



CORPORATE SOCIAL RESPONSIBILITY REPORT

2009 FINANCIAL YEAR

Corporate Social Responsibility

Corporate Social Responsibility at Uralita

Responsibility to create economic value

Responsibility to the environment

Responsibility to society

Responsibility to employees

Responsibility to the construction materials sector

Commitment to the community

CORPORATE SOCIAL RESPONSIBILITY AT URALITA

Within the strategic plan for Uralita, S.A. (Uralita), communication with the company's stakeholders is a priority. As a result, in recent years, the company has striven to communicate its policy and results in the area of Corporate Social Responsibility.

Uralita's action areas for the 2009 financial year were based on the Corporate Social Responsibility policy of the Nefinsa Group; this policy is based on three areas:

- Economic: commitment to good governance and shareholders, ensuring transparency, ethics and the creation of value
- Social: commitment to the development of society and company personnel
- Environmental: commitment to responsible consumption and respect for the environment

We have made decisions based on these three areas of responsibility and implemented environmental and educational activities and specific actions adapted to each of our stakeholders go beyond our legal obligations.

Uralita's corporate culture is based on seven values, the basic foundations upon which the development of our undertaking is built. At Uralita we believe in:

- Group spirit
- Transparency
- Openness to change
- Striving to excel
- Desire for excellent results
- Respect for people and their continuous development
- Social responsibility and commitment

RESPONSIBILITY TO CREATE ECONOMIC VALUE

Since Uralita was created in 1907, the company has been characterized by its concern for the development of the construction materials sector, offering its customers the most advanced products of each age. This has allowed Uralita to remain at the fore of the sector.

With the introduction of insulating materials for the construction sector, a new stage of development began for energy efficient products.

From the perspective of profitable and sustainable development, Uralita not only focuses on generating value from an economic point of view, but also takes into account the needs of all its stakeholders, thus supporting social progress in the communities where it operates. Our contribution to economic development and gross domestic product flows through three channels: results, investments and job creation.

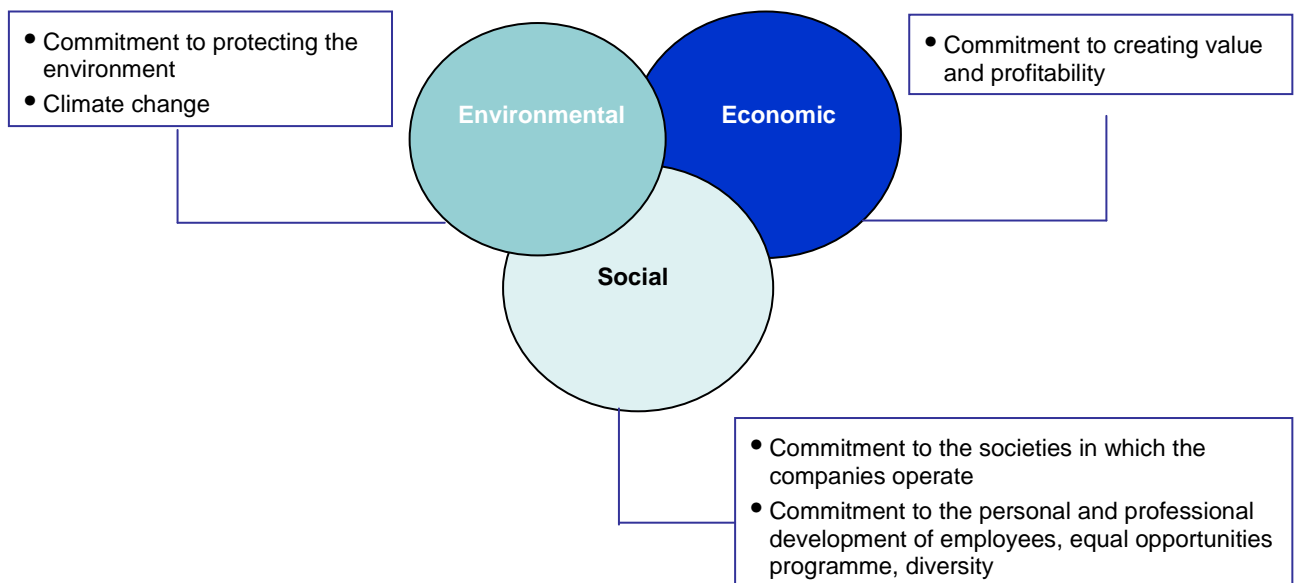
- In 2009, Uralita obtained an attributable net result of 10.1 million euros. This figure was achieved on an adverse domestic and international market, with an unprecedented crisis that has affected every sector, especially construction and certain others. Uralita continues to rely on a strategy that focuses on construction materials with high value added and a strong culture of performance based on the company's seven values.
- In order to ensure that we create economic value in 2010, the focus at Uralita is on maintaining profitability. To do so in the uncertain context of the markets on which Uralita operates, the company has set out to maintain margins for its businesses on the Iberian Peninsula by keeping costs down, adapting capacity to meet demand and sales optimization. In the insulating materials business, which is primarily international, Uralita seeks to maintain its operating profit by optimizing operations.

RESPONSIBILITY TO THE ENVIRONMENT

For Uralita, 2009 has been the year in which we have laid the foundations on which to build a sustainable company.

The framework we have used to define our strategy and action plans has taken the different aspects of sustainability into account.

Sustainability is an organization's capacity to create value for its shareholders in the long term while making a positive contribution to maintaining the environment and the social development of the community. It includes the following inter-related aspects:



The working strategy defined for the coming years

ANALYSIS OF THE CURRENT SITUATION	INNOVATION IN PRODUCTS AND PROCESSES	IMPROVEMENTS TO CURRENT PROCESSES	ELIMINATION OF RISKS	EXPANSION OF BEST PRACTICES
<ul style="list-style-type: none"> • Analyze the sustainability of our product portfolio • Analyze the environmental impact of our activity 	<ul style="list-style-type: none"> • Focus on developing sustainable products • Focus on developing more sustainable processes 	<ul style="list-style-type: none"> • More efficient energy management and reduction of carbon emissions • Reduce water consumption 	<ul style="list-style-type: none"> • Efficient and sustainable management of mining resources • Waste disposal/reuse • Reduce / eliminate emissions and spillages 	<ul style="list-style-type: none"> • Integrate sustainability into the industrial model • Prepare a sustainability report

SUSTAINABILITY ACTION PLANS:

The targets set for the implementation of this strategy are as follows:

Focus on developing sustainable products: promote innovation and incorporate it into strategic and operating plans: focus innovation on developing sustainable products.

Focus on developing more sustainable processes: develop more sustainable processes for manufacturing our products.

Efficient energy and carbon management: make efficient use of energy and develop technologies to reduce carbon emissions and care for natural resources.

Reduce water consumption: efficient use of water, preventing as much waste and spillage as possible.

Efficient and sustainable management of mining resources: ensure mining reserves for the future. Improve the use of natural resources in order to reduce the impact on the environment.

Waste disposal / reuse: support recycling and the correct disposal of waste. Minimize the environmental impact of business activity by decreasing the use of natural resources.

Integrate sustainability into the manufacturing model: implementation of the ISO 14000 standard for environmental management for the Cobert business.

Uralita plays an active and leading role in the sector in environmental and quality issues and collaborates with universities and certification bodies. As a result, students from various universities gain work experience at the group's companies and do their final reports on sustainability and environmental statements at Uralita.

Uralita Iberia is a member of the sustainability and innovation advisory boards for AENOR master's courses. The company is also a member of various standardization and certification committees.

RESPONSIBILITY TO SOCIETY

Communication between Uralita and the stakeholders with an interest in its business activity is essential, enabling the company to discover these groups' requirements and satisfy them as far as possible.

Responsibility to shareholders

Uralita has been listed on the stock exchange for more than thirty years. This means that information transparency is one of the company's key foundations.

After a takeover bid launched in late 2002 and another bid in September 2007, Nefinsa became the group's key shareholder. With a new strategic plan, it brought about a profound change in the organization, assuming a commitment to transparency in management.

Uralita's commitment to its shareholders encompasses not only transparency but also a guarantee of the business's long-term viability and development, as well as shareholder remuneration in the form of short-term dividends.

Remuneration through dividends is a key policy at Uralita as a way of turning the value created for its shareholders into a tangible asset. As in previous years, the company filed a profit for the 2009 financial year, despite it being an extremely difficult year. Consequently, Uralita shareholders will receive a dividend out of the 2009 earnings, if the proposal is approved at the Shareholders' Meeting.

Investor Relations Department

Uralita has an Investor Relations and Shareholder Service Department, which maintains various channels of communication with both individual shareholders and institutional investors in order to provide any information they may need to evaluate the company's balance sheet and future prospects.

Uralita on the Internet

The website has become an essential communication channel with all of Uralita's stakeholders. In 2000, www.uralita.com was developed with a commitment to expanding in order to offer an increasing number of services online and reflect the company's image.

Uralita considers the Internet not only as an essential communication channel with all of its stakeholders, but also as a way of making a large number of services available and selling products online.

Uralita has an Internet presence with its main corporate site www.uralita.com, which provides access to the sites for different businesses:

- URSA: the insulating material business (www.ursainsulation.com)
- Pladur®: the plasterboard business (www.pladur.com) and the e-commerce site for the Pladur® business (www.pladur.biz)
- Algiss: the plaster powder business (www.algiss.es)
- Cobert: the tile business (www.tejascobert.com)
- Adequa: the pipe business (www.adequa-tuberias.com)

www.uralita.com

The Uralita website was created in 2000 and has become a benchmark for the construction materials market in Spain. It receives more than 100,000 hits a month and more than 500,000 documents of various types were downloaded in 2009:

- Financial documents for shareholders and investors.
- Technical documents on products for students, customers and opinion leaders, including rates, reference projects and technical manuals.
- Information documents such as magazines, news stories and annual reports for our stakeholders.

Uralita has an interest in making constant improvements in order to guarantee access to all content and make browsing the site easier for visitors.

www.pladur.biz

This site offers Pladur® customers the option of purchasing products online. The Spanish site has recently been expanded with versions in Catalan and Portuguese.

www.ursainsulation.com

URSA® has a main site and over 30 local sites, ensuring that information is made available in all the countries where the company operates. This site provides visitors with content that includes information about products, company activities and projects in which the company is involved. In addition, specific online spaces have been created for PureOne®, a product launched in 2009 in countries that include France and Slovenia.

RESPONSIBILITY TO EMPLOYEES

Our human resources strategy is based on the values of Grupo Uralita. More specifically: 'respect for individuals and their ongoing development'.

In 2008, the human resources activities and management systems were implemented according to this philosophy, demonstrating the company's interest in promoting high quality jobs, developing training systems, assuming a commitment to increasing manager competencies, putting an internal communication system in place that works properly and developing ongoing improvements in safety conditions for our sites and employees.

HIGH QUALITY JOBS

As of December 2009, the workforce of Grupo Uralita totalled 3,162 in all the countries where Uralita operates.

TRAINING AND DEVELOPMENT

SELECTION

Uralita applies personnel selection processes that are secondary to the group's requirements, following a personnel selection system based on objective testing and using the most appropriate techniques.

The selection process involves evaluating candidates based on skills established by Uralita and selected according to the position to be filled. Behaviour, interests and values are also considered and evaluated using various methods.

The evaluation tools and procedures that are used ensure compliance with labour legislation and with national and international standards on the protection of human rights at work.

Uralita is committed to the diversity of its workforce and thus ensures the absence of any discrimination against its employees on the grounds of ethnic origin, religion, political views, gender, disability, age or other circumstances.

Promotion decisions are based on objective factors such as education, skills and achievements. This equal opportunity policy means that a person's ability and merit take precedence when it comes to awarding internal promotions.

CORPORATE DEVELOPMENT AND TRAINING

Management Training

Since 2005, Uralita has had a Skills Evaluation and Development Programme in place with the aim of evaluating a group of employees selected from among the group's workforce by development centres and based on Uralita's competencies.

With these tests, it is possible to identify employees believed to have significant potential for future positions of responsibility within the group.

With the aim of strengthening the group's management skills, a number of individual development plans were created and they have been in place since 2005.

URSA® INVESTS IN THE CONTINUOUS DEVELOPMENT OF INDIVIDUALS

URSA® is a strong believer in people as a source of competitiveness and is firmly committed to investing in their development. To this end, the following programmes were supported in 2009:

URSA® STEP. This programme was implemented in conjunction with Instituto de Empresa and seeks to strengthen the professional leadership skills of company employees with great potential.

Lean Management. URSA® systematically improves all of its processes based on the Lean Six Sigma methodology. Key teams in each department and at all factories receive training in the Six Sigma methodology. Additionally, managers and certain middle managers in logistics and production at the El Pla de Santa María (Tarragona, Spain) and Serpukhov (Russia) plants have also received training in the Lean methodology.

Performance Management. Each year, a performance appraisal is completed for employees at URSA®. This is a regular process used by the company to learn about employee performance and skills, making it possible to establish a plan for their individual development and targets, as well as identifying and defining training activities. So that all URSA® employees can get the most out of this tool, in-house training is offered, allowing attendees to take part in simulations and learn about all the stages and requirements of the appraisal process.

Young Professionals Programme. In 2007, URSA® began this programme, which is geared towards the company's growth and expansion. It continued to develop these young talents in 2008 and 2009 with great success.

URALITA IBERIA

In 2009, Uralita Iberia carried out various selection, development and training activities with the aim of offering more specialized services to its business and support areas, applying the most appropriate solutions in each situation.

Nautilus Programme. The second edition of the Nautilus Programme for identifying and developing people with significant potential was held this year. This is an annual programme designed to identify employees with great potential, creating an accelerated individual development programme for each one to ensure that their talent is developed.

In 2009, an assessment centre was created with assessors trained in-house to implement a talent-spotting culture in all areas of Uralita Iberia.

Talentum Uralita. A catalogue of training activities called TALENTUM has been created in collaboration with the various Uralita Iberia support areas. It includes all the training courses and plans recommended by experts in these areas for different groups within the company.

Sales Training. A sales training programme has been started with two activities for managers. The first of these is training in 'Sales Planning' and there is a second course on 'Managing Sales Teams'. These activities are in line with the strategy of the businesses that make up Uralita Iberia and allow the sales staff to apply a common strategy when coordinating their teams and motivating them in their work.

Occupational Safety Training. We continue to invest our resources in in-house occupational safety training to ensure the health and safety of all Uralita Iberia employees. This year the established training plan was implemented, with training presented by our safety service playing a very important role. Highlights include the following activities:

- **Manager Awareness Training:** we have trained more than 100 managers in occupational safety to ensure awareness of the importance of complying with occupational safety requirements at factories.

- Position-specific training: our occupational safety technicians trained workers on hazards specific to their positions at both factories and head offices, where a special training campaign was carried out.
- Safe driving: we have trained a large number of Uralita workers who drive a car regularly as part of their job in order to ensure their safety when driving.

Trainer Training. A group of people has been trained in training trainers to design and present in-house courses that are relevant to the organization.

Development Interview. A development interview has been designed at Uralita Iberia and is now being implemented. The interview is conducted by managers with their workers to improve communication and have an objective system for spotting talent and learning about our workers' training requirements.

INTERNAL COMMUNICATION

CORPORATE INTRANET

As part of its development policy and commitment to technology, Uralita developed an intranet in 2004 to strengthen corporate culture and internal communication. Five years later, Intranet remains true to the aims with which it was launched.

Currently, over 2,000 employees have access, with a total of 23,000 visits a month. Since it was created, Intranet has been the basic internal communication channel for all Uralita employees.

INTERNAL COMMUNICATIONS AT URSA®

URSA® has developed an extensive internal communications plan. Highlights include the weekly magazine *Perspectives*, which is translated into eight languages and reaches all URSA® employees with information about events, projects and stories of general interest. As part of the internal communications plan, URSA continues to publish 'HR Highlights', reporting on events, training programmes, new employees and human resources news.

New for 2009 was the publication 'Training Spotlight', which is used by the Human Resources Department to inform employees about training activities being held.

Lastly, the URSA HR Handbook was published in September. This document provides a summary of basic information about company principles, rules and procedures, such as the mission statement, values, labour information (contacts, internal promotion policy, absences, etc.), human resources processes and regulations, training and development, occupational health and safety and internal policies and rules for URSA.

INTERNAL COMMUNICATIONS AT URALITA IBERIA

The Human Resources Department has been supporting internal communications at Uralita with renewed force since 2008. The aim has been to create an Uralita Iberia identity in a climate of collaboration and motivation, promote inter-company communication, consolidate the values of Grupo Uralita and support change management.

This communication includes:

1. **Information for employee meetings**, which are held monthly by all supervisors with their teams. For these meetings, HR prepares a document with information and important facts about all Uralita Iberia businesses.
2. **Weekly communication meetings:** For all Uralita Iberia directors and managers to discuss results and strategic plans.

3. **Industrial and commercial forums** organized so that sales and manufacturing groups at all businesses can share information about strategic programmes and develop synergies.
4. **New employee meeting**, where new employees that joined the company in the previous year have the opportunity to talk with the Management Committee and gain first-hand knowledge about the company's business activity and action areas.

HEALTH AND SAFETY

The principles that govern the current occupational safety policy at Uralita demonstrate management's commitment to the occupational health and safety of employees as an essential element of the social aspect of Corporate Social Responsibility.

Over the course of 2009, Uralita reinforced its positive results in the area of occupational health and safety as the result of applying an occupational safety management system that was started in 2004 and which has progressively shown returns.

During 2009, accident rates continued to drop, although, given the current low levels, by less than in previous years.

As a whole, the Uralita Iberia Division reduced the frequency rate by 5.56% in comparison with the previous year, the equivalent of a 35% reduction of lost-time occupational accidents in absolute terms.

Additionally, this division cut its severity rate by 33.85% in comparison with the previous year.

In terms of accidents not involving lost time, in comparison with the previous year, Uralita Iberia reduced the number of cases by 22.22%, which corresponds to a 3.91% drop in frequency rate.

In 2009, we continued to monitor indicators as part of a corporate prevention culture:

- Monthly accident figures: frequency and severity rates and absolute values for work-related accidents with or without lost time.

In addition, control indicators continue to be monitored, especially the following:

- Monthly performance record of occupational safety integration tools.
- Quarterly balanced scorecard indicators, with special mention of monitoring the prevention activities schedule, task forces, physical agents and chemical agents.
- Weekly verification of the level of implementation of the prevention activities schedule.
- Technical analysis of the situation (top ten).

Training in health and safety is one of the key foundations of occupational safety. Training activities in Spain are carried out primarily in-house by the Joint Risk Prevention Service. However, specialized outside providers are sometimes used for practical training on working at heights, confined spaces, roofs and ceilings, forklifts, pallet jacks, overhead cranes, mobile working platforms, front loaders, lorries, safe driving and fire fighting.

In Spain in 2009, the Uralita Joint Risk Prevention Service continued a number of activities aimed at improving health and safety conditions for workers:

- The fourth internal audit was carried out in preparation for the third external legal auditing process, to be performed in 2010.
- Risk evaluations have been reviewed for all work locations.
- Activities associated with safety disciplines and applied ergonomics and psycho-sociology continued, together with the studies on industrial health and safety monitoring.
- The annual occupational safety training plan for workers was implemented.
- Programmes, reports, technical status reports, monitoring reports, instructions and work procedures were prepared.
- Support was given to actions specifically designed to promote the integration of occupational safety into the organizational structure and create a culture of prevention among all employees.
- Certain Occupational Safety Management System procedures were reviewed and completed.
- Awareness campaigns were designed and implemented, coinciding with April 28 (World Day for Safety and Health at Work) and European Health and Safety Week.

In the Insulating Materials Division, URSA® ended 2009 with the best results obtained to date in the area of health and safety, improving significantly on the previous year.

This improvement meant a 16% drop in the number of lost-time accidents in comparison with 2008, and 63% less than 2007. As a result, the number of accident-related absenteeism hours was down 46% on 2008, which was already URSA's best year, down 53% from 2007.

Little by little, we are approaching our goal of ZERO ACCIDENTS. Evidence of this is that five URSA factories (36% of the division) have had no accidents for over a year in four different countries: France, Poland, Russia and Spain. We are moving gradually closer to being able to say that working without accidents is commonplace.

Another indicator achieved by the division without difficulty is the target for accident-related absenteeism (0.25% at the beginning of 2009), which ended the year at 0.13%, the lowest figure in the division's history. This target was achieved by 83% of the factories in the division.

Highlights among the prevention initiatives launched during the past year include:

- Training. Training courses were implemented at each factory, primarily aimed at improving preventive action.
- Activities. The action plans resulting from the weekly safety meetings were established.
- Visualizing. At all our plants, prevention is kept at the forefront in a practical way through our risk sheets.
- Chemical contaminants. All of our work stations are monitored, ensuring that no worker is exposed to an environmental level higher than the legal levels in each country.

The following initiatives have been launched for 2010:

- Standardization of protection systems in different work areas.
- Establishment of an internal protocol for measuring contaminant levels for the different countries.
- Quarterly auditing system. Radar method.

In terms of accident rates, we can point to a 39% reduction in the severity rate, dropping from 0.26 in 2008 to 0.16 in 2009, with a 5% drop in the frequency rate to 13.3.

Lastly, it should be noted that URSA guarantees the health and safety of its workers in any area of their occupational activity as an essential management principle, one of the company's values of excellence.

This is supported by the fact that in 2009, five of this division's factories had the distinction of successfully keeping their facilities accident-free every day for an extended period of time. Plá XPS has carried out its activity without loss-time accidents for over a year. Mention must also be made of the Serpukhov XPS factory, which has had no accidents since it began production in 2008. It is also specially important to highlight the cases of Chudovo, Dabrowa and Saint Avold XPS, which have not had to use the term 'loss-time accident' for more than two years now.

RESPONSIBILITY TO THE CONSTRUCTION MATERIALS SECTOR

Grupo Uralita sets the standard in the world of construction materials, offering the information and products necessary to support sustainable construction.

AWARDS FOR INNOVATION

19th Iberian Pladur® Construction Solutions Competition

With its Iberian Construction Solutions Competition, Pladur® recognizes the creative abilities of participants, who will be the opinion leaders of the future. The competition is designed for students undertaking the second stage of their studies at higher technical schools and architecture faculties in Spain and Portugal. In this edition, the students had to submit a preliminary architectural draft for an astronomical observation classroom/workshop located in Yelmo de la Pedriza. Pladur® also took part in the International Year of Astronomy declared by UNESCO for 2009.

The Pladur® Iberian Construction Solutions Competition is a unique opportunity to strengthen relations between universities and enterprise. There can be no doubt that the students engage in a unique professional experience, working with Pladur® systems before they complete their education.

TRAINING THIRD PARTIES

Uralita maintains a close ongoing relationship with stakeholders: universities, government bodies, opinion leaders, fitters of its products and systems and customers. As a result, as they do each year, the group's various companies have taken part in training projects, technical conferences and seminars.

In particular in 2009, after the Technical Building Code DB-HR was passed, Pladur® was involved in intensive training and advisory activities to ensure that all the players involved (architects, site foremen, on-site architects, fitters, etc.) became familiar with the new regulations as easily as possible and gained in-depth knowledge of uses and recommendations for Pladur® construction systems.

In recent months, this commitment to training within the new regulatory framework has given Pladur® a presence at most of the charters of architects across Spain and work which still continues today.

In the area of installation, Pladur® holds a number of courses at the training centre at the Pladur® factory in Valdemoro, as well as facilities across our extensive network of Pladur® distributors.

In the tile business, we work to bring our products to potential customers and opinion leaders through the following activities:

- Talks on our products with technological innovations at technical and professional schools and associations, focusing primarily on types of tiles by raw materials and technical solutions for roof assembly.
- Presentations and talks organized with our most important customers and directed at construction firms, opinion leaders and fitters.
- Training courses on roof assembly for our customers' installation teams.
- Training courses for employees of large retail outlets specializing in construction materials, including Bricor and La Plataforma.

- Klinker tile presentation: types of tile, manufacturing methods and mounting solutions. Targeting customers of U.O. Tejas.
- Participation in the 2nd National Ceramics and Construction Materials Distributors' Association Conference.
- Collaboration, information and sponsorship with the Charter of Architects of Aragon and the Charter of Master Builders of Madrid.
- Presentation of our range of tiles to customers in Dubai and Saudi Arabia.

In 2009 the pipe business (Adequa) played an active role in the following forums, technical conferences and customer presentations:

1. 9th Course on Pipe Design and Installation for Transporting Water. University of Salamanca – Higher Technical School of ÁVILA

The speakers responsible for giving the presentations are professionals of acknowledged standing in the field from different professional environments (engineering firms, construction companies, government bodies, research centres, universities, etc.). As a result, they offer the most global view possible of the pipe industry.

2. 27th National Irrigation Conference, Murcia

3. Distance Course on Environmental Engineering - Velthis

Organized by Velthis Ingeniería Ambiental and partner organizations: Charter of Civil Engineers of Madrid. Charter of Mining Engineers of Central Spain. Charter of Biologists of the Community of Madrid.

4. Vinyl Foundation - Financing a Sustainable Future for All

Uralita Sistemas de Tuberías is a collaborating partner in the Vinyl Foundation. The Vinyl Foundation is a financing scheme for recycling products that have reached the end of their service life. It is also part of the voluntary commitment of the European PVC industry, Vinyl 2010.

5. Installation, Water Supply and Sewer Course

Organized by the Government of Alicante: CTE, HS4 and HS5. Sanitary Conditions. Water Supply and Sewer Systems, with the aim of learning about and putting into practice the new content of the Technical Building Code (in Spanish, the CTE) in the area of sanitary conditions, HS-4 water supply and HS-5 sewer systems for calculating and designing these types of systems.

6. Course on Valves in Water Supply

Held at Universidad Politécnica de Valencia (the Technical University of Valencia – in Spanish, theUPV). This was the sixth event held and organized by the Multidisciplinary Fluid Modelling Group (in Spanish, the GMMF) at the UPV's Higher Technical School of Industrial Engineering.

7. AEAS CONFERENCE. Spanish Association of Supply and Sanitation

8. National ANDIMAC Conference

Andimac is a business organization representing ceramics and construction materials warehouses. It is a member of the following bodies:

- Executive Committee of the Spanish Trade Confederation (in Spanish, the CEC)
- Governing Council of the National Construction Confederation (in Spanish, the CNC)
- Ufemat (European Association of National Builders' Merchants Associations)
- Construction Technology Platform.

Highlights from the conferences, events and presentations carried out in collaboration with customers and opinion leaders include:

- Charter of Agronomists of Catalonia
- Charter of Civil Engineers of Aragon
- Higher Technical School of Industrial and Aerospace Engineering of Terrassa (Technical Foundation of Catalonia)
- Technical Conference with Aguas de Barcelona. Technical conference on uses of hydraulic valves for pressure control and management in systems to make supply more efficient.
- expoDITECO2009. Trade fair organized by our customer Diteco, S.A. This is an opportunity to make contract with the sector's professionals and fitters in Valencia.
- BIGMAT DAY. Catalonia hosted the first gathering of professionals from the construction sector, organized by the BigMat España group and given the name of BigMat Day. The following Uralita Iberia brands took part: Adequa, Cobert, Ceramica Collado and Algiss.

COMMITMENT TO THE COMMUNITY

COMMITMENT TO LOCAL COMMUNITIES. Uralita contributes to social and economic development in the countries where it operates and has its facilities, promoting the well-being of the societies with which it interacts.

WORKING WITH INTERMÓN OXFAM. As it did for the previous Christmas campaign, Uralita send out Christmas cards from Intermón Oxfam in 2009.

BLOOD DONATION CAMPAIGN. Every year, the company works with the Community of Madrid Transfusion Centre to carry out a blood donation campaign with the participation of Uralita employees.

PARTNERSHIP WITH IESE BUSINESS SCHOOL. Uralita is involved in the Continuing Education Programme for Managers at the University of Navarra, contributing to the training of future managers.

URALITA RECICLA. This is an ongoing campaign focusing on improving the environment by recycling toner and paper and avoiding unnecessary printing.

GRUPO URALITA'S COMMITMENT TO THE DISABLED. Uralita is sensitive to the social and labour integration of the disabled and complies strictly with the Spanish Social Integration Act for the Disabled. Consequently, in 2009 the company made donations to the Adecco Foundation and the Randstad Foundation to finance various projects designed to facilitate employment integration for the disabled.

PARTNERSHIP WITH THE ADECCO FOUNDATION – OCCUPATIONAL TRAINING FOR PEOPLE WITH DISABILITIES. In 2009, the foundation was laid for a project that was to be implemented in 2010. The aim is to set up an occupational training scholarship programme for young disabled individuals. The programme will be implemented through various occupational training schools in several provinces around Spain. Through this programme, young disabled individuals will have access to occupational training that will enable them to improve their employability and enter the job market with greater prospects for the future.

OCCUPATIONAL GUIDANCE PROGRAMME Uralita and the Randstad Foundation are jointly developing a guidance programme for disabled people who are unemployed. The main aim of the programme is to reinforce the skills and personal and social resources they need to cope in a working environment, while also facilitating the acquisition of knowledge about computer applications that are essential to professional development.

GRANTS FOR DEVELOPING THE PROFESSIONAL SPORTS CAREERS OF PARALYMPIC ATHLETES. Together with the Randstad Foundation, Uralita has awarded two professional grants for paralympic athletes to support their professional career at the highest level of competition.

CONTRACTS WITH SPECIAL EMPLOYMENT CENTRES. In 2009, the decision was made to give priority to purchasing common goods from special employment centres whose employees are primarily disabled individuals.

QUARRY REFORESTATION. In 2009, Uralita was involved in reforesting a 2.5-hectare area at the Soledad II and Soledad II quarries in Ciempozuelos (Madrid) and Seseña (Toledo). For this project, the varieties planted were 40% holm oak, 10% wild olive, 30% Aleppo Pine, 10% broom and 10% saltbush; a total of 2,500 plants were used.