








Dialogue with stakeholders

STAKEHOLDERS	OUR COMMITMENT	CHANNELS OF COMMUNICATION
<p>EMPLOYEES</p> 	<p>Our employees are a key asset in the development and growth of our business.</p> <ul style="list-style-type: none"> ■ We respect their rights. ■ We provide a safe and healthy work environment. ■ We foster their professional development and the correct undertaking of their work through training activities. ■ We offer stable employment and fair wages. 	<ul style="list-style-type: none"> > Corporate intranet: One Gestamp > Code of Conduct > Direct contact at each centre > Internal newsletters > Suggestion boxes
<p>CLIENTS</p> 	<p>The foundations of our business lie in obtaining and maintaining a client portfolio based on solid, honest and long-lasting relationships.</p> <ul style="list-style-type: none"> ■ We create products that meet and exceed the required quality and safety characteristics and levels at a competitive price. ■ We are located close to the areas where clients have their plants, which ensures supply. ■ We are a trade partner with which to collaborate on various production stages and to progress towards more innovative and secure final products that are environmentally responsible and smart, meeting the demands of society. ■ We guarantee compliance with human rights throughout the value chain. 	<ul style="list-style-type: none"> > Daily operating contact at each plant > Annual corporate meetings > Client audits > Corporate website
<p>SUPPLIERS</p> 	<p>Our suppliers are essential in ensuring the profitability, quality and reliability of our products.</p> <ul style="list-style-type: none"> ■ We build stable and long-lasting relationships that guarantee a close commercial relationship based on long-term trust, commitment and profitability. ■ We have a supplier management system that helps us to obtain more information, control possible risks and to establish our own quality and corporate social responsibility standards. ■ We facilitate an open channel of communication to improve their products and services, as well as to simplify and harmonise procedures. 	<ul style="list-style-type: none"> > Supplier Portal > Code of Conduct > Direct contact at each centre
<p>FINANCIAL COMMUNITY</p> 	<p>As a listed company and based on Good Governance and our Corporate Principles:</p> <ul style="list-style-type: none"> ■ We create long-term value. ■ We facilitate information transparency and we foster continuous dialogue through the current channels of communication with the entire financial community: shareholders, investors, analysts and rating agencies. 	<ul style="list-style-type: none"> > Reports and conference calls on the quarterly financial results > Corporate website, Investor and Shareholder section > Investor Relations Communication Area (telephone and email) > Conferences, roadshows, site visits, meetings and ad-hoc calls
<p>REGULATORY BODIES</p> 	<p>In our relationship with public authorities and regulatory bodies:</p> <ul style="list-style-type: none"> ■ We comply with the current legislation in each country. ■ We create employment and wealth. ■ We strengthen the production and business fabric. ■ We settle the corresponding tax liabilities. ■ We invest in R&D. 	<ul style="list-style-type: none"> > Continuous communication at a local, divisional and corporate level > Corporate website
<p>CIVIL SOCIETY</p> 	<p>Our contribution is fundamentally undertaken through social, industrial, environmental and academic organisations.</p> <ul style="list-style-type: none"> ■ We generate a positive impact in our surroundings through an economic boost, job creation and social development in collaboration with NGOs and Foundations. ■ We collaborate with universities, and vocational and business centres through training programmes that train local people, improve employability and aid the creation of an industrial culture. 	<ul style="list-style-type: none"> > Communication at a local level > Participation in forums and in business and social associations > Corporate website > Social Networks
<p>OPINION MAKERS</p> 	<p>The media, opinion leaders and experts in the automotive sector strengthen and protect Gestamp's reputation.</p> <ul style="list-style-type: none"> ■ We provide different channels and strategies of internal and external communication, press, marketing and institutional relations through which we collect information relating to our industry. ■ We consolidate relationships with relevant leaders, experts and members of the public. ■ We publicise information on our main milestones as a Group. 	<ul style="list-style-type: none"> > Corporate website > Relationship with the media > Participation in sector forums, talks and events > Events with opinion leaders > Management of business social networks