

Module 4 - 5

Management and Culture

Spain SME(s) CSR Examples

[Maflow Spain Automotive](#), *Automation machinery manufacturing*
Name and hyperlink to CSR Strategy



CSR Framework, Processes and Communications

(CSR Mission, Objectives, KPIs, reporting)

Corporate values are aligned, and it is these values and their associated behaviors that characterize the people who make up the Maflow team.

Maflow's team assumes the responsibilities of their work and their actions, gaining the trust of their colleagues and customers, and generating sustainable growth for our society (commitment).

The whole team of people at Maflow has the capacity of vision, which is necessary and indispensable to guide the efforts around the mission, vision and values of the company and, in turn, adapts according to a highly dynamic environment (vision).



Internal Democracy and Transparency

It is in the DNA of the [Maflow Group to carry out its activities in a responsible and sustainable way](#). We support and promote initiatives from different areas with the aim of becoming an entity that communicates its values and procedures openly and accurately... and that is why we apply the "Code of Ethics of the Maflow Group", addressed both to the Employees of the Maflow Group and to Customers, Suppliers and different social agents.

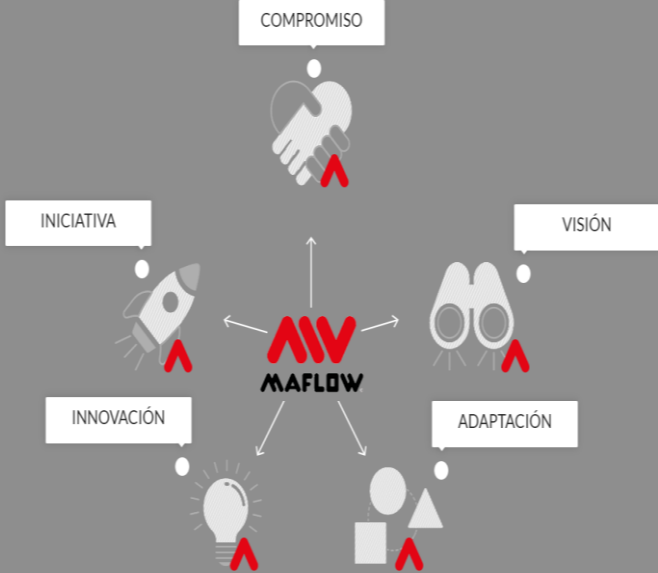


Appointment & Capacity of CSR

(CSR Department, Team, Manager)

The Maflow team looks for creative ways to continuously improve individual and group work processes. Betting every day on the automation of processes, robotization, ... using the latest techniques on the market, specializing in design and 3D printing with the best existing equipment, investing every day in the growth of the company.

The team is proactive, demonstrating the ability to identify and respond quickly to work challenges. It makes decisions in a timely, clear, consistent and transparent manner.



Employees, the human capital, are a fundamental resource at Maflow. A key objective of the human resources policy is to provide a creative environment based on the "Kaizen" philosophy, the basic rule of which is to involve all employees in building the value of the company and, therefore, its products.



Profit Sharing

(Ownership, Shares as Part of Recruitment, Retention)

TEXT and Hyperlinks to the website or source of information



Social dialogue & Responsibilities

(Involvement in Unions, Code of Ethics etc.)

Maflow Spain applies the principles of human resources management to provide employees:

- Respect for human and labour rights
- Job security
- Development as well as career and professional opportunities
- Teams that can be achieved regardless of the target
- Opportunities to participate in improving working conditions
- Opportunities to implement streamlining and pro-effective initiatives





National Management and Culture Supports



- Spanish corporate social responsibility strategy. [Ministry of Labour and Social Economy](#)
- [Seres Foundation](#). SERES wants more and more companies to be committed to solving social problems. They work on the creation of tools and products that add value to the work of CSR managers in order to promote Shared Value.
- [The Corporate Social Responsibility Observatory \(CSR Observatory\)](#) is a non-profit organization that was created in 2004 by several civil society organizations with the aim of working to promote the correct application of corporate social responsibility (CSR). Since its inception, it has functioned as a platform for cooperation and research to promote CSR in companies, raising awareness and monitoring public policies and their practical applications.
- [Forética](#), is the leading organization in sustainability and corporate social responsibility in Spain. Its mission is to integrate social, environmental and good governance aspects into the strategy and management of companies and organizations.

Forética is the representative of the World Business Council for Sustainable Development (WBCSD) in Spain and leads the Spanish Business Council for Sustainable Development, made up of the Presidents and CEOs of leading Spanish companies. Furthermore, in Europe. Forética is a national partner of CSR Europe, and forms part of the Spanish CSR State Council.

