

SOCIAL BALANCE

| | |
|--|---|
| Registration Data <hr/> Name | Social Balance VAT number : <hr/> Address : <hr/> Postal Code : <hr/> Country/City : <hr/> Legal Form : <hr/> Sector : |
|--|---|

General Data

Members of the organization (one person can only be counted in one of the fields, never in duplicate)

| | |
|--|---|
| q101 Number of non-working members 63 women 43 men 106 TOTAL | Ind 118 Total number of people working in the organization <div style="text-align: center; font-size: 2em; color: #c00000;">7</div> Previous year N/D |
| q102 Number of member / employer organizations 0 | |
| q103 Participating people representing partner / employer organizations 0 women 0 men 0 TOTAL | Ind 3 Indicator of % of people in the organization broken down by sex <div style="text-align: center;"> <p style="text-align: center; font-size: 0.8em;"> ● Women ● Men </p> </div> |
| q105 Number of working members 3 women 4 men 6 TOTAL | |
| q106 Number of non-member workers 1 women 0 men 1 TOTAL | |
| q107 Number of volunteers 3 women 0 men 3 TOTAL | Previous year Women : 62 % Men : 38 % |

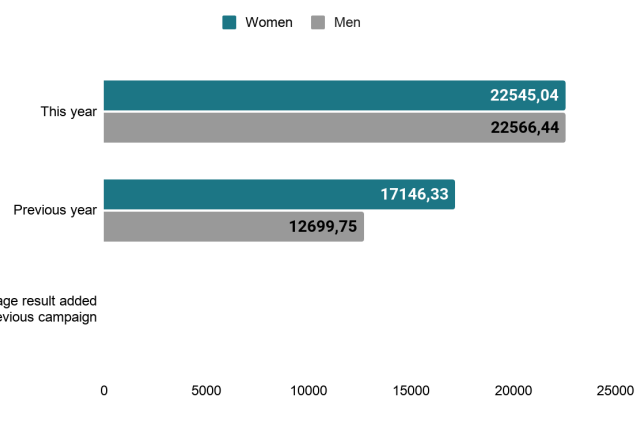
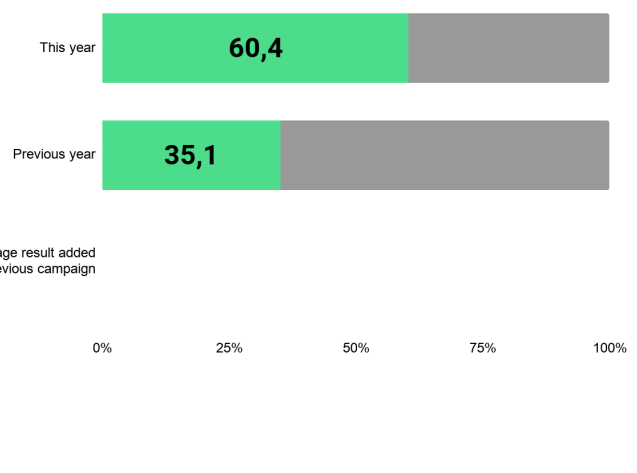
SOCIAL BALANCE

Economics and labor policy

Average Staff

| | |
|---|--|
| <p>q1101 Total number of job positions expressed in full days during the last financial year</p> <p style="text-align: right;">2,47 women 3,12 men 5,59 TOTAL</p> | <p>ind4 Medium Equivalent Template</p> <p style="text-align: center;">5,59 Previous year 8</p> |
|---|--|

Economic Information

| <p>q1102 Sum of the annual gross salary of working people per sex</p> <p style="text-align: right;">55.686,25 women 70.407,29 men 126.093,54 TOTAL</p> | <p>ind114 Average annual wage by gender</p>  <table border="1"> <thead> <tr> <th>Year</th> <th>Women</th> <th>Men</th> </tr> </thead> <tbody> <tr> <td>This year</td> <td>22545,04</td> <td>22566,44</td> </tr> <tr> <td>Previous year</td> <td>17146,33</td> <td>12699,75</td> </tr> </tbody> </table> <p>Average result added previous campaign</p> | Year | Women | Men | This year | 22545,04 | 22566,44 | Previous year | 17146,33 | 12699,75 |
|---|---|----------|-------|------|-----------|----------|----------|---------------|----------|----------|
| Year | Women | Men | | | | | | | | |
| This year | 22545,04 | 22566,44 | | | | | | | | |
| Previous year | 17146,33 | 12699,75 | | | | | | | | |
| <p>q1107 Summary of remuneration not paid by the company / entity due to termination or leave</p> <p style="text-align: right;">0 women 0 men 0 TOTAL</p> | <p>ind5 Purchasing volume indicator on expenses</p>  <table border="1"> <thead> <tr> <th>Year</th> <th>Green</th> <th>Grey</th> </tr> </thead> <tbody> <tr> <td>This year</td> <td>60,4</td> <td>39,6</td> </tr> <tr> <td>Previous year</td> <td>35,1</td> <td>64,9</td> </tr> </tbody> </table> <p>Average result added previous campaign</p> | Year | Green | Grey | This year | 60,4 | 39,6 | Previous year | 35,1 | 64,9 |
| Year | Green | Grey | | | | | | | | |
| This year | 60,4 | 39,6 | | | | | | | | |
| Previous year | 35,1 | 64,9 | | | | | | | | |
| <p>q1201 Total annual amount of expenses in €</p> <p style="text-align: right;">451.832 €</p> | | | | | | | | | | |
| <p>q1202 Total annual amount of acquisitions of goods and services in €</p> <p style="text-align: right;">272.861 €</p> | | | | | | | | | | |
| <p>q1206 Total annual amount of staff costs in €</p> <p style="text-align: right;">165.570 €</p> | | | | | | | | | | |
| <p>q1203 Total annual amount of income in €</p> <p style="text-align: right;">458.812 €</p> | | | | | | | | | | |

SOCIAL BALANCE

q1204 Total annual amount of sales of goods and services in €

67.446,13 €

q1205 Total annual amount of grants awarded to the organization / project in €

389.747,02 €

q1207 Annual average of economic resources deposited in financing institutions in €

220.000 €

ind5 Payroll indicator



Average result added previous campaign

0% 25% 50% 75% 100%

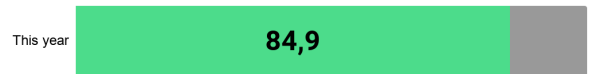
Ind6 Turnover indicator



Average result added previous campaign

0% 25% 50% 75% 100%

Ind7 Grant dependency indicator in %



Average result added previous campaign

0% 25% 50% 75% 100%

Ind8 Annual economic result

6.980 €

Previous year **10.475,52 €**

SOCIAL BALANCE

Work policy

Ind90 In the years in which your activity has benefited, how are they distributed?

- Networks and / or associations or other initiatives for the construction of common goods
- ✓ - Reservations, compensation for losses and / or own investments (equipment, training, material, new projects, etc.)
- Distribute among owner partners, associates or collaborating partners
- Financial investments in ethical financial institutions (Coop57, Fiare, Oikocredit and / or Triodos)
- Financial investments in entities outside the ESS

✓ YES

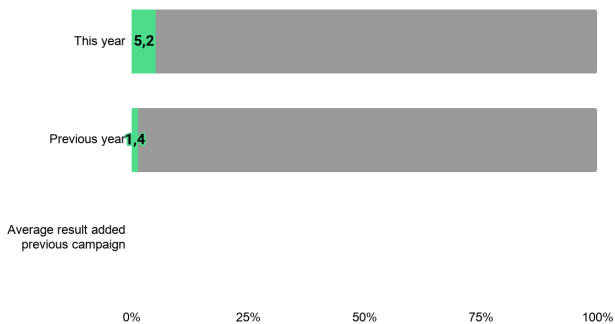
Previous Year ✓

Participation

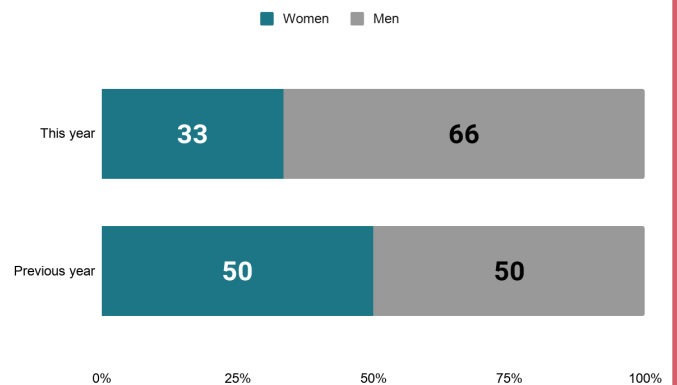
q2101 Number of people who participated in the elaboration of the Management Plan and annual budget
 2 women
 4 men
 6 TOTAL

q2103 Number of people who participated in the approval of the Management Plan and annual budget
 5 women
 5 men
 10 TOTAL

Ind11 Indicator of% of people who have participated in the elaboration of the Management plan and the Annual Budget

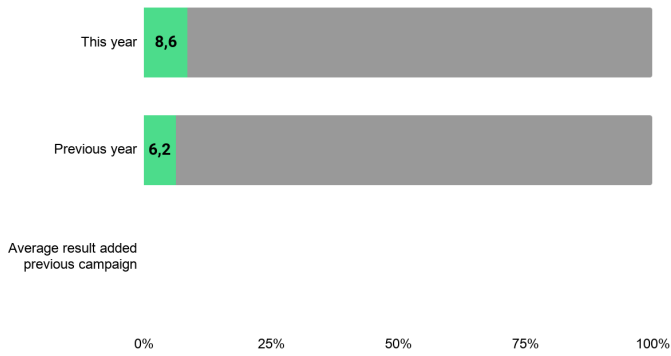


Ind10 Indicator of% of people who have participated in the elaboration of the plan of Management and of the Annual Budget disaggregated by sex

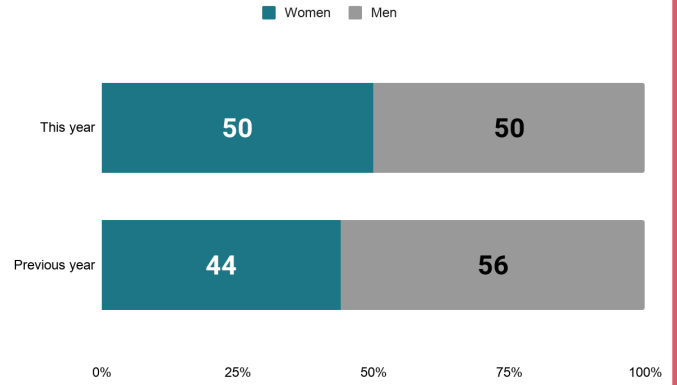


SOCIAL BALANCE

Ind11 Indicator of% of people who have participated in the approval of the Management Plan and the Annual Budget



Ind12 Indicator of% of people who have participated in the approval of the Management Plan and the Annual Budget broken down by sex



Responsibility positions

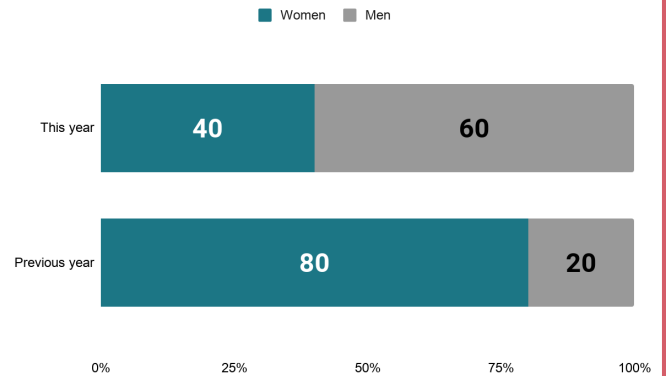
q3201 Number of people holding positions of responsibility in the work structure of the organization broken down by sex

2 women
3 men
5 TOTAL

q3202 Number of people holding corporate / political positions in the organization disaggregated by sex

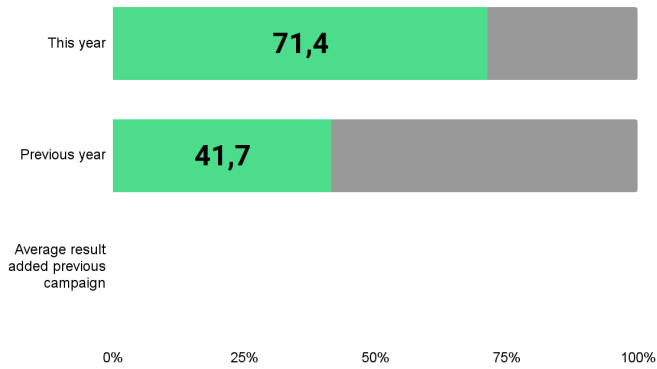
2 women
1 men
3 TOTAL

Ind20 Indicator of % of positions of responsibility on total members of the organization disaggregated by sex

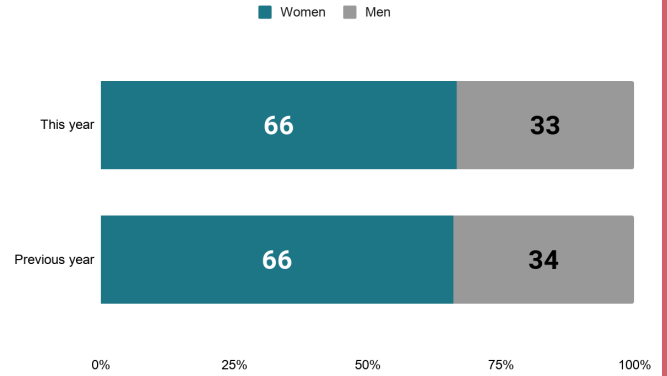


SOCIAL BALANCE

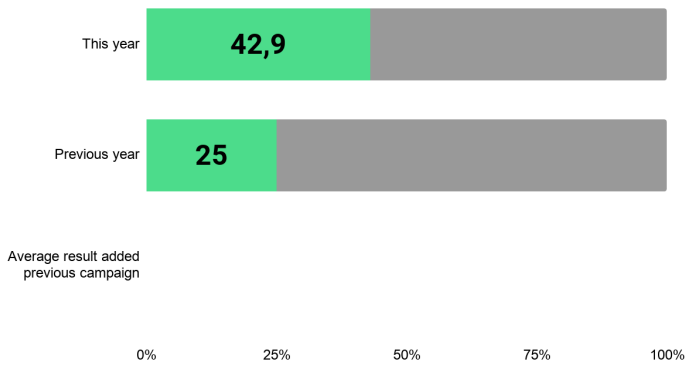
Ind21 Indicator of % of positions of responsibility on total of working people



Ind25 Indicator of % of corporate / political positions on total members of the organization disaggregated by sex



Ind24 Indicator of % of corporate / political positions on total working people

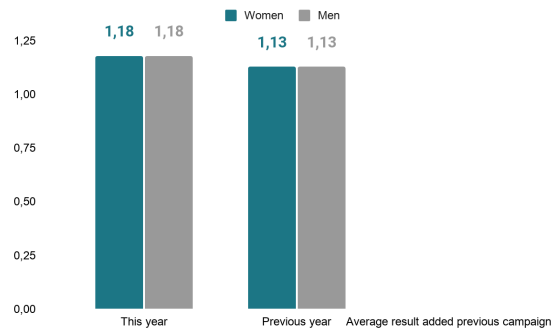


Equal pay

q3301 Highest pay (gross price per hour worked) -in € -
 11,38 women
 11,38 men
 11,38 TOTAL

q3302 Lowest salary (gross price per hour worked) -in € -
 9,67 women
 9,67 men
 9,67 TOTAL

Ind26 Wage Band Index disaggregated by sex



SOCIAL BALANCE

Ind27 Salary Band Index

1,18 Previous year **1,13**

Ind97 Wage gap between men and women

This year **0,1 %**

Previous year **-35 %**

Average result added Previous campaign **Not available**

Transparency

Ind58 Are wages and other remuneration public for working people?



Previous Year

Ind14 Have you published the social balance data for the last financial year on your website?

- We have published / disseminated it both outside and to the people of the organization.
- ✓ - We have spread it among the people of the organization.**
- We have not published it.
- We have not published it because it is the first year we do the Social Balance.

50 % Previous year **N/D**

Diversity

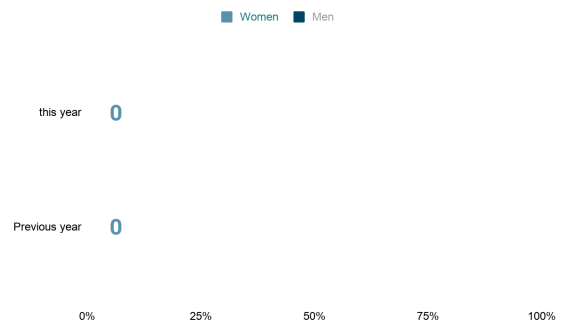
q3102 Number of working people who are non-EU citizens

0 women
0 men
0 TOTAL

q3103 Number of working people who are racialized

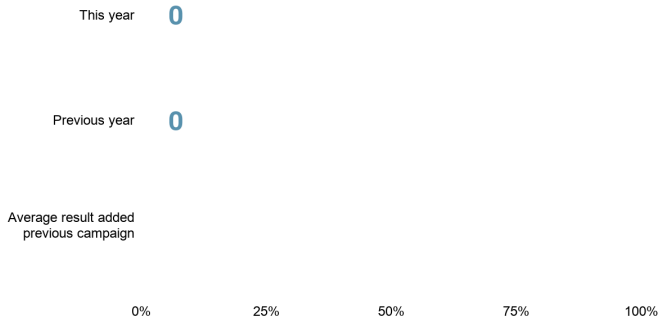
0 women
0 men
0 TOTAL

Ind92 Indicator of% people working in the non-EU citizens (foreign) organization on the total number of members broken down by sex

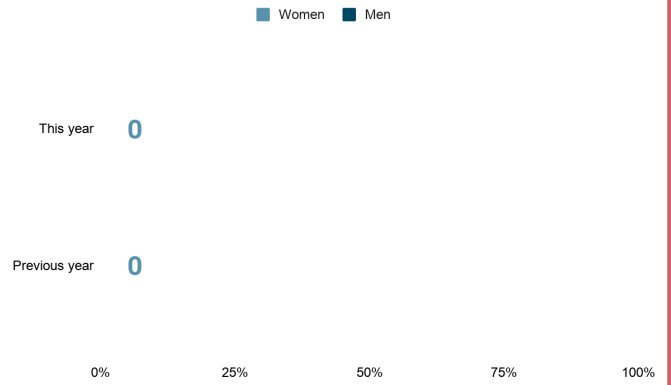


SOCIAL BALANCE

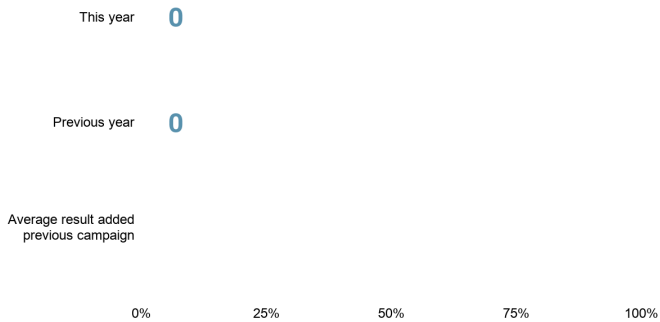
Ind93 Indicator of % of non-EU citizens (foreign) workers over the total number of workers in the organization



Ind95 Indicator of % people working in the non-EU citizens (foreign) organization on the total number of members broken down by sex



Ind96 Indicator of % of racialized working people on the total number of workers in the organization



Non-sexist language

Ind98 Does the entity use a non-sexist and inclusive language?

- Usually not
- Inclusive language is used in written documents
- ✓ - Inclusive language is used in both written documents and verbal language.

100 % Previous year **50%**

SOCIAL BALANCE

Environmental sustainability

Energy and water consumption (in offices)

| | |
|---|---|
| <p>ind 60 Do you have practices and procedures for energy saving and efficiency?</p> <p>X Previous year ✓</p> | <p>ind 62 Do you contract all electricity service with supplier companies that generate 100% of their electricity from certified renewable sources with a guarantee of origin?</p> <p>✓ Yes - We hire a part, not all. - No</p> <p>N/D Previous year N/D</p> |
| <p>ind 61 Do you have practices and procedures for saving and efficiency in water consumption?</p> <p>X Previous year ✓</p> | |

Paper consumption (in offices)

| |
|--|
| <p>ind 63 Do you use recycled paper and / or sustainable logging certified paper on a regular and majority basis?</p> <p>X Previous year ✓</p> |
|--|

Prevention and selective waste collection

| |
|---|
| <p>ind 65 Do you have formal waste prevention practices?</p> <p>✓ Previous year ✓</p> |
|---|

Environmental policy

| |
|---|
| <p>ind 59 Do you have an environmental management policy, action plan or system?</p> <p>X Previous year X</p> |
| <p>ind 106 Is there internal control of CO2 emissions?</p> <p>X Previous year ✓</p> |

SOCIAL BALANCE

Other consumption (products with a guarantee of sustainable origin)

ind 69 When purchasing a product, are responsible consumption criteria considered?



Previous year

ind 67 When organizing events, do you take environmental criteria into account in your organization?



Previous year

Mobility

ind 102 Do you incorporate, offer or provide any alternative / help in relation to transport?



Previous year

Social commitment and cooperation

Participation in social networks and movements

q50B Name the networks and stable social transformation initiatives in which the entity participates effectively (indicate the full name of the network, not the acronym)

- Xarxa Economia Solidaria

Solidarity financial contributions

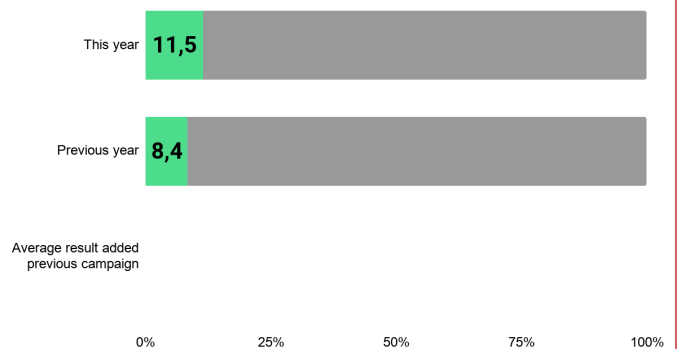
q5204 Annual average of financial resources deposited in ethical financing entities -in € -
23.306 €

ind71 Are you a partner or do you operate with ethical financial institutions?



Previous year

ind40 Indicator of % of economic resources in ethical finance on total savings in financial institutions



SOCIAL BALANCE

Social market and intercooperation

| | |
|---|--|
| <p>q5302 Total annual amount of acquisitions of goods and services from XES social market suppliers</p> <p style="text-align: right;">0 €</p> | <p>ind71 Indicator of% purchases from XES social market suppliers</p> <p style="text-align: center;">This year 0</p> <p style="text-align: center;">Previous year 0</p> <p style="text-align: center;">Average result added previous campaign</p> <p style="text-align: center;">0% 25% 50% 75% 100%</p> |
| <p>q5306 Total amount of acquisitions of goods and services made to non-profit entities (which do NOT belong to the Social Market)</p> <p style="text-align: right;">0 €</p> | <p>ind72 Indicator % total of purchases of goods and services made to non-profit entities (which do NOT belong to the Social Market)</p> <p style="text-align: center;">This year 0</p> <p style="text-align: center;">Previous year 0</p> <p style="text-align: center;">Average result added previous campaign</p> <p style="text-align: center;">0% 25% 50% 75% 100%</p> |
| <p>ind103 The entity cooperates with others that provide the same products or services:</p> <ul style="list-style-type: none"> ✓ - Local sharing ✓ - Sharing knowledge ✓ - Sharing management ✓ - Sharing projects - Do not cooperate <p style="text-align: center; font-size: 1.2em; color: red;">100 % Previous year 25%</p> | This cell is empty as the data is presented in the adjacent cell |

Contribution to the commons

| | |
|---|---|
| <p>ind74 As a result of your activity, do you generate any type of good, service or material that you make available to the public and / or generate creative goods or knowledge under free licenses such as Creative Commons?</p> <p style="text-align: center; font-size: 1.2em; color: red;">X Previous year ✓</p> | <p>ind75 Indicate your commitment to free software</p> <ul style="list-style-type: none"> ✓ - No free software is used - Free software office software is used on a regular and majority basis - Apart from office software, professional free software programs (graphic design, accounting management ...) are used on a regular and majority basis. - Most of the organization's computer operating systems are free software <p style="text-align: center; font-size: 1.2em; color: red;">0 % Previous year 33,33%</p> |
|---|---|

SOCIAL BALANCE

Quality of work

Health at work

ind77 Do you take active preventive and / or health promotion measures in your workplace?



Previous year



Work benefit regulation

ind78 Does the organization have an internal regulation or protocol that includes measures to improve working conditions established in the implementing agreement?



Previous year



Personal training and development

ind104 Which of these measures are applied to encourage the training of working people:

- The training of working people is not contemplated
- Schedules are adapted to facilitate training
- Training hours are included in working hours or help cover the cost of training
- Training hours are included in working hours and help cover the cost of training

66,67 %

Previous year

33,33%

Care and compensation

ind80 Do you envisage measures to improve the permits established by law in matters of reconciling family and work life?



Previous year



ind105 Do you create spaces for emotional care for working people in relation to their situation in the work environment?



Previous year



SOCIAL BALANCE

The evaluation process

The evaluation system is probably the main challenge when we talk about impact measurement tools, as it is where the political criteria of the ESS must be reflected and operationalized in a system that combines the technical capacity of collecting consistent and reliable data, with a meaningful comparison framework.

The system designed by the XES Social Balance Committee is based on the definition of ranks in the different indicators to establish what is and what is not in the definition of ESS. We establish the values of these ranges based on the average aggregate results of previous campaigns - many of them also differentiated according to the legal form - and, at the same time, taking into account political criteria that we believe define the ESS. .

The evaluation is based on the results of the 55 indicators (those in the pink cases) of the basic social balance. Each indicator has a certain weighting within its block and the total score that an organization can get is calculated on 10. Not all indicators apply to all organizations. For example, if the organization does not have working people, the indicators related to working people are canceled and therefore the final result is still above 10 but only on the indicators that count. If the final result is above 4 out of 10 and all the blocks have a minimum score, we consider that the entity has passed the evaluation.

| | |
|---|---------------|
| Gender | 16,67% |
| Participation | 25% |
| Responsibility positions | 25% |
| Wages | 25% |
| Languages, protocol and equality plan | 25% |
| Equity and Democracy | 16,67% |
| Participation | 25% |
| Transparency | 25% |
| Responsibility charges | 15% |
| Wages | 20% |
| Diversity | 15% |
| Environmental sustainability | 16,67% |
| Environmental policy | 25% |
| Energy and water consumption | 15% |
| Paper consumption | 15% |
| Prevention and selective waste collection | 15% |
| Others consumption | 15% |
| Mobility | 15% |

SOCIAL BALANCE

| | | |
|--|-----|---------------|
| Economics and labor policy | | 16,67% |
| Grants dependency | | 20% |
| ethical and solidarity finance | | 40% |
| Surpluses | | 40% |
| Social commitment and cooperation | | 16,67% |
| Social market and intercooperation | | 30% |
| Social Market tools | 20% | |
| Political advocacy | | 12,5% |
| Contribution to the commons | | 12,5% |
| Participation in the neighborhood/municipality | | 12,5% |
| Community economies and support networks | | 12,5% |
| Quality of work | | 16,67% |
| Health at work | 20% | |
| Benefit regulation | | 20% |
| Training and development | | 20% |
| Team care space | | 20% |