

# UN Global Compact COP 2019



## INTRODUCTION

We report the seventh progress report on Corporate Social Responsibility of BELGICAST.

BELGICAST is part of the TALIS Group, the world's leading provider of valves, hydrants and premium solutions for water flow control. At TALIS, we strive to make the world a better place by improving people's living conditions through the development, installation and maintenance of efficient water flow control solutions. We offer solutions to protect water and to supply it worldwide. This is our company vision and it is a pride that the meaning of our business activity is at the same time the axis that spreads our Social Responsibility by linking it with the Sustainable Development Goal No. 6 on water availability, sustainable management and sanitation.

At the time of initiating this last report, COP25 begins in Madrid with the aim of favoring the transition to concrete climate action and the integration of the scientific world and the private sector. BELGICAST has in mind that it is our duty to develop our activity with the utmost respect for the environment and for this we must take concrete steps, integrated into our production system and our development strategy.

We formally communicate to our clients, to our suppliers, to our social environment and to all our partners, that Belgicast, a Talis brand, renews its commitment to the United Nations Global Compact and its ten principles.

**Aitor Bernardo**  
Director de Operaciones de Belgicast

**BELGICAST**  
BY TALIS



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## THE TEN PRINCIPLES: ACTIONS, BEST PRACTICES AND INDICATORS

- Human rights
- Labour
- Environment (CEO Water)
- Anticorruption

There is not enough water to go round, and yet it is one of our most essential resources.

At TALIS we strive to develop highly reliable solutions incorporating the smartest technologies available to improve network performance and save water resources. Beyond this commitment to the excellence of our products, we are also responsible for upholding the highest standards with regard to safety and respect for people and the environment.

This is how we can make the world a better place.



780 M

PEOPLE WORLDWIDE  
CURRENTLY DO NOT  
HAVE ACCESS TO  
DRINKING WATER



80 %

OF WASTEWATER  
ON THE PLANET  
IS NOT RETREATED

## THE TEN PRINCIPLES: ACTIONS, BEST PRACTICES AND INDICATORS

### HUMAN RIGHTS

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Businesses should make sure that they are not complicit in human rights abuses.

### ODS 6

The 2030 Agenda, adopted in 2015 at the Sustainable Development Summit, marked 17 objectives that cover such crucial issues as poverty, hunger, and education. In this link you can access all the information.

<https://www.un.org/sustainabledevelopment/development-agenda/>

We will focus on the number 6.



#### **Goal 6: Ensure access to water and sanitation for all**

*Clean, accessible water for all is an essential part of the world we want to live in. There is sufficient fresh water on the planet to achieve this. But due to bad economics or poor infrastructure, every year millions of people, most of them children, die from diseases associated with inadequate water supply, sanitation and hygiene.*

*Water scarcity, poor water quality and inadequate sanitation negatively impact food security, livelihood choices and educational opportunities for poor families across the world. Drought afflicts some of the world's poorest countries, worsening hunger and malnutrition.*

*By 2050, at least one in four people is likely to live in a country affected by chronic or recurring shortages of fresh water.*

Access to water can be really complicated. In UNHCR refugee camps they try to guarantee 20 liters of water per person per day. UNHCR combines short-term water purification methods and the construction of adequate long-term infrastructure, a formula that has proven to be the best guarantee of access to drinking water. BELGICAST will collaborate with UNHCR contributing to start 100 euros per month and we will study the possibilities that a valve manufacturer can bring to such extreme situations.



If you want to know any of the UNHCR projects related to water, please click the following link:

<https://eacnur.org/es/labor/areas-de-trabajo/agua>

On the other hand, we continue to collaborate with UNICEF to carry out our Christmas campaign and replace the cost of gifts to customers with an equivalent donation of water treatment pills.

And, as in previous years, Belgicast supports, respects and promotes the Universal Declaration of Human Rights and encourages you to know them in its literal United Nations text:

<https://www.un.org/es/documents/udhr/>



Since 2015, BELGICAST collaborates with UNICEF so that POTABLE WATER PILLS reach their destination, where children need them the most.

# GRI INDICATORS

## GRI Indicators- Human Rights

GRI Indicators- Human Rights			
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	BELGICAST includes in their purchase contracts the mandatory to observe the ILO principles and respect for the environment.
	HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	Every new customer of TALIS (BELGICAST) must sign the certification of anti-corruption included in the business relationship contract.
	HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	BELGICAST participates in the training of TALIS Group on Ethics Guide, principle and values. 100% of the employees carry out the training at the beginning of the employment relationship.
	HR4	Total number of incidents of discrimination and corrective actions taken.	There have been no incidents of discrimination.
	HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	BELGICAST recognizes freedom of association in its ethical guidelines
	HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Not applicable
	HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	Not applicable
	HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Not applicable
	HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Not applicable
	EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	The minimum salary paid in BELGICAST is 163% of the minimum salary in Spain.
	LA4	Percentage of employees covered by collective bargaining agreements.	100%
	LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	The safety table is formed by the management of the company, the EHS manager, the industrial manager, warehouse managers, HR manager and the representation of employees.
	LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of workrelated fatalities by region and by gender.	Absenteeism. 6,65%. No fatalities.
	LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Have not been performed.
	LA9	Health and safety topics covered in formal agreements with trade unions.	Every health and safety topic is treated with trade union. 100%
	LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Percentage by gender: Men: 80,27% / Women: 19,73% Percentage by gender in management: Men: 77% / Female: 23%
	LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	In BELGICAST there is no wage gap between employees of the same gender category.
	SO5	Public policy positions and participation in public policy development and lobbying.	BELGICAST takes no stand on public policy or engages in Lobbying. BELGICAST is Euskalit cooperation partner, the Basque Foundation for Excellence, whose mission is to share ideas and experiences contribute to competitiveness and sustainable development.
	PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	All our product components are according to the water regulations in each country.
	PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	No incidents
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	No complaints.	

# GRI INDICATORS

## GRI Indicators.- Human Rights

Principle 2: Businesses should make sure that they are not complicit in human rights abuses.	HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	BELGICAST includes in their purchase contracts the mandatory to observe the ILO principles and respect for the environment. observe the ILO principles and respect for the environment.
	HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	Every new customer of TALIS (BELGICAST) must sign the certification of anti-corruption included in the business relationship contract.
	HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	BELGICAST participates in the training of TALIS Group on Ethics Guide, principle and values. 100% of the employees carry out the training at the beginning of the employment relationship.
	HR4	Total number of incidents of discrimination and corrective actions taken.	There have been no incidents of discrimination
	HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	BELGICAST recognizes freedom of association in its Code of Conduct
	HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Not applicable
	HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	Not applicable
	HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Not applicable
	HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Not applicable
	S05	Public policy positions and participation in public policy development and lobbying.	BELGICAST takes no stand on public policy or engages in Lobbying. BELGICAST is Euskalit cooperation partner, the Basque Foundation for Excellence, whose mission is to share ideas and experiences contribute to competitiveness and sustainable development.



## LABOUR:

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

Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour.

Principle 5: Businesses should uphold the effective abolition of child labour.

Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

BELGICAST, as an integral part of TALIS GROUP, is sharing with its employees its vision and values with the intention that they are present in our daily work since they will not only help us achieve our objectives in quantitative terms, but will reinforce our standards Labor in terms of quality. With these values we intend to answer the question of how we employ at work.



This year we have included in the SPOTLIGHT TALIS Awards, our awards for the best employee that are nominated by the colleagues of the Group, a new modality that is to nominate and reward the best team.

These nominations are made based on the criteria of our values: Responsibility, Results, Willingness to Win, Respect and Teamwork.







# Vision & Values

## Our Vision

The leading provider of water flow control solutions, helping protect and provide water around the world

## Our Values

### ACCOUNTABILITY

We own and deliver on our commitments  
 We are leaders in our area of responsibility  
 We take accountability for our actions  
 We demonstrate personal responsibility for the safety and well-being of everyone around us



### RESULTS

We put the customer at the heart of everything we do  
 We take the initiative to find creative ways to deliver the best possible business results  
 We are motivated and driven to achieve our individual and collective KPI's



### WILL TO WIN

We strive for innovation and best solutions  
 We are focused on continuous improvement  
 We exceed customers expectations  
 We have the passion and hunger to achieve excellence



### RESPECT

We respect the code of conduct and act with integrity in everything that we do  
 We create an inclusive and diverse workplace where everyone is treated with respect and dignity  
 We respect the views and feelings of others and consider the impact of our words and actions



### TEAMWORK

We act as one TALIS  
 We build strong relationships based on honesty, openness and trust  
 We work together on common goals  
 We are open to feedback and share our challenges  
 We recognise and acknowledge the contributions of others in our team



# GRI INDICATORS

## GRI Indicators- Labour Standards

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	LA4	Percentage of employees covered by collective bargaining agreements.	100%
	LA5	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.	BELGICAST applies, at least, the advance notice required by law.
	HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	BELGICAST includes in their purchase contracts the mandatory to observe the ILO principles and respect for the environment.
	HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	Every new customer of TALIS (BELGICAST) must sign the certification of anti-corruption included in the business relationship contract.
	HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	BELGICAST participates in the training of TALIS Group on Ethics Guide, principle and values. 100% of the employees carry out the training at the beginning of the employment relationship.
	HR4	Total number of incidents of discrimination and corrective actions taken.	There have been no incidents of discrimination
	HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	BELGICAST recognizes freedom of association in its Code of Conduct..
	S05	Public policy positions and participation in public policy development and lobbying.	BELGICAST takes no stand on public policy or engages in Lobbying. BELGICAST is Euskaitit cooperation partner, the Basque Foundation for Excellence, whose mission is to share ideas and experiences contribute to competitiveness and sustainable development.
Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour;	HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	BELGICAST includes in their purchase contracts the mandatory to observe the ILO principles and respect for the environment.
	HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	Every new customer of TALIS (BELGICAST) must sign the certification of anti-corruption included in the business relationship contract.
	HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	BELGICAST participates in the training of TALIS Group on Ethics Guide, principle and values. 100% of the employees carry out the training at the beginning of the employment relationship.
	HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	Not applicable
	S05	Public policy positions and participation in public policy development and lobbying.	BELGICAST takes no stand on public policy or engages in Lobbying. BELGICAST is Euskaitit cooperation partner, the Basque Foundation for Excellence, whose mission is to share ideas and experiences contribute to competitiveness and sustainable development

# GRI INDICATORS

## GRI Indicators- Labour Standards

Principle 5: Businesses should uphold the effective abolition of child labour.	HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	BELGICAST includes in their purchase contracts the mandatory to observe the ILO principles and respect for the environment.
	HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	Every new customer of TALIS (BELGICAST) must sign the certification of anti-corruption included in the business relationship contract.
	HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	BELGICAST participates in the training of TALIS Group on Ethics Guide, principle and values. 100% of the employees carry out the training at the beginning of the employment relationship.
	HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Not applicable
	SO5	Public policy positions and participation in public policy development and lobbying.	BELGICAST takes no stand on public policy or engages in Lobbying. BELGICAST is Euskalit cooperation partner, the Basque Foundation for Excellence, whose mission is to share ideas and experiences contribute to competitiveness and sustainable development.
Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.	LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Total number employees 175,25. Rate of new employees: 32,81 ; Rate per gender: Men: 38,39 / Women: 7,81 ; Rate per region: Mungia: 36,88 / Madrid:0 / Toledo: 22,22 / Gojain: 15,87 ;
	LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Percentage by gender: Men: 80,27% / Women: 19,73% Percentage by gender in management: Men: 77% / Female: 23%
	LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	In BELGICAST there is no wage gap between employees of the same gender category.
	HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	BELGICAST includes in their purchase contracts the mandatory to observe the ILO principles and respect for the environment.
	HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	Every new customer of TALIS (BELGICAST) must sign the certification of anti-corruption included in the business relationship contract.
	HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	BELGICAST participates in the training of TALIS Group on Ethics Guide, principle and values. During this year is running a campaign specific training on the prevention of corruption, monopoly and conflict of interest. The campaign, which started last year, was aimed at 100% of the workforce procurement, sales and administration.
	HR4	Total number of incidents of discrimination and corrective actions taken.	There have been no incidents of discrimination
	HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	Not applicable
SO5	Public policy positions and participation in public policy development and lobbying.	BELGICAST takes no stand on public policy or engages in Lobbying. BELGICAST is Euskalit cooperation partner, the Basque Foundation for Excellence, whose mission is to share ideas and experiences contribute to competitiveness and sustainable development.	

## 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.

Belgicast is committed to the “CEO Water Mandate” since 2014, therefore, the report of our activities related to Principles 7,8 and 9 on Environment, we made through the

### “COP-Water”

The “CEO WATER MANDATE” is a commitment to action based on six core elements:

#### 1) Direct operations

The star product manufactured by BELGICAST is the soft sealing gate valve for water distribution. All our valves are subjected to a hydraulic pressure test to check no leakage occurs. In order to reduce water consumption as much as possible, we have equipped our facilities with a closed circuit in which the loss of water is minimal or non-existent.

#### 2) Supply chain

We involve our suppliers in the sustainability of water resources. In addition to demanding compliance with the principles of the International Labor Organization.

#### 3) Collective action

Talis collaborates with the NGO Just a Drop and sponsors projects to give water accessibility to populations with technical or distance problems in Africa.

In addition, we collaborate with UNHCR and UNICEF.

#### 4) Public policy

BELGICAST and TALIS participate in the most important water exhibitions and maintain a live channel of communication with their Stakeholders through their websites [www.talis-group.com](http://www.talis-group.com) and [www.belgicast.eu](http://www.belgicast.eu).

They also publish the most important news on LinkedIn, as well as the videos on their YouTube channels.



During this year 2019 we have had an outstanding presence at the SMAGUA fair in Zaragoza, as well as at the IDA World Congress, the most important congress and fair on water desalination.



### 5) Community engagement

Belgicast is a partner of Euskalit, the Basque Foundation for excellence. In Euskalit we share experiences and knowledge to contribute to competitiveness and sustainable development..

### 6) Transparency

The commitment to give clear accounts includes our involvement with regard to water resources, both in terms of consumption and measures adopted. Belgicast was the first company in its sector to adapt to ISO14001 and this year 2018 this approval has been renewed.





# GRI INDICATORS

## GRI Indicators- Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	S02	Percentage and total number of business units analyzed for risks related to corruption.	All our sales offices are included in the TALIS anti-corruption training program.
	S03	Percentage of employees trained in organization's anti-corruption policies and procedures.	100% of the administration staff included in the program.
	S04	Actions taken in response to incidents of corruption.	There have been no corruption incidents
	S05	Public policy positions and participation in public policy development and lobbying.	BELGICAST takes no stand on public policy or engages in Lobbying. BELGICAST is Euskalit cooperation partner, the Basque Foundation for Excellence, whose mission is to share ideas and experiences contribute to competitiveness and sustainable development.
	S06	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	No financial contributions to political parties or related institutions performed







[www.talis-group.com](http://www.talis-group.com)

TALIS is the undisputed Number One for water transport and water flow control. TALIS has the best solutions available in the fields of water and energy management as well as for industrial and comunal applications. We have numerous products for comprehensive solutions for the whole water cycle – from hydrants, butterfly valves and knife gate valves through to needle valves. Our experience, innovative technology, global expertise and individual consultation processes form the basis for developing long-term solutions for the efficient treatment of the vitally important resource “water”.



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