAN PORTS	2017 – 2020	S2 Grupo, Fundación Valencia Port and six other entities.	H2020
RESEARCH IN CYBERSECURITY TECHNOLOGIES FOR THE DEPLOYMENT OF A MORE SECURE ELECTRIC NETWORK.	2017 - 2020	S2 Grupo, INGETEAM, ZIV, ARTECHE, FANOX, IBERMÁTICA, ISOTROL, IBERMÁTICA	CDTI
INTELLIGENT DISCOVERY AND VISUALIZATION OF NETWORK ASSETS FOR THE ADVANCED PREVENTION OF CYBER-ATTACKS	2019-2020	S2 Grupo	IVACE
DIACA-INTELLIGENT DETECTION OF CYBER SECURITY THREATS AT END POINT	2018-2019	S2 Grupo	IVACE
CYBERSANE- CYBER SECURITY INCIDENT HANDLING, WARNING AND RESPONSE SYSTEM FOR THE EUROPEAN CRITICAL INFRASTRUCTURES”	2019-2022	S2 Grupo, Pd E Fc, Atos Spain, S.A., Consiglio Nazionale Dlle Ricerche, Inria, Maggioli Spa, Ubitech Limited, Institut Josef Stefan, Forth, Sphynx Technologic Solucions, Ku Leuven, Sidroco Holdings Limited, University Of Brighton, Valencia Port, Lightsource Labs Limited, Klinikum Nurnberg	H2020

24. R&D+i projects of S2 Grupo. 2019

B.7 Main Awards of the Company

The company's track record in terms of recognition is upward, both in those areas related to CSR and those obtained for other work areas. We indicate in this section the **recognitions, distinctions and awards received by S2 Grupo, for its Equality and Corporate Social Responsibility policy:**

- ✓ **CONCILIATE Award.** Valencia City Council. As a **Conciliatory Company**.
 - ✓ **DDIE (Distinction of Equality in the Company)**, is a mark of excellence awarded by the **Ministry of Health, Social Services and Equality** for standing out in the development of equal opportunity policies for men and women.
 - ✓ **Wise Company Award 2013.** Generalitat Valenciana, as a company that promotes measures that favor equal opportunities within the organization.
 - ✓ **Social Business Award.** "Environment and CSR" Fair of Valencia, for its policy of respect for Environmental Rights.
 - ✓ **Award for the Rationalization of Working Hours 2016** ARHOE National Commission, for its flexible working hours.
 - ✓ **CSR Dona i Dona 2016 Award.** EVAP/BPW Association, for hiring social entities as service providers whose staff are women in social exclusion.
 - ✓ **I Edition of the Youth Employment Promotion Award.** Mahou San Miguel Foundation and Club of Excellence in Sustainability.
 - ✓ The "Network of Equality in the Company" of the "Ministry of the Presidency, Relations with the Courts and Equality" has recognized the creation of the "**Talent Management committee of S2 Grupo as a good practice.** 2018
 - ✓ S2 Grupo receives the **Fent Company Seal. Equal in Opportunities of the GV** for the IV Equality Plan.
 - ✓ Good Practice awarded by the **DDIE (Equality Distinction Network):** S2 Grupo Talent Management Committee. 2019
 - ✓ Extension of the validity of the **DDIE (Distinction of Equality in the Company) of the Ministry of Health, Social Services and Equality**, until 2019.
-
-



25. Example of CSR Awards received by S2 Grupo

In the period covered by this report, the recognitions collected by S2 Grupo were as follows:

<p>GENERALITAT VALÈNCIANA IVAJ</p> <p>S2 GRUPO</p> <p>JOVE OPORTUNITAT</p> <p>Hace un año un total de 510 jóvenes iniciaron el programa Jove Oportunitat, un programa del IVAJ cofinanciado por el Fondo Social Europeo, con la esperanza de que volvieran a crecer en sí mismos. De ese grupo, la práctica totalidad, el 91% ha tomado de nuevo las riendas de sus vidas gracias, entre otras acciones, a la labor de acogida prestada por su empresa durante el transcurso de JOOP (Iniciativa de Orientación, Apoyo y Desorientados), y hoy están estudiando, trabajando o persiguiendo un sueño.</p> <p>Muchas gracias por ser parte de Jove Oportunitat.</p> <p>Valencia, abril de 2019 El Director General de IVAJ Jesús Martí Nadal</p> <p>Unió Europea Fons social europeu Iniciativa d'ocupació juvenil L'113 de l'Ordre de 10 de juliol de 2011</p> <p>jove oportunitat</p>	<p>We received the Diploma of appreciation for the collaboration with Jove Oportunitat, of the Generalitat Valenciana, for collaborating in the insertion of young people.</p> <p>06/06/2019</p>
<p>GOITAVC sselectro everta</p> <p>GRUPO COOPERATIVO CAPSALAT HORAGUA DINAPSIS</p> <p>social foundation nest Cappemini IBEX</p> <p>Y, por último, pero no menos importante,</p> <p>"the last but not less"</p> <p>a mi empresa, laboral y familiarmente hablando</p> <p>ello por lo cual, me permitiré dar todo el tiempo necesario para llevar a cabo estas de participación abierta, ya que es lo que más a quienes quito ese tiempo y dedicación en pos de este proyecto.</p> <p>... he de decirle que de nuevo solo vosotros los responsables, pero en concreto a todo ese grupo que venís que sois los padres, es gracias a vosotros de más de 200 adultos compartiendo de manera altruista... que se hace imposible ver seguir adelante.</p> <p>GRACIAS</p> <p>Maria José Valero Sancho CEO & Executive Coach</p> <p>Talent Growth Management</p>	<p>Appreciation for participation in the Technovation initiative in Valencia.</p> <p>June 2019</p>



Diploma for VIP Sponsor of the XIII STIC CERT Conferences on Cybersecurity in Madrid. December 2019



UMIVALE diploma for the significant reduction of our work accident rate. Received in 2019.



Fent Company Seal. Iguals en Oportunitats of the GV for the IV Equality Plan. 19 March 2019

26. Awards and recognitions collected in 2019

C. Ethics and integrity

C.1 Values, principles, standards and norms of conduct

Mission

S2 GRUPO is an innovative company in the provision of services and products specialized in Cybersecurity and Cyberintelligence for the protection of our clients, in the operation of mission-critical Systems and in the monitoring of business activity through the application of Management Systems in real time. It has a Logical Security Operations Center (SOC), Industrial Security (ISOC) and an Exploitation Center (NOC) that provide service to companies 24 hours a day, 365 days a year.

Vision

To become a national and international benchmark in cybersecurity and real-time process monitoring.

Values

S2 Grupo identifies a series of values as an organization that actively and continuously promotes both internally and externally. Any action of S2 Grupo is based on ethical standards and responsible behavior assumed by each and every one of the people belonging to the organization. Our Code of Ethics is the primary commitment to collaboration with our stakeholders, where dialogue, truthful and fluid, is the basis for maintaining the best reputation and image. This commitment is supported by the following general values of the **Code of Ethics**, revised and updated in 2019.

All S2 GRUPO personnel must know and apply the following in the professional fields in which they represent the Company:

- Maintain honesty, truthfulness and transparency in their dealings with all stakeholders.
- Maintain confidentiality (discretion/secretcy) based on the "Need to Know".
- Use dialogue as a tool for conflict resolution.
- Develop the potential of our team.
- Execute projects on time, cost and quality.
- Comply with and monitor compliance with the legislation.
- Avoid discrimination, harassment and violence in all its forms.
- Detect, evidence and avoid conflicts of interest in projects.

- Protect people and the environment.

The latest update of the S2 Grupo Code of Ethics was communicated to everyone in July 2019, in which the new document was attached.



27. Updated Code of Ethics of S2 Grupo

D. Commitment to the United Nations Global Compact

D.1 Date of adherence to the UN Global Compact

12 February 2013

D.2 Presentation Cycle of the Previous Progress Report

Annual, from February 14, 2018 to February 13, 2019.

D.3 Scope of the Progress report

The information contained in this report refers to the fiscal year **from February 14, 2019 to February 13, 2020**. In some sections we will refer to our activities prior to that period in order to provide consistency.

D.4 Coverage of the Progress Report

In the period defined in the preceding paragraph, the coverage and scope of this report includes the activities that our company has undertaken and its relationships with **stakeholders**: Employees, students of our ENIGMA Cybersecurity School, interns and scholarship holders integrated in S2 Grupo; Members of the Advisory Board, Clients, Providers and other stakeholders, Suppliers, Collaborators, External Advisors, Competitors, Public Administrations, Shareholders and Investors and Society in general.

D.5 Criteria in defining the most significant issues to include in the Progress Report

All the information contained in this document has been defined by the Equality Committee with the collaboration of the Management, the heads of each area and the participation of the other people that make up the company.

D.6 Dissemination of the Progress Report

The internal dissemination of this report is via the company's intranet, as well as the different physical and virtual spaces in which all news is shared.

Similarly, the company's website has a specific area for Corporate Social Responsibility (CSR). <https://s2grupo.es/es/pacto-mundial-de-la-onu/>, as well as in the different social networks and company blogs.

The actions of the Equal Opportunities Plan and the CSR policy are also listed on the website of the Ministry of Health, Social Services and Equality: <http://www.igualdadenaempresa.es>.

<http://www.igualdadenaempresa.es/redEmpresas/distintivo/entidadesDistinguidas.htm>

In addition, in all the training and informative activities, seminars, conferences, courses that the company organizes or participates in, the company's adherence to the United Nations Global Compact and respect for its Principles is disseminated, contributing, at the same time, to the fulfillment of the Sustainable Development Goals.

D.7 Contact point for questions regarding this Report

Any inquiry can be made through a request at the address: info@s2grupo.es.

E. The Ten Principles of the UN Global Compact

HUMAN RIGHTS	Principle 1: Companies must support and respect the protection of universally recognized fundamental human rights, within their sphere of influence.
	Principle 2: Entities must ensure that their companies are not complicit in the violation of human rights.
LABOR STANDARDS	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
	Principle 4: Companies must support the elimination of all forms of forced or compulsory labor.
	Principle 5: Businesses should support the eradication of child labor.
	Principle 6: Companies must support the abolition of discriminatory practices in employment and occupation.
ENVIRONMENTAL RIGHTS	Principle 7: Companies must maintain a preventive approach that favors the environment.
	Principle 8: Businesses should encourage initiatives that promote greater environmental responsibility.
	Principle 9: Companies should encourage the development and dissemination of environmentally friendly technologies
ANTI-CORRUPTION	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Human rights

Principle 1: Companies must support and respect the protection of universally recognized fundamental human rights, within their sphere of influence.

Principle 2: Entities must ensure that their companies are not complicit in the violation of human rights.

Assessment, policy and objectives

Respect for business ethics is a priority at S2 Grupo. The Management conceives the company as a place where safe working conditions and a good psychological climate take precedence. In the history of the company, one of the fundamental principles is not to compromise in this area at any time. This policy is written and communicated to all staff and also to all stakeholders.

The integration of adherence to the Universal Declaration of Human Rights is defined in the Code of Ethics and Corporate Values of Good Practices of S2 Grupo, (hereinafter Code of Ethics); it is a sign of commitment and is worded as follows:

"The code of ethics has as its main references the Universal Declaration of Human Rights, the principles adopted by the International Labor Organization and the OECD, regarding the prohibition of child exploitation and the fight against corruption and the United Nations Global Compact and its Ten Principles universally accepted in the areas of Human Rights, Labor, Environment and the Fight against Corruption."

According to the **General Principles of the Company's Code of Ethics**:

"It is our primary commitment to collaborate with our stakeholders, where truthful and fluid dialogue is the basis for maintaining the best reputation and image."

These principles are grouped into three principles of action:

- **Principle of Integrity**

"S2Grupo asks its employees to behave with integrity, being consistent in their actions with the company's corporate principles and values. Acceptance of this principle implies being honest and respectful with the people and organizations with whom the professionals of S2 Grupo interact for work reasons and the following rules of conduct are derived from it."

- **Principle of professionalism**

"Accepting this principle implies being aware that the name of S2Grupo depends on the actions and decisions of each and every employee. Through responsible management, our employees will maintain business confidence and competitiveness."

- **Principle of Respect**

"Employees must show a dignified and considerate treatment with all the people with whom they interact at work, recognizing their interests and feelings and tolerating the decision-making capacity of each individual, as long as they are aligned with the corporate principles and values and fundamental rights. This principle implies not abusing the authority that a certain position may confer and recognizing the value of individuals and their performance."

The principles of non-discrimination and equality are embodied in the International Human Rights Law, which prohibits discrimination on the basis of sex and guarantees both men and women civil,

cultural, economic, political and social rights. This is why non-discrimination, together with equality before the law and the protection of the law, constitute the pillars of Human Rights protection.

Based on this commitment, in 2019 S2 Grupo **signed the CEO's Adherence to the United Nation's Principles for the Empowerment of Women, UN Women**, which reflects the public commitment to aligning policies to advance gender equality.

Also in 2019, **the new Protocol on the Adoption of Measures to Increase the Presence of Women in Management Positions and Management Committees** was signed **between the Ministry of the Presidency, Relations with the Courts and Equality and S2 Grupo, for the period 2019-2022.**

The following table summarizes **the degree of fulfillment of the objectives proposed in the previous year's report**, as well as the indicators that show it:

<i>Objective</i>	Degree of compliance	Evidence
<i>Participate in initiatives whose strategic alliances improve our collaboration with the Company's value chain.</i>	ACCOMPLISHED	S2 Grupo develops strategic alliances with different social, educational and technological entities, among others. Some examples of these initiatives are: the CEO's Adherence to the Women's Empowerment Principles of the United Nations, UN Women, the signing of the new Protocol on the Adoption of Measures to Increase the Presence of Women in Executive Positions and Management Committees, cooperation with entities such as the Adecco Foundation, Alanna and the Red Cross, which ensure the employability of women victims of gender violence, contacting the FUNDACION ONCE-INSERTA EMPLEO to learn about the possibilities of collaboration in the labor market insertion of people at risk of social exclusion, signing of agreements with Universities, Employment Services and other entities to attract talent. Engagement with the UN to prepare the online platform for companies to manage their progress on the Sustainable Development Goals. Collaborating with the VIU University in the Women and Technology conference.
<i>Be an active member of business associations and groups.</i>	ACCOMPLISHED	In addition to continuing with the good practice of conveying our know-how and collaborating with social and business, as well as educational and technological entities, this year, S2 Grupo has joined as a partner or member: the Valencian Association of Entrepreneurs (AVE), the Business Confederation of the Valencian Community (CEV), and the Social Council of the Polytechnic University of Valencia.
<i>Consolidate the Talent Management Department.</i>	ACCOMPLISHED	In addition to generating a Talent Management Committee, made up of the Equality and CSR Commission, during 2019 one more person joined the team, thus demonstrating the consolidation of the Talent Management department.
<i>Specific training in Human Rights</i>	PENDNG	Various training options have been studied that are planned to be addressed in the next period.
<i>Continue with the Protegits® and Protectit® initiative, with high social value, to allow access to training and information for minors, families and professionals at risk of</i>	ACCOMPLISHED	Initiative described in section B.5 of this report

cyberbullying.

Evaluation of legal compliance with respect for Human Rights within our area of influence.	ACCOMPLISHED	The international normative framework of human rights, which includes international human rights treaties and the general observations and recommendations adopted by the bodies that monitor their application, covers transversal norms or principles such as non-discrimination and equality, participation, access to reparation, access to information, accountability, and good governance. These principles are applied at S2 Grupo.
Make progress in the Welcome Manual that includes everything foreseen in the Talent Management Area, complying with the quality standards applicable to it.	IN PROGRESS	The Talent Management department is working together with the Management to prepare the content of the Welcome Manual, so that it includes all the relevant information both for S2 Grupo employees and for new hires.
Prepare a Welcome Pack, a welcome kit for each new hire.	ACCOMPLISHED	The Talent Management department presents a welcome kit with corporate material on the first day of each new incorporation.
Get involved in cooperative projects that contribute to the broader United Nations Development goals, in particular the Sustainable Development Goals	ACCOMPLISHED	<p>S2 Grupo collaborates in the achievement of the United Nations Sustainable Development Goals, established in the 2030 Agenda for Sustainable Development, with the aim of eradicating poverty, protecting the planet and ensuring prosperity.</p> <p>In 2019, and in line with this commitment, S2 Grupo designed a new CSR strategy, called Evolucion2.</p> <p>This strategy aims to unite around the S2 Grupo brand another way of doing business as a distinctive and qualitative feature, while contributing as a team to the creation of a better world.</p> <p>This strategy is described in section B2 of this report.</p>
Review objectives and goals. Corrective and preventive actions. Recommendations for improvement.	ACCOMPLISHED	In continuous evaluation and in each Management Committee, follow-ups are carried out as well as suggestions for improvement.



27. Degree of compliance with the objectives proposed in the previous year with respect to human rights.

Implementation

Adherence to the principles of the United Nations Global Compact and respect for Human Rights have been integrated into the company's corporate policy since its incorporation. In fact, all actions and activities carried out in the company are conceived from the perspective of respect for Human Rights.

This respect is present in S2 Grupo's Code of Ethics, described above, which exemplifies the company's commitment and respect for human rights.

Sharing knowledge and experience is also the basis of our value generation policy. In fact, and during the period covered by this report, our Alan Turing Club carried out, within the context of the XIII STIC-CCN-CERT Conference, a deployment to raise awareness of the importance of this figure in the scope of our activity.

As a novelty and in line with this policy, in 2019, the **Singular Club** was created in S2 Grupo to generate knowledge on the prevention of cyberbullying in vulnerable groups.

The **Corporate Social Responsibility** policy sets out the values and rules that govern its commitment to this principle. These policies are publicly available for consultation on the S2 Grupo website, in addition to disseminating these good practices at conferences, seminars and training sessions.

Through the implementation of corporate social networks, such as **the website, the "Hijos Digitales" and "Security Art Work" blogs, the "Security On Air" radio program**, we contribute to the promotion of a digital brand in the company and we disseminate knowledge and create spaces to share experiences with a focus on respect for Human Rights.



<https://www.securityartwork.es/> <https://www.hijosdigitales.es/es/>

[@s2grupo](https://twitter.com/s2grupo)

In the same way, the CSR and equality policy, therefore, our respect for Human Rights, is expressly contained in the **IV Plan for Equal Opportunities between women and men for the 2018-2020 period**.

On the other hand, the achievement of the **Distinction of Equality in the Company and the approval of its extension until the end of 2019**, also requires us to maintain and expand the initiatives that led to this approval.

An evaluation report on equality and CSR actions is carried out annually to verify that we are complying with what has been agreed on in this matter. This obligation is included in Article 13 of Royal Decree 1615/2009, of October 26th, which regulates the granting and use of the "Equality in the Company" award, which states: *"an annual report reflecting the actions implemented and their effects within the framework of the Equality Plans or the Equality Policies whose assessment justified the granting of the business award on equality"*.

The Welcome Plan includes a specific section in which each person is informed of the company's commitment to respect Human Rights; with this measure, we continue to comply with one of our first objectives that we set ourselves when we adhered to the United Nations Global Compact.

Regarding the Protocol for the Prevention of Sexual Harassment of S2 GRUPO and Procedures for its treatment, it should be noted that, during the period of this report, there were no records of infringement of these principles for the prevention of harassment.

Compliance with these principles of respect for human rights is also established in the clauses of the contractual relationship with clients in the "Contract for the regularization of access and/or processing of personal data in the provision of services; is governed by the clauses contained therein, in compliance with the ORGANIC LAW 3/2018 of December 5, 2018, on the Protection of Personal Data and guarantee of digital rights and REGULATION (EU) 2016/679 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 27 April 2016 on the protection of individuals with regard to the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (General Data Protection Regulation), and by the rest of complementary legislation on the protection and processing of personal data, where computer ethics aspects such as Privacy and Anonymity, Intellectual Property, Confidentiality, responsibility of the participants are contemplated.

In this sense, and based on the customer satisfaction surveys, the most highly valued aspects were those related to the good accessibility of S2 Grupo to incidents through the established communication channels. This certifies the professional value of our technical staff. It should also be noted that, during the period covered by this report, no complaints or claims have been received from customers in this regard.

The acquisition of services, on the other hand, to **Non-Profit Organizations since 2004 and to Insertion Companies, from 2012** to date, the collaboration and sponsorship of social projects are some actions that extend and make visible the respect for Human Rights in our company.

We also commemorate the celebration of **different international days** (mentioned earlier in this report) by preparing our own documents and images to remember the pending problems to be solved and to carry out an internal and external dissemination exercise to raise awareness on these issues.

Performance measurement

To evaluate the results of respect for Human Rights in S2 Grupo, it is not necessary to establish monitoring and registration mechanisms, due to the close relationship between the management and the rest of the staff, which facilitates open and transparent communication. Meetings, in any area, allow measuring the scope of these policies, so that the evaluation of the application of these principles is carried out in a permanent and continuous manner over time. The staff is correctly informed of the ethical principles by which the entity is governed, since these are publicly available on the web; each hired person is informed of the respect for them and they are reviewed in the Annual Convention and in the Strategic Reflection Day; also in the various management committees. In addition, we have a 24*7 support where customers can raise their doubts and problems. This service has a defined incident management procedure, with the aim of offering better customer service, fast and effective, with a human rights approach.

S2 Grupo has **an Equality Commission** in which, among other points, is in charge of ensuring compliance with for Human Rights in all actions carried out by the company, reflecting the evolution and results in the different reports that it carries out jointly with the company's management.

Our criteria for hiring people are based solely on skills and in no case on ethnic, religious, age, gender or other discriminatory criteria. In our entire business history we have not known of any incident related to the breach of the right of access to work. This section is monitored by the Company's Management and analyzed in the weekly Management Committees and includes the employees, trainees, interns and the Enigma students.

We comply with equal opportunities in employment and professional development: all new employees receive a welcome manual and also have access to this information through the website and the intranet.

We do not engage in or encourage any type of discrimination.

As a **quantitative indicator**, the percentage of people employed, on scholarships or on internships who receive all the information related to Human Rights and are committed to respecting them is 100%.

The qualitative indicators that reflect the results obtained and the commitment to the protection of Human Rights are shown in the ratifications of the Distinctions and commitments that the company revalidates each year in terms of CSR and equal opportunities and good corporate governance.

The follow-up reports of both the Equality Distinction and the Agreements signed with the Ministry for the incorporation of women in the Company management and the Evaluation of Results of the Equality Plan are also qualitative indicators that reflect the follow-up of the proposed objectives and their degree of fulfillment. The ratification of these commitments by external entities is evidence of the fulfillment of our goals.

Specific objectives in the area of Human Rights principles for the coming year:

- Participate in initiatives whose strategic alliances improve our collaboration with the Company's value chain.
- Specific training in Human Rights
- Request for the V Plan for Equal Opportunities between men and women in S2 Grupo.
- Be an active member of associations and business groups.
- Continue with the Protegits® and Protectit® initiative, with high social value, to enable access to training and information for minors, families and professionals at risk of cyberbullying.
- Continue the initiative to get involved in cooperative projects that contribute to the broader development goals of the United Nations, in particular the Sustainable Development Goals.
- Review objectives and goals. Corrective and preventive actions. Recommendations for improvement.

S2 Grupo's commitment to Human Rights has permeated all relevant functions of the company.

Labor Standards

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: Companies must support the elimination of all forms of forced or compulsory labor.

Principle 5: Businesses should support the eradication of child labor.

Principle 6: Companies must support the elimination of discrimination in respect of employment and occupation.

Assessment, policy and objectives

In S2 Grupo there are still no risk factors for the application of collective bargaining since all our professionals are supported by Spanish legislation and by the Collective Bargaining Agreement of Offices and Firms that governs the company's labor relations.

The right to work and strict respect for the legislation of the countries where we are established as well as the legislation of the European Union are legally the rules that our company respects. This policy is applied both internally and externally with our business partners.

Our staff appreciates the company's efforts to be an ethical and socially responsible company, making them feel proud to belong to it.


Forced labor is not a risk factor in our entity due to compliance with Spanish labor legislation and given the type of activity that *S2 Grupo* engages in.

Our salary levels are above average and is gender neutral. Our compensation model is linked to responsibility, job objectives and business results. **In addition to salary, S2 Grupo's economic compensation, includes other social benefits such as medical insurance, salary supplement to cover 100% in the case of Temporary Work Disability, continuous training and specific benefits for the reconciliation of family and professional life.**

The last measure incorporated, which has been a success since its implementation in 2018, is the **Flexible Remuneration** system. This system offers the possibility for the company's employees to voluntarily allocate up to 30% of their salary in services such as: Transportation Card, Restaurant Card, Nursery Check, Training, and Family Health Insurance. The benefit provided is a greater purchasing power, since the contracted services are exempt from income tax.

At *S2 Grupo* we apply the **principle of equal pay and participate in awareness and information campaigns on this area**. Our professional development system is oriented towards the recognition of personal commitment to corporate values.


Degree of compliance with the proposed objectives for the period of this report

Objective	Degree of fulfillment	Evidence
<p>Strengthen alliances with Universities to carry out training actions, with a focus on respect for Human, Labor, Environmental and anti-corruption rights.</p> 	<p>ACCOMPLISHED</p>	<p>During this period, collaboration agreements were signed with the following new educational entities in addition to the existing ones:</p> <p>IES Francisco de Goya, Universidad de Alcalá y Universidad Internacional de Valencia.</p>
<p>Continue to integrate the Sustainable Development Goals</p>	<p>ACCOMPLISHED</p>	<p>All the initiatives carried out in the company are focused on compliance with the SDGs.</p>

Objective	Degree of fulfillment	Evidence
<p>approach into the Labor Principles.</p> <p>The infographic shows the 17 Sustainable Development Goals (ODS) and their alignment with 7 axes:</p> <ul style="list-style-type: none"> EJE 1 PERSONAS: ODS 1 (Eradicación de la pobreza), ODS 2 (Hambre cero), ODS 5 (Igualdad de género), ODS 10 (Reducción de las desigualdades). EJE 2 MUJER: ODS 5 (Igualdad de género), ODS 10 (Reducción de las desigualdades). EJE 3 LAS FAMILIAS: ODS 4 (Educación de calidad). EJE 4 NUESTRO FUTURO: ODS 4 (Educación de calidad), ODS 9 (Industria, innovación e infraestructura), ODS 11 (Ciudades y comunidades sostenibles), ODS 17 (Alianzas para lograr objetivos). EJE 5 CALIDAD DE VIDA: ODS 3 (Salud y bienestar). EJE 6 LA SOCIEDAD: ODS 8 (Crecimiento económico), ODS 17 (Alianzas para lograr objetivos). EJE 7 EL PLANETA: ODS 6 (Agua limpia y saneamiento), ODS 12 (Consumo responsable), ODS 13 (Acción por el clima), ODS 14 (Vida submarina), ODS 15 (Vida terrestre). 		<p>Based on this commitment, the Evolucion2 strategy (described in section B2 of this report) was developed in 2019.</p> <p>Evoluciona2 is the contribution of S2 Grupo, within its possibilities, to follow the path marked towards the collective goal, based on 7 axes, for the achievement of the United Nations Sustainable Development Goals.</p>
<p><i>Continue with the evaluation and follow-up of the results of</i></p>		<p>This monitoring of the records is ratified and approved in the Evaluation of Results of the Equality</p>

Objective	Degree of fulfillment	Evidence
<i>the actions as well as compliance with the records.</i>	ACCOMPLISHED	<p>Plan.</p> <p>We would like to highlight the following records that we have incorporated in the period covered by this report, which are added to those already described in previous reports.</p> <ul style="list-style-type: none"> • Record of the annual and monthly turnover rate • Record of socio-metric data of new hires to analyze our selection policy. • Record of socio-metric data of people who leave the company to analyze staff turnover. • Record and analysis of the evaluations made to teachers and students of the Enigma program.
<i>Continue to disseminate good practices in talent management; also in measures for the conciliation of professional, work and personal life.</i>	ACCOMPLISHED	<p>During this period we carry out initiatives, some of which emanate from the company's own staff with the aim of sharing experiences and times to reconcile life; others arise from the integration of the organization in the business environment and with society, highlighting:</p> <p>Participation in Job Fairs held at universities, which are used to attract talent, especially young talent. All the CVs collected are evaluated for inclusion in the different selection processes, thus promoting the inclusion of young talent in the labor market.</p> <p>The III Padel Tournament of S2 Grupo is organized and this year as a novelty, ping-pong, table soccer and board game tournaments are incorporated into this sports day. Employees can voluntarily participate in this event as well as come with their families to enjoy a fun day with their colleagues.</p> <p>We continue to promote healthy initiatives. In addition to the fact that every Tuesday and Thursday of the year, the company distributes seasonal fruit to all staff, this year we have incorporated the following initiatives:</p>

Objective	Degree of fulfillment	Evidence
		<ul style="list-style-type: none"> - Celebration of a nutrition day for the entire S2 Grupo team - Participation in the Solidarity Race of Valencian Companies - Recognition of good practice as a Healthy Company according to the INSHT, of the Ministry of Employment and Social Security <p>We continue with the birthday greetings to all the people who are part of the S2 Grupo team. From Talent Management a birthday greeting is sent by personal mail to each person on the team on their birthday.</p> <p>In the conciliation section, the use of the "Virtual Play Space" is promoted for the exchange of information among the company's employees, in order to share news & events, on cultural topics, sports, leisure, studies, etc. Such as invitations to games, biker routes, horchata (tigernut drink), masterclass, summer dinner, concerts, going to the theater, supporting cancer research, and endless proposals that we receive in our mail daily. During the period of this report we have carried out some of these good practices, such as:</p> <ul style="list-style-type: none"> • Organization of the 1st Corporate Environmental Volunteer Day, in which more than 300 trees were planted, creating the S2 Grupo company forest • Organization of the 2nd "Cybersecure Christmas" Drawing Contest for the children of employees • Participation in the Technovation Challenge initiative to encourage the participation of girls in technological projects • The II Innovation and R&D Ideas Contest is held for employees, where 2 prizes valued at € 1000 are granted • The first nutrition day is organized for all those interested in learning healthy lifestyle habits

Objective	Degree of fulfillment	Evidence
		<ul style="list-style-type: none"> The 1st S2 Grupo Basketball Tournament is organized with the participation of the S2 Grupo team together with their families
<p>Commemorate events that respect Labor Rights and actively participate in their dissemination.</p>	<p>ACCOMPLISHED</p>	<p>We have also commemorated events, with different materials and their dissemination and communication in the media, as described in section B5, image 23 of this report.</p>
<p>Continue collaborating in the improvement of relations with our value chain, responding to requests to cooperate with the entities that are part of S2 GRUPO's interest groups.</p>	<p>ACCOMPLISHED</p>	<p>From S2 GRUPO we attend to all requests to improve relations with our value chain in order to share knowledge. In fact, participation in conferences, seminars, workshops, as well as collaboration in any of these initiatives, which come from suppliers, clients, or other entities, are a verifiable fact when reading this entire Progress report.</p>
<p>Permanent updating on the corporate website.</p>	<p>ACCOMPLISHED</p>	<p>All news, events, novelties, job offers, activities ... are published on the S2 Grupo website in the different spaces provided for this purpose, so that the information provided is updated. The S2 Grupo website address is: www.s2grupo.es</p>
		
<p>Development of the Employer Branding strategy on the S2 Grupo website</p>	<p>ACCOMPLISHED</p>	<p>To develop this strategy, the marketing principles are applied to Talent Management, so that a Company Brand message can be identified and created. The strategy is aimed at managing the perceptions of employees and potential employees, and related stakeholders.</p> <p>The Employer Branding strategy allows: Highlighting S2 Grupo's positioning as an employer, creating an image of S2 Grupo as the best cybersecurity company to develop a professional</p>

<i>Objective</i>	Degree of fulfillment	Evidence
		<p>career, and conveying its value proposition and having the opportunity to differentiate itself from the competition.</p> <p>The benefit of this strategy is the attraction and loyalty of talent, which is a key resource for the company.</p> <p>The initiatives we developing are:</p> <ul style="list-style-type: none"> - References from colleagues from S2 Grupo: One of the main recruitment routes is the referral of candidates by the people of S2 Grupo, who continuously send CVs to the Talent Management area, to cover future professional needs. This is why we also make life easier for S2 people by carrying out activities and participating in attractive initiatives. - Collaboration with Servef, to promote employment through the publication of professional opportunities in S2 Grupo through the LABORA platform. - Collaboration with FUNDACION ONCE-INSERTA EMPLEO for the employment of people at risk of social exclusion. - Participating in specialized employment fairs: Polytechnic University of Valencia and Madrid, University of Valencia, CEU SAN PABLO University, Cyberwall, Employment Fair of the Chamber of Valencia, among others. - Open day at the S2 Grupo offices: Invitation to students from different universities to visit the facilities in Valencia and Madrid, offering them the opportunity to learn about the professional development they can have if they are part of the S2 Grupo team. - Employer Branding Development: Diffusion of all the initiatives and activities that S2 Grupo offers to its team through social media, corporate website and internal mailing, in order to strengthen professional ties and foster a sense of belonging. The development of this strategy allows the people who are part of the S2 Grupo team to act as “ambassadors” for the company, in addition to attracting and retaining talent.

Objective	Degree of fulfillment	Evidence
<i>Improve the master plan of the Talent Management area</i>	IN PROGRESS	<ul style="list-style-type: none"> - Continuous publications in the media and social networking aimed at promoting the image of S2 Grupo as an employer in order to attract talent. Continuous work is being done to improve the Talent Management strategic plan, which includes the proposed plans for each of the HR policies developed in S2 Grupo.
<i>Continue with job descriptions</i>	IN PROGRESS	The job descriptions model is developed, in which all of the company's job descriptions are included. This objective is in process as each of the job descriptions is being worked on. These descriptions will be used for the development of the career plan established in S2 Grupo.
<i>Continue with the procedure for the exit interview at the end of the contractual relationship with the company.</i>	ACCOMPLISHED	The procedure of conducting an exit interview continues at the end of the contractual relationship between the company and the worker.
<i>Expand the Talent Management area, giving it more visibility in S2 Grupo</i>	ACCOMPLISHED	This expansion and consolidation is evident with the addition in 2019 of one more person to the Talent Management team of S2 Grupo
<i>Develop an Employee Manual that includes information of interest about S2 Grupo</i>	IN PROGRESS	The Talent Management department is working together with the Management to prepare the content of the Welcome Manual, so that it includes all the relevant information both for S2 Grupo employees and for new hires.
<i>Strengthen S2 Grupo's presence in the media and social networks regarding talent management.</i>	ACCOMPLISHED	During the reporting period, an internal and external communication strategy was developed, aimed at reinforcing and promoting S2 Grupo's talent management.
<i>Definition of a special plan for people who identify themselves as "High Potential" for different reasons, HiPo.</i>	ACCOMPLISHED	A special plan is defined within the professional development policy to identify those people who could be considered HiPo.
<i>Develop new talent attraction strategies</i>	ACCOMPLISHED	Work continues on the development and innovation of the employer branding strategy

<i>Objective</i>	Degree of fulfillment	Evidence
<i>Carry out training activities in people management aimed at middle managers, to improve the management of work teams</i>	PENDING	described above to promote talent attraction Various training options have been studied that are planned to be addressed in the next period.
<i>Review objectives and goals. Corrective and preventive actions. Recommendations for improvement</i>	ACCOMPLISHED	In this section, it should be noted that respect for Labor Rights is a constant in business activity. The proposed plans and objectives are continually reviewed, as well as the follow-up of the strategic plans of each area in order to develop corrective and/or preventive actions according to their degree of compliance.

28. Degree of compliance with the objectives proposed in the previous year with respect to Labor Rights

Measurement of results

Direct information among the people who are part of the company facilitates communication on the monitoring indicators of all talent management policies by knowing, through their assessment, the proposals for improvement in business processes. In addition, with the creation of the Talent Management Department, the control, monitoring, evaluation and solution of problems raised on this matter is guaranteed.

Despite being a complex process, Talent Management is developed in these three phases: **Recruitment and Selection of personnel, Training and Motivation Plan**. All of this is done with respect for the Labor Rights of the workers, by making them aware of this aspect, increasing the organizational capacity and productivity. The company's personnel data, treated in all reports, are disaggregated by sex and observed with an equal opportunities approach.

Regarding the actions to attract Talent, in the relevant period we have incorporated good practices to increase the sources of talent attraction, which has allowed us to evaluate the indicators and records that we have implemented in the company for this purpose.

The people responsible for the selection of personnel, reporting to the Talent Management Area, ensure that among the candidates to be presented for insertion in the company, there is always at least one woman or one man according to the least represented gender of the group in question.

Also in the period of this COP, we continue to carry out various initiatives where we transfer our good employment practices in order to attract new talent, always respecting labor rights, both internally and externally.

Such dissemination actions, both internal and external, are promoted directly or indirectly by collaborating in the organization of activities of other entities. They are carried out in different ways such as participation in fairs and employment forums, etc. The following events stand out in the period under review:

Collaboration proposal to the S2 Grupo team on the TECHNOVATION CHALLENGE initiative, to encourage the participation of girls in technological projects. Besides participating as mentors and judges in this International Contest. (February 2019)



Participation in the Employment Forum of the CEU University, Madrid (March 2019)



Organization at the UCLM of Albacete, of a working day in Cybersecurity of S2 Grupo. (March 2019)



First time participation of S2 Grupo in the UPM Virtual Job Fair (April 2019)

FOMULARIO DE PARTICIPACIÓN (El modelo cumplimentado por correo electrónico y con firma digitalizada)

XIX FERIA DE EMPLEO VIRTUAL DE LA U.P.M. - TALENT UPM-
CENTRO DE LA UCLM (Para información)

PAÍS SOCIAL: S2 GRUPO DE INNOVACIÓN E INICIATIVAS

CIF: B88832464

DIRECCIÓN: C/ RAMIRO DE MAETZU, 1 SAJO
46100 BURJASSOT, VALENCIA
PROVINCIA: VALENCIA

DIRECCIÓN DE LA PARTICIPACIÓN (Para contacto):
Nombre: JORGE LUIS SALAMANCA
Cargo: DIRECCIÓN DEL TALENTO
Teléfono: 901110300
Mail: jordan.salamanca@s2grupo.es

DIRECCIÓN DE PLAZA:
El pago se realizará contra factura, para cualquier otro asunto relacionado con este formulario cumplimentado, y con el respecto a la entrega del formulario, como responsable de este de ser el facultado para intervenir en el presente, por favor indicarnos con:
Nombre: MARGA SILVESTRE PLAZ
Número: 901110300

DIRECCIÓN RAMIRO DE MAETZU, 1 SAJO
E-mail: jordan.salamanca@s2grupo.es
CANTIDAD MÍNIMA DE PARTICIPACIÓN DE PARTICIPACIÓN: No Sí

OPCIONES:
Credencial total Medio Análisis Valencia a 40 eur IVA
CERESU Valencia
Dado que el pago se va a realizar una factura normal, este importe se va a tener en cuenta el importe de este de primeramente.
Forma Digital:
Es el caso de que desea hacer presencia en la feria digital del evento, lo primero que debe hacer es de la feria de 2019 la información que requiere la propuesta de asistencia.
Para de parte presenten en el número 901110300.

HECHO Y FIRMADO LA EMPRESA:



Participation in the Business Motivation Program of the U.V Business Culture Chair (April 2019)



Sponsorship of the IT Week for talent recruitment (April 2019)



Participation in the UPV e² Forum (April 2019)



Participation in Talent Fest UV (May 2019)



Participation in the Job Fair of the Valencia Chamber of Commerce (June 2019)



S2 Grupo sponsorship in the C1b3rwall Conference for talent recruitment. (June 2019)



Participation in Rooted Con Valencia (September 2019)



Talent Recruitment at the Navaja Negra Conference (October 2019)



Participation in the 5th Edition of the QUÉDATE UPV program (November 2019)



At the **annual Convention**, all the company's staff, on this occasion almost 340 people, are presented with all the activities carried out in the year just ended, as well as the work proposals for the coming year, making them part of the organization's strategy, in order to have a global vision of it and to remind them of the respect for the principles of the UN Global Compact:



At S2 GRUPO, the key factor as a company is the people who make up its team. We responsibly manage their talent, enhancing their abilities, skills and knowledge, forming a diverse and multidisciplinary team. For this reason, the Training Plan for all company personnel is part of the evolution of their professional development, dealing with technical, generic or transversal specialization, language, as well as interpersonal skills or others, with training in classrooms, online, blended, always within working hours, ensuring that the entire staff is informed and that participation is balanced. In addition, **in 2019 we contemplated Self-Training in the workplace.**

The training plan, in addition to technical and language training, includes a training called **TEDIS**, exclusive to S2 Grupo, which consists of voluntary training, given by the Company's own staff on topics related or not to business activity and the training given at **the ENIGMA Cybersecurity School.**

An example of this effort is noted that **in 2019 the training hours were more than 44,755** hours in technical, language and transversal skills, distributed in four types of formats:

- a) **Internal, external and self-training of 14,789 hours**, (1,481 hours received by women and 9,061 by men) with a total of **583 participants** (103 women and 480 men).
- b) The training given in our **5.0 Cybersecurity School**, which this year has welcomed fifteen young people, and the 6.0 edition, another fifteen young people (two women and thirteen men), which means **14,400 hours of training** (640 hours for women, and 13,760 hours for men) **and 9,600 hours of training practices** (9,600 hours for men)
- c) And also, we indicate the number of hours of training called **TEDIS, 292 hours, with a student body of 146 people (29 women and 117 men)**
- d) Training in **language skills** is also important in the company, dedicating 5,675 hours of training (1,872 for women) and 3,803 hours of training for men, with 97 people trained (32 women and 65 men)

In the following tables we develop this information more graphically:

Nº participants	2019		
	men	women	TOTAL
<i>In-house training</i>	281	58	339
<i>External training</i>	199	45	244
<i>Self-training</i>	33	9	42
INT + EXT TRAINING	513	112	625
TEDIS	117	29	146
<i>ENIGMA (TRAINING PHASE)</i>	28	2	30
<i>ENIGMA (TRAINING PRACTICES PHASE)</i>	15	0	15
LANGUAGES	65	32	97
TOTALS	738	175	913

29. Number of training participants in 2019

Nº training hours	2019		
	men	women	TOTAL
<i>In-house training</i>	1,174	161	1,335
<i>External training</i>	7,886	1,319	9,205
<i>Self-training</i>	2,313	1,935	4,248
INT + EXT TRAINING	11,373	3,415	14,788

TEDIS	234	58	292
<i>ENIGMA (TRAINING PHASE)</i>	<i>13,760</i>	<i>640</i>	<i>14,400</i>
<i>ENIGMA (TRAINING PRACTICES PHASE)</i>	<i>9,600</i>	<i>0</i>	<i>9,600</i>
LANGUAGES	3,803	1,872	5,675
TOTALS	38,770	5,985	44,755

30 Hours of training in 2019

We continue to carry out many initiatives where our knowledge is disseminated both internally and externally, promoting them or participating in activities of other entities, in different formats with the direct participation of the management and also of the staff, offering everyone in the company to contribute with their experience and expertise. As we can see, S2 Grupo develops its own social initiatives or joins others launched by public administrations and other agents to disseminate its technological know-how in seminars, congresses and conferences, both nationally and internationally. Since its foundation, S2 Grupo has actively collaborated with the society that surrounds it, sharing experiences with its environment through written, oral or digital media.

In the 2018 fiscal year, the First **Edition of Open Innovation Labs** was launched and in 2019 the second edition was held with notable success. This initiative deals with an accelerated innovation management process to open and streamline our innovation processes to the company's employees, in which their innovative capacity is rewarded.

The strategy consists of creating an intrapreneurship structure to encourage initiatives within the organization by using its own methodology with a program tailored to S2 Grupo. At the same time, with technical support and monitoring of projects by the management.

In addition, we develop **Initiatives that improve work-life balance and co-responsibility**, which from a gender perspective cover the following categories:

- Measures to make the labor relationship more flexible
- Measures for the organization of working time
- Measures to make the workplace more flexible
- Social benefits related to the reconciliation of personal, work and family life
- Human resources culture and policies

With some of these good practices we also consider the families of the staff because the family is the basic unit of social articulation, an agent of integration and cohesion and of social, economic and political well-being.

International recommendations insist on the need to establish integrated and coherent family policies. It is for this reason that at S2 Grupo we encourage initiatives that rationalize schedules, promote responsible family policies.

S2 Grupo implements goals and objectives based on a previously established Strategic Plan that communicates clearly and fluently to its staff, first and foremost, and then to its business environment.

A transparent, agile and flexible communication culture prevents conflict situations in the company because it improves personal relationships, links the departments and areas of the company with each other, transferring directly to its social network of which it is part and operates. This strategy, implemented in S2 Grupo, benefits the personal environment and favors a healthy work environment, giving a greater degree of confidence to all stakeholders and therefore raising the levels of business productivity.

In addition, transmitting the evolution and monitoring of these challenges favors success, which is the result of doing things well, since all **participants in our value chain** know, at all times, the situation of the company and its progress. That is to say, we attend to matters related to **clients**, in different stages and formats, and to the coordination **with suppliers and providers** of services and goods, with **our institutional environment**, for example, with visits and open days and participation in events, even promoting, among others initiatives, the Valencian Training Plan with training and awareness sessions on cybersecurity for different groups with the Generalitat Valenciana.

Specific objectives in the area of labor rights for the coming year:

Continue promoting actions to generate, in the employees, a sense of belonging to a shared project such as that of *S2 Grupo*, with respect for **Labor Rights**, gives us great strength as an organization and is one of the objectives we propose for the coming period. We highlight, among others, the following proposals:

- Strengthen alliances with Universities, vocational training centers and public administrations to carry out training and employment promotion actions, with a focus on respect for Human, Labor, Environmental and Anti-corruption Rights.
- Continue with the integration of the Sustainable Development Goals in the actions of these Labor Principles.
- Continue with the dissemination of good practices in talent management; also in measures for the conciliation of professional, work and personal life.
- Commemorate events that respect Labor Rights and actively participate in their dissemination and continue collaborating in the improvement of relations in our value chain, responding to requests to cooperate with the entities that are part of the interest groups of S2 GRUPO.
- Permanent updating of the corporate website and development of the Employer Branding strategy on it.
- Advance in the development of the Employee Manual that includes information of interest about S2 Grupo.
- Improve the master plan for the Talent Management area.

- Continue with the development of job descriptions.
- Carry out training activities in people management aimed at middle managers, to improve the management of work teams.
- Review objectives and goals. Corrective and preventive actions. Recommendations for improvement.

Promoting a good working environment is the responsibility of senior management, who with their culture and management systems prepare the right ground for it to develop. The institution and consolidation of the Talent Management Department endorses all these considerations.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

Assessment, policy and objectives

In S2 Grupo's Code of Ethics, it is reflected that the company *“assumes the commitment to ensure the greatest respect for the environment in the development of its activities, as well as to minimize the negative effects that, eventually, these could cause. To this end, it will provide its employees the most appropriate means to achieve this. Compliance with this commitment means that all the people who work at S2Grupo must assume and carry out the good environmental practices adopted in the organization.”*

The basic principles that govern the environmental policy of S2 GRUPO are:

- **Guide the company towards sustainable development**, seeking an adequate balance between respect for the environment, promoting progress and social welfare, and economic interests.
- **Ensure compliance with the environmental legislation, regulations and standards applicable to the activities we carry out.**

- **Guarantee continuous improvement and prevention of pollution** by updating and monitoring our Environmental Management System, as well as our environmental objectives and goals.
- **Control the waste derived from our activity**, emphasizing the reuse of all those that, due to their characteristics, allow it.
- **Provide training, awareness and motivational actions on environmental protection to achieve an active participation of the entire professional staff.**
-

The degree of fulfillment of the objectives proposed in the previous year's report:

Objective	Degree of Compliance	Evidence
OBJECTIVE 1: Sensitization and motivation in environmental management to the entire workforce.		
<i>Action 1.1: Issuance of environmental communications</i>		<p>During this period, the following environmental communications were sent:</p> <ul style="list-style-type: none"> - Communication of Environment Day - Communication of Waste management - Environmental communication: For a lagoon without plastics
OBJECTIVE 2: General improvement of the environmental performance of S2 Grupo		
<i>Action 2.1: Install a print server for the deployment and control of the printing policy and once installed, the printing policy will be reviewed and disseminated.</i>	IN PROGRESS	Pending allocation of the necessary resources to execute the initiative
<i>Action 2.2: Environmental corporate volunteering day.</i>	ACCOMPLISHED	<p>In line with this action, the following were carried out:</p> <ul style="list-style-type: none"> - I Reforestation Day of Aleppo pine, stone pine, holm oaks and gall oaks in Requena (February 2019) - Day to irrigate in July 2019 the "company forest" planted in the same year - Suggestion sent to Talent Management: Initiative to clean up garbage in nature

Objective	Degree of Compliance	Evidence
<i>Action 2.3: Offset of the carbon footprint of S2 Grupo</i>	IN PROGRESS	In line with the Environmental Corporate Volunteering Day. During 2019, the 2018 calculation was made
<i>Action 2.4: Install an ashtray at the entrance of the new S2 Grupo headquarters</i>	IN PROGRESS	It is in the process of evaluation by the maintenance staff.
<i>Action 2.5: Install motion sensors in the common areas of the new JR6 offices like those of RM7C</i>	DISCARDED	This action is reassessed. It is not deemed to have a considerable energy saving benefit, taking into account COST/INVESTMENT.
OBJECTIVE 3: Reduce the electricity consumption of the S2 Grupo CERT Service Center in Ramiro de Maeztu 7 by 5%		
<i>Action 3.1: Replacement of all RM7 luminaires with LED technology</i>	ACCOMPLISHED	All the RM7 LED luminaires were installed (except for the kitchen and the entrance that remain pending)
<i>Action 3.2: Send reminder of good practices on electricity consumption</i>	IN PROGRESS	Pending update of Good Practices document. Align document with Evolucion2 initiatives

31. Degree of fulfillment of the objectives proposed in the previous year with respect to the Environmental Rights

Results measurement

At S2 GRUPO we periodically monitor (monthly, quarterly, annually) the consumption of the resources used in the provision of our services:

- Electric power
- Water
- Paper
- Diesel for the generator set

During 2019, the weighted **water consumption** was 2% lower than the 2018 consumption, despite the constant increase in the workforce and the opening of the new headquarters in Valencia.

Regarding the **paper consumption**, the weighted consumption increased by 6% compared with the previous year, going from 0.32 sheets per hour worked to 0.38. This was due to the measurement method, which is based on paper purchases, so the peak of purchases to supply the new headquarters affected the data. We need time to stabilize the "consumption" that we are measuring through paper needs.

The weighted **electricity consumption** in 2019 fell 20% compared with 2018, placing it at 2017 levels in absolute terms, but with a larger workforce.

In 2019, no purchase of diesel fuel for the generator was recorded. Fortunately this equipment is only required for very short interventions or for its periodic test starts, which means that the tank is hardly ever emptied.

In the waste section we also do periodic monitoring (monthly, quarterly, annually) of the generation of waste derived from our activity:

- **Toner cartridges, WEEE (waste from electrical and electronic equipment), Luminaires, Batteries (Alkaline and Button), Paper shredder waste.**

The evolution of the amount of waste generated and managed during the years 2018 and 2019 is shown in the following Graph:

32.	Residue	2018	2019	Variation
	Toner cartridges	30 units	25 units	5 units
	WEEE	477 Kg	839 Kg	+362 Kg
	Luminaires	0 units	0 units	0 Units
	Alkaline batteries	368 units	347 units	- 21 units
	Button Batteries	30 units	32 units	+ 2 units
	Shredder	50 bags	53 bags	+ 3 bags

Waste generated and managed years 2018 and 2019. Own Source

The increase in WEEE is due to the fact that regardless of the waste that we generate as a result of the replacement of the company's equipment, we also offer a service of managing WEEE for clients through an authorized manager. This causes occasional peaks in our generation of this type of waste, but it is a positive task, since S2 Grupo ensures the correct management of this waste.

It should be noted that no luminaire management was registered during 2019.

In relation to toners, a drop of 5 units managed as waste by an authorized manager was recorded in 2019.

During 2019, S2 Grupo successfully passed the renewal audit conducted by AENOR in September.

At the beginning of June 2019, the review meeting of the Environmental Management System was held by the two Managing Partners within the Green Committee of S2 GRUPO, of which they are members. The following input information was reviewed:

1. S2 Grupo Environmental Policy
2. Results of internal and external audits
3. Assessment of legal compliance and other environmental requirements
4. Communications from interested parties
5. Environmental performance of S2 Grupo
6. Review of fulfillment of 2018 objectives
7. Corrective and preventive actions
8. Follow-up of actions resulting from previous reviews by management
9. Possible changes that could affect the EMS

10. Opportunities for improvement

11. Results of the review

Achieve full health, safety and well-being at work

Health Promotion in the Workplace consists of joining the efforts of the company, the workers and the society to improve the health and well-being of the people in the workplace. At S2 Grupo, this is achieved by improving the organization and working conditions, promoting active participation and fostering individual development.

Institutionally, adherence to the Luxembourg Declaration committed to integrating the basic principles in the promotion of health at work and in the management of the health of workers is the umbrella where we collect all initiatives. In 2019, we held the **3rd Vicente García Paddle Tennis Tournament, both in Madrid and in Valencia, the 1st S2 Grupo Basketball Tournament, and once again the *Mutua* has acknowledged our work with the payment of incentives for zero accidents, such as the acknowledgement of a healthy company.**

Specific objectives in the area of environmental rights for the coming year:

Based on the Environmental Policy established in S2 Grupo, from the environmental performance achieved during 2019, the following environmental objectives were proposed for 2020:

- Objective 1: Awareness and motivation regarding environmental management among the entire workforce.
 - Action 1.1: Issuance of several environmental communications/ environmental bulletins throughout the year.

- Objective 2: General improvement of the environmental performance of S2 Grupo
 - Action 2.1: Environmental volunteering days
 - Action 2.2: Calculate the carbon footprint for 2020 in order to compensate for the reforestation of trees carried out.
 - Action 2.3: Review of the S2 Grupo code of ethics to take environmental aspects into account.
 - Action 2.4: Update the document of Good Environmental Practices in Offices.
 - Action 2.5: Update Good Environmental Practices for our suppliers
 - Action 2.6: Promote internal initiatives for environmental awareness

Implementation

The S2 Grupo Green Committee periodically reviews the progress of the Environmental Management System. Likewise, once a year the points required by the ISO 14001 standard are reviewed one by one. The minutes of this meeting are the Management Review Report. The conclusions of this meeting or any other Green Committee meeting may lead to changes in the environmental objectives or operational procedures.

Taking into account the environmental policy, the most significant environmental aspects, legal requirements, technological options and the opinion of the interested parties (complaints or reports, if any), every year those environmental aspects are identified on which to try to work to reduce its impact by setting objectives and goals that are documented and whose evolution is monitored during the meetings of the Green Committee.

The proposed environmental objectives are translated into an action plan which identifies the necessary resources and those responsible for carrying out each action, its deadline and follow-up.

The program to raise awareness and motivate employees in environmental management emphasizes the extension of the environmental practices described above to the private and personal sphere.

AENOR's conclusions on this matter were very satisfactory, with a very positive assessment of both the implementation of the Environmental Management System and the performance achieved.

Finally, we have not suffered any environmental incident and we have never received any complaint or claim, sanction, inspection, etc. in this regard.

Anti-corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Assessment, policy and objectives

S2 Grupo actively favors the strengthening of transparency mechanisms in the daily operation of business activity. The values and fundamentals of our company totally exclude corruption in all its forms, applying this policy both internally and externally. This type of behavior is not allowed.

In addition, *S2 Grupo* ensures that it maintains accurate books and records that reflect all economic and financial transactions, conducting annual audits with an external and independent organization, thus certifying the absence of incidents of corruption to strengthen the mechanisms of transparency in the operation of our economic activities. We comply with the accounting and tax obligations of our headquarters, as well as the dissemination and recording of accounting information according to the regulations.

In relation to the objectives that we set for ourselves in the previous report, the degree of compliance with them is indicated below:

Degree of fulfillment with the objectives proposed in the reference period of this Report in the area of anti-corruption:

Objective	Degree of fulfillment	Evidence
Follow-up of actions resulting from previous reviews by management	ACCOMPLISHED	This same report and its signature by the Company's Management are evidence of compliance.
Training on Fraud Detection for the company's staff, to be carried out in the second half of 2019	IN PROGRESS	In progress.
Integrate the Sustainable Development Goals approach in the actions of these Anti-Corruption Principles.	ACCOMPLISHED	The correlation of this Anti-Corruption Principle with the SDG, is manifested in the new Evolucion2 strategy (described in section B2 of this report).
Review of objectives and targets. Corrective and preventive actions.	ACCOMPLISHED	Reviews carried out in the different Committees of the Company.

Recommendations for improvement.		
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33. Degree of compliance with the objectives proposed in the previous year with respect to Anti-Corruption

Implementation

The values and foundations of the company are communicated and implemented in all our offices, and are reflected in the Code of Ethics in the principle of integrity:

S2Grupo asks its employees to behave with integrity, being consistent in their actions with the company's corporate principles and values. Accepting this principle implies being honest and upright with the people and organizations with whom the professionals of S2 Grupo interact for work reasons.

"We share the values by the OECD (particularly in relation to the fight against corruption), as indicated in the Code of Ethics, in the section "Fight against freezing of funds and irregular payments":

The employees of S2Grupo will avoid economic transactions of an unusual nature or amount, both collections and payments, made in cash or with bearer checks, as well as payments made to entities with bank accounts opened in tax havens, having to identify in all cases the ownership.

In its section on "*Favors, bribes and similar actions*" it is stated that

"S2Grupo employees may not accept, directly or indirectly, gifts, donations, invitations, favors or compensation of any kind, which are intended to improperly influence their business, professional or administrative relationships, both with public and private entities. Likewise, they may not make or offer, directly or indirectly, payments, gifts or compensation of any kind that are not considered proper to the normal course and professional ethics of business to try to improperly influence their commercial, professional or administrative relations, both with public and private entities."

Our objective of reflecting transparency leads us to publish economic data on the web and we send this information to the business main news portals. The Management Committee is responsible for collecting complaints from the outside environment, analyzing them and implementing corrective actions. As of the date of this report, there have been no known incidents in this area.

Results measurement

S2 Grupo does not have an explicit anti-corruption policy, being the Management responsible for transmitting this business philosophy based on criteria of transparency, security, honesty and confidentiality. Due to the size of the entity, the Code of Ethics and Corporate Values of Good Practices seems sufficient to manage future problems that may arise in this matter.

The basis of the business is its human capital, so any risk must be managed effectively, as it has a direct impact the company.

S2 GRUPO's relationship with its clients is based on trust.

It is noteworthy that in S2 GRUPO there have never been problems of corruption; no case of conflict of interest has been recorded in the company and no case of attempted bribery was recorded.

Specific objectives in the anti-corruption area for the coming year:

- Continue with the communication and dissemination of S2 Grupo's transparency and integrity policy to all its stakeholders
- Integrate the Sustainable Development Goals approach in the actions of these Anti-Corruption Principles.
- Review objectives and goals. Corrective and preventive actions. Recommendations for improvement.

The values and fundamentals of our company totally exclude corruption in all its forms. This policy is applied internally and externally with our Partners to strengthen transparency mechanisms in the operation of our economic activities.

F. S2 Grupo with the Sustainable Development Goals (SDG)



34. Correlation of the United Nations Global Compact Principles with the SDGs

S2 Grupo makes an effort to continue integrating the **Sustainable Development Goals (SDGs)** into its daily work to continue making positive impact throughout its value chain.

An example of this commitment as we have explained throughout this report is the **new CR strategy**, called **Evoluciona2**.

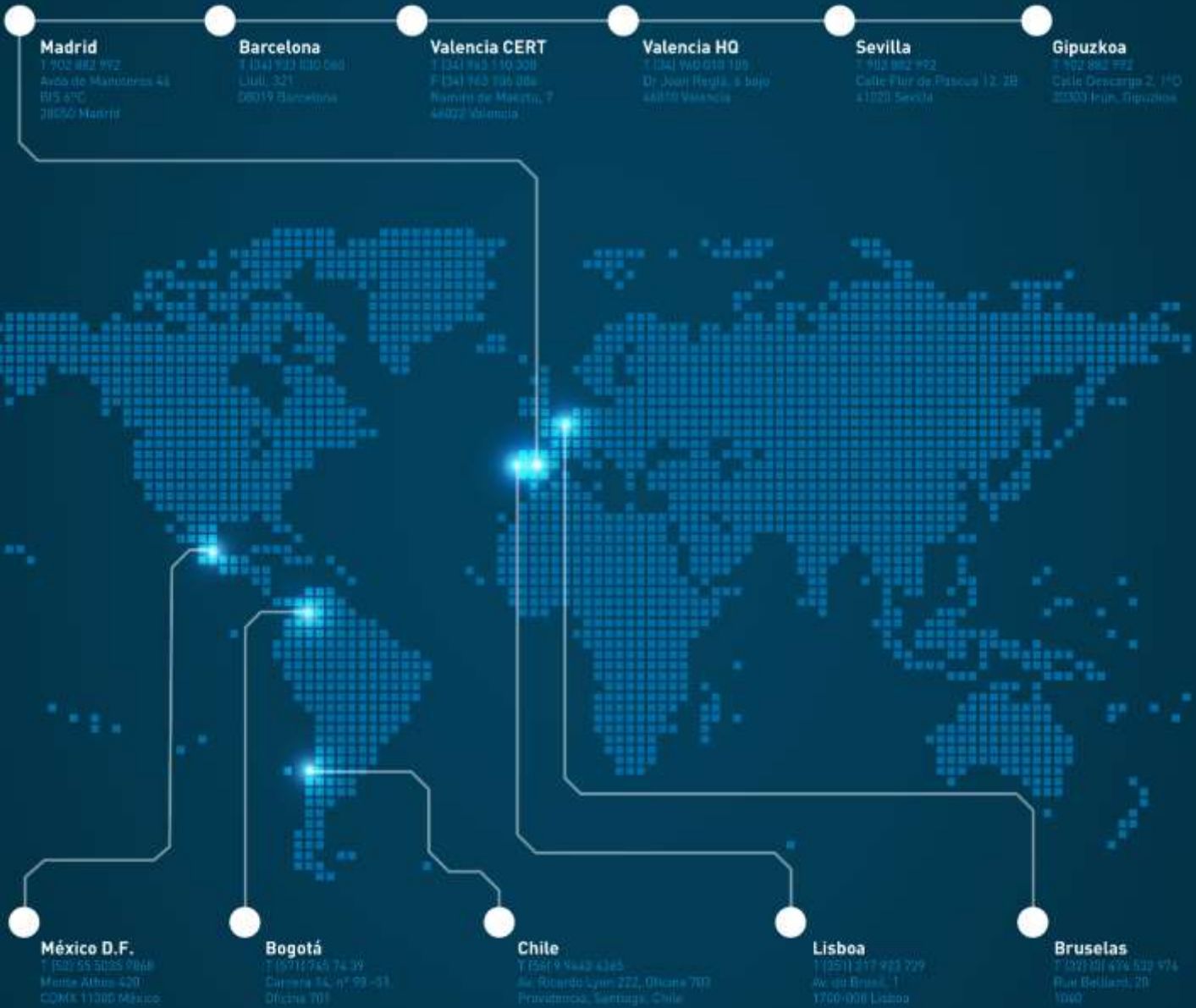
Our commitment is to establish all possible connections between the SDGs and the policies, programs and actions of S2 Grupo. In this way, the maximum number of synergies is built to achieve the materialization of the projects contemplated in the company's strategy.

Evoluciona2 is the contribution of S2 Grupo, within its possibilities, to follow the path marked towards the collective goal, based on the following **7 Axes** that define our CR strategy, to contribute to the achievement of the SDGs at a global level: **1. People 2. Women 3. Families 4. Our future 5. Quality of life 6. Society and 7. The Planet**

Ultimately, and through this communication, we express our intention to continue supporting and developing these principles within our sphere of influence. We are committed to continuing to make the Global Compact part of our company's strategy, culture and daily actions, as well as to engage in cooperative projects that contribute to the broader objectives of the United Nations, in particular the Sustainable Development Goals.

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