

PROGRESS REPORT 2022



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Letter of Renewal of Commitment



Letter of Renewal of Commitment



The Axis Corporate team, through our professional activity, faces the daily challenge of supporting our clients in the transformation of their business model and in maintaining their competitiveness.

Our commitment as a company is based on support and respect for the protection of human rights, as well as fighting, through various means, for a more sustainable world where caring for people and the environment is a priority for both our employees and our customers.

Our actions with our clients, as well as with the rest of our stakeholders, are guided by our values, which reflect what we are willing to offer them: Knowledge & Expertise; Talent; Innovation, Excellence and Commitment. A Commitment that leads us to put ourselves in our stakeholders' shoes and play an active part in their process of improvement and transformation. A Commitment that leads us to remain constant in our positioning with regard to the Global Compact initiative and the Ten Principles.

2017 was the year in which we defined the 1st Axis Corporate CSR Plan, a plan that has helped us to strengthen our relationship with our stakeholders in the medium and long term. Since 2018, several initiatives have been launched, such as Corporate Volunteering with different NGOs, the Customer Satisfaction Survey, the 360° Evaluation of Leadership & Collaborative Culture and the evolution of the Mentoring system for the consulting team.

Also noteworthy is the renewal of our commitment to the proactive management of the work-life balance of our team, advancing to a higher level of excellence than the initial level of excellence in the efr Certificate.

I hope that this report will help you understand Axis Corporate's way of doing things and its willingness to contribute to the transformation of many businesses.

Yours sincerely,

A handwritten signature in blue ink, consisting of several loops and a long horizontal stroke extending to the right.

Casimiro Gracia
Executive Chairman of Axis Corporate

Entity profile



General information

Full Name (Company name)

Axis Corporate, S.L.

Type of enterprise

SME

Address

Av. Diagonal, 640 - 1ª floor

Location

Barcelona

Province

Barcelona

Autonomous Community

Catalonia

Web address

www.axiscorporate.com

Name of the chief executive

Casimiro Gracia Abián

Contact person

Ramon Prat

Number of direct employees

150

Sector

Professional services (Consulting and auditing)

Activity, main brands, products and/or services

The knowledge & expertise of our specialised teams and our own methodology in Global Services are key factors that define us as an international benchmark business consultancy.

Our service offering is based on the solutions that companies need to adopt at key moments in their transformation process. To this end, we offer personalised support and advice at each key stage of this process.

Axis Corporate's objective is to increase the real value of companies. We have a direct impact on the

business results, acting to increase revenues, reduce costs and achieve

better risk management.

Our services are organised around 4 axes:

- **Operational Strategy:** we guarantee the transformation of a company's business models through 3 fundamental pillars..
- **Digital & Enabling Solutions:** we respond to our clients' digital challenges by aligning their technological capabilities with the new business models resulting from their innovation processes.
- **Global Risk & Sustainability:** we help companies to realise their objectives, covering all aspects of the risk function.
- **Growth & Customer Value:** we incorporate information on the levers of revenue generation into the decision-making process.

Turnover / Revenue in € (Amounts subject to exchange rate \$/€)

14,1 million

Select the most significant Stakeholders: (Stakeholders shape your Progress Report)

Employees, Environment, Community/ Civil Society, Customers, Suppliers

Please indicate what criteria you have used to select the Stakeholders.

Based on our business activity

Countries in which your business is present or has production in

Spain, United Kingdom of Great Britain and Northern Ireland, United States of America

Scope of the Progress Report (countries on which the company reports information in the Progress Report) and its possible limitations, if any

Spain, United Kingdom and United States of America.

How have you established materiality or defined the most significant issues to be

included in the Progress Report?

In line with the Company's annual report.

How the Progress Report is being disseminated

Through the intranet and the corporate website: <http://axiscorporate.com/es/prj/corporate-social-responsibility/>

Reporting period covered by the information contained in the report

Calendar year

Progress Report Presentation Cycle

Annual

Notes

Is your organisation active in developing countries?

No

Does your organisation have suppliers in developing countries?

Currently, none

Does your organisation have a high environmental impact?

Low

STRATEGY AND GOVERNANCE

The dialogue with employees, which facilitates knowledge of their ideas and suggestions, is carried out by means of three questionnaires that allow us to delve deeper into their perception of the following aspects: - Axis Experien- ce, Employee Experience at Axis. - Collaborative Culture, evolution of the collaborative culture within Axis Corporate, in the Management Team. - Leadership Survey, measures the degree of implementation of the leadership style defined for the Axis Corporate management team.

Focus groups and workshops are also held on a regular basis to facilitate the exchange of impressions for internal improvement.- A permanent suggestion box on our Intranet facilitates the collection of any suggestions from

employees. - Finally, a mailbox specific to address situations of harassment at work or violation of employee's rights.

We are currently immersed in an improvement process that will include the aspect - Culture of Innovation, which will show the speed at which the company can move towards models involving cultural and organisational transformations that promote the emergence of innovation processes.

Dialogue with clients is carried out through the Client Satisfaction Survey, which enables us to know the degree of quality of the service provided and which is complemented with face-to-face interviews with the sponsor of each project carried out, in order to go deeper into the degree of quality of our contribution to their business. Within

The annual event we hold with our former employees to maintain the relationship with them, as well as the constant exchange of knowledge with different foundations to identify activities in which to participate from our corporate social responsibility strategy.

Indicate the legal nature of the entity, detailing its organisational structure

Limited Company. The organisation is structured around Vertical Areas and Service Lines, led by the company's partners.

Indicate the governance structure and who(s) at management level carries out the decision-making and governance processes for the implementation of CSR in line with the Global Compact Principles and indicate whether the chairperson of the highest governance body is also an executive officer.

The decision-making and governance processes for the implementation of CSR are decided within the Executive Committee. The chairman also holds the executive position.

UNITED NATIONS OBJECTIVES AND THEMES

Today, Axis Corporate is a Family Responsible Company, considered a best practice by the United Nations.

MORE INFORMATION

Web address

www.axiscorporate.com



Methodology



Methodology

This Progress Report is based on the stakeholder reporting methodology. The concept of stakeholder is key to understanding CSR. The complexity and dynamism of the current business context has made it necessary to acquire a solid commitment to the different stakeholders directly or indirectly affected by the company's mission.

Identifying stakeholders and their expectations are aspects that facilitate the comprehensive implementation of CSR in any organisation. This will enable organisations to anticipate possible risks or opportunities and to establish policies, actions, tools and monitoring indicators such as those described in this report.

The following steps have been developed by the entity that has elaborated the following Progress Report:

1. Select the most relevant stakeholders for your organisation.
2. Identify the most significant challenges for the selected stakeholders.
3. Neutralise these risks or realise the opportunities with the establishment of:

Policies: formal written documents defining the entity's values and communications identified in the identification of challenges.

Actions/Projects: Actions help the organisation to develop policies and minimise identified risks. Actions should be planned over time and designed on the basis of the target stakeholder group.

Monitoring tools: evaluation and control of the results obtained from the actions implemented. They provide the tools to control compliance with policies and help to detect failures in the management system for subsequent improvement.

Monitoring indicators: qualitative data to measure the degree of implementation of ideas (policies, actions/projects) using monitoring tools).

The Progress Report is framed in terms of measuring progress: it is not about 100% compliance in the first year, the aim is to make progress. The Progress Report is therefore an important demonstration by signatories of their commitment to the Global Compact and its Principles.

Analysis



Analysis

Human rights



Challenges or Opportunities envisaged

6

Labour standards



Challenges or Opportunities envisaged

6

Environment



Challenges or Opportunities envisaged

2

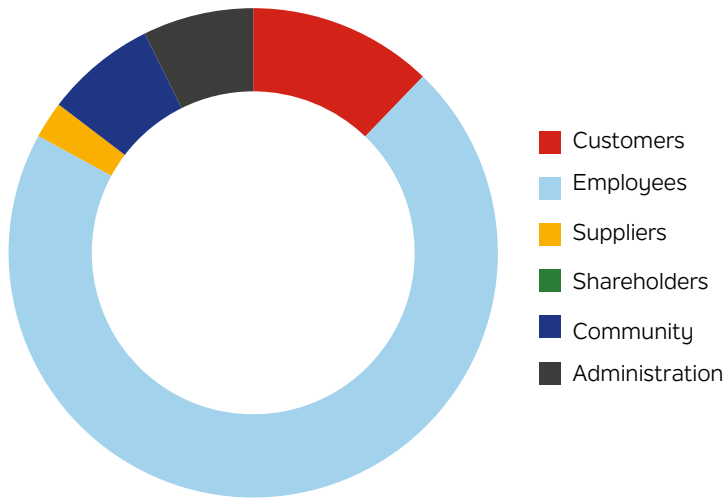
Anti-Corruption



Challenges or Opportunities envisaged

1

Policies implemented by stakeholders



Number of policies implemented:

Clients: 5
Employees: 28
Suppliers: 1
Shareholders: 0
Administration: 0
Community: 3
Environment: 3

Number of companies in your sector



275

Stakeholders

Clients



Customer satisfaction

As part of its work methodology, Axis Corporate integrates a process for evaluating the quality of the service it provides and customer satisfaction, whereby it undertakes to systematically measure the degree of satisfaction obtained from each service in the companies with which it collaborates professionally, and to improve all aspects that become apparent during this process.

Client satisfaction is systematically collected through the Client Satisfaction Survey at the end of each project.

Satisfaction indicators	2021 (Scale from 1 to 10)
Level of satisfaction of our clients with the projects developed.	9,2
Degree of expertise and knowledge demonstrated by the team	8,8
Assessment of the quality of equipment	9,5
Perception of target achievement	9

Transparency in the conduct of business with customers

Quality Policy

At Axis Corporate, since our incorporation, we have been aware of operating in a highly competitive market and, therefore, we have always considered the quality of our services as a differential advantage, based on the application of our own work methodology. Hence our interest in obtaining public recognition of Quality, as is the case of our certificate in Quality Management Systems with respect to the UNE-EN-ISO 9001:2015 Standard, demonstrating that we have homogeneous quality standards.

At Axis Corporate, our Management establishes as a priority objective to provide services that satisfy the needs, specifications or other contractual requirements of our clients, for which we assume the ultimate responsibility of designing, implementing, maintaining and continuously improving a quality management system that makes it possible to achieve this objective. Maintaining this level of quality involves the commitment and collaboration of everyone who works at Axis Corporate so that the quality of our services and products is the main reason for our customers to buy from us.

For the development of our Quality Management System we take into account, respect and comply with all the legislation applicable to our activities. The organisation also respects the principles of the Corporation, which are:

- Focus on maximum customer satisfaction.
- Commitment to the results agreed with the client.
- Agility, flexibility and pragmatism in collaborative approaches.
- Strictness in the quality of work.
- Excellence, diversity and multidisciplinary of professionals.
- Culture of personal/professional development and efficient effort.
- Encouraging enthusiasm and involvement of the team. - Supporting teamwork to manage knowledge.
- Commitment to improving the social and economic environment.
- Consistency between the principles that govern the corporation and those that emanate towards the client.

We strive for excellence in our work and our relationship with the client, and we place special emphasis on:

- Handle the information we receive with strict confidentiality and abide by legislation relating to data protection and data privacy laws.
- Do not accept any job for which you do not consider yourself professionally competent.
- Recognise local, national and international standards and legislation, working to ensure their due compliance.
- Know, understand and respect the code of conduct of our customers even if they have higher standards than ours.

During 2020, Axis Corporate passed the external maintenance audit on the UNE-EN ISO 9001:2015 Standard.

Customer satisfaction

Optimal processing of customer databases (RGPD-LOPD)

During 2018, Axis Corporate completed the review of all its processes, especially those involving the processing of personal data, bringing them into line with the new requirements of the EU General Data Protection Regulation (GDPR), and implemented the appropriate security measures based on the results of the risk analysis carried out with external support from specialised consultancy firms. As part of the continuous improvement of all our processes, we continue to implement the improvement measures detected in the action plan resulting from the risk analysis.

With all this, Axis Corporate can maintain and guarantee its commitment to the protection of its clients' Personal Data, being the maximum guarantor of its clients' security.

Long-term customer relations

Integrity and Transparency Policy

The relationship with our customers, suppliers and employees is based on transparency.

We encourage close communication with our clients throughout the project life cycle.

At the beginning of the relationship, we establish and clearly communicate the conditions and terms of our services.

During the development of the project, we always keep you informed about the evolution and development of the contracted services, as articulated in our operating model, TOM.

We set out and communicate clearly the conditions and terms of our services.

Code of Ethics

Our Code of Ethics shows how we at Axis Corporate share our corporate values with our environment.

Our 6 corporate values are the foundation of the Code of Ethics and form the basis for the daily work of all members.

As part of our work, we have an obligation to continually strengthen those aspects that help to ensure the commitments detailed in the Code of Ethics and to ensure that the company is protected from actions that could undermine our reputation.

The Code of Ethics applies to all persons who are part of Axis

Corporate: directors, managers, employees in each country and business unit, and we also ask our suppliers and employees who comply with our Code whenever they act for or represent our Company.

Our Anti-Corruption Policy was published in 2021.

External Communication and Social Media

External communication is mainly through our corporate website (www.axiscorporate.com).

Our website is translated into two languages (English and Spanish), responding to the languages of the countries in which Axis Corporate operates. It includes global information about Axis Corporate, its global services, the sectors in which it operates and the publications that convey our expertise.

The site has a specific area for Careers, where candidates to join the team can consult our value proposition, the latest job offers and submit their application. We also have a place to discuss our activities with our Alumni community and the Corporate Social Responsibility initiatives launched by the Firm through a new section called "Social Commitment".

In addition to the website, Axis Corporate has a corporate channel on YouTube, where we share corporate videos related to our company's activity. The company's target social network is LinkedIn, where we have the largest number of qualified followers for our target group, but also where we publish our own written content of interest in the company's different sectors and areas of activity on a daily basis. On this channel we publish articles, case studies, reports, infographics, as well as media appearances and events organised by the Firm.

In 2022 we have held face-to-face events such as (Ho- laluz, Alteryx, Congreso Servicing Inmobiliario, Jornada Anual CGR, Webinar Yooz. Other events have been disseminated online through tools such as Microsoft Teams or Zoom with partners such as APD, SAP, the Spanish Chamber of Commerce in UK, INESE or Anaplan.

Social media activity (31/12/2022)

LinkedIn: 26,320 followers

Instagram: 175 followers

No. of publications in 2022

Spain: 63

No. of Corporate Events in 2022

Spain: 5

Stakeholders

Employees



Generating opportunities for talented young people

Axis Corporate is strongly committed to creating job opportunities for young talent, which is why it maintains close ties with various universities and business schools, which it approaches to share business cases with their students from our partners and consulting team (ESADE, ICADE, UPC and BCSM) and to participate in their employment forums and provide career guidance (ICADE, ESADE, UPC, Carlos III).

It has also signed collaboration agreements with a number of business schools and universities to formalise internship contracts.

No. of schools/universities with which we have signed a framework collaboration agreement for internship contracts	4
% of recent graduates who stay in the firm with an open-ended contract after their training period	100%
No. of employment forums participated in	4
No. of business cases presented	4

Employee identification with signature

At Axis Corporate we are committed to attracting, retaining and motivating high potential and high performing professionals, aligned to our philosophy of building and innovating continuously.

For Axis Corporate it is of vital importance that our team feels identified with the firm's activity, therefore, in our letter of introduction we clarify the differential attributes of Axis Corporate that translate into the implementation of our values, in which Excellence is the attribute around which the others revolve:

- Knowledge and Expertise • Commitment
- Talent
- Flexeverance
- Innovation
- Excellence

In line with the search for the identification of our talent with the firm, we periodically organise two-day meetings aimed at new recruits, where they have the opportunity to learn first-hand about the firm's corporate management areas, recent success stories and some of the key members of the management team.

We also organise an annual Corporate Stage, where we bring together the entire workforce over the course of a day and combine the activity of getting to know some of our clients in depth with the presentation of objectives and results, the development of workshops to work on internal improvement issues together with team building activities.

Aimed at the management team, with a view to reviewing the business and commercial strategy, an annual Management Stage is also organised, where participants have the opportunity to reflect on internal improvements that help to strengthen us as an organisation.

The figure of the Mentor as a pillar of the professional development

At Axis Corporate, we have implemented a Cross-Mentoring System that facilitates the orientation and professional development of our consultants, as well as a collaborative culture.

In this system, all the people who make up Management Team are mentored and are trained and supported to carry out their work.

For us, this is a fundamental step in focusing the professional development of our consultants and supporting them in improving their day-to-day performance. Mentees find in their mentors professional support.

The course is a reference in organisational knowledge and the keys to success in the consultancy profession.

More than 90 people were mentored during 2022.

Improving gender diversity

People management at Axis Corporate is based on meritocracy and takes great care to ensure equal opportunities for men and women in all human resources processes.

It is worth highlighting the progress made in the performance assessment and promotion processes, which has a cross-cutting and consensus-based decision-making system through the implementation of talent panels, guaranteeing that performance assessment and eligibility for promotions are assessed and agreed by all the managers with whom the person has worked.

Since obtaining the Responsible Family Business Certification in 2015, Axis Corporate has been monitoring the presence of female talent at different organisational levels, making qualitative and quantitative progress in the balance of men and women.

- 41% women in Axis Corporate
- 35% women in Management Team
- 81% of women in Staff
- 33% of women in the Consulting Team.

In addition, the entire workforce is covered by the state collective bargaining agreement for consultancy and market and public opinion research companies.

Axis Experience Survey: our voice of the employee

The Axis Experience Survey, now in its fifth edition, has moved in 2019 from being a survey carried out only in Spain to being distributed in the

all countries in which Axis Corporate operates.

This survey gathers Axis Corporate professionals' perceptions and suggestions for improvement in areas such as culture, leadership, working conditions and training and development opportunities.

This survey facilitates the design of the annual action plan for the improvement of the employee experience and progress towards optimal working conditions, professional and personal development.

% participation in the survey	85%
% of participants who recommend Axis Corporate as a good place to work	93%
% of participants who consider Axis Corporate as a flexible company where personal matters can be taken care of	79%
% of participants who are happy and enjoy their work at Axis Corporate	91%

Leadership Style at Axis Corporate

Inspiring	4,13
Leading by example	4,12
Leading is serving	4,08
Be constructive	4,04
Convey respect	4,25

Collaborative culture

Proactivity and thematic	4,18
Cooperation	4,21
Tolerance	4,03
Leadership in collaborative culture	4,14
Guidance	4,19

5- Always 2- Sometimes
 4- Almost always 1- Never
 3- Normally

Training as a means to improve the professionalism of employees

During 2019, training activities focused on extending the development of sales skills to the entire team with commercial responsibilities and standardising the behaviour of all teams in customer relations during the sales process, based on the definition of a pro- per model based on proximity and the generation of trust.

In 2017, a process of certification of the consulting team in agile methodologies was initiated. By 2020, 68% of the consultancy team

has completed the training and 56% have achieved certification.

As part of the awareness we are acquiring as a sustainable company, we started a cycle of training in Mindfulness and Meditation that facilitates the well-being of our team and the personal tools to manage complex situations.

To reinforce the successful implementation of the mentoring system, training in coaching skills applied to mentoring situations continued until 2020.

Total hours of training in 2021	1.144
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In addition, between 2021 and 2022 Axis Corporate trained and certified 22 consultants in Agile methodologies and 6 in Alteryx and Anaplan.

Reconciling work and family life

At the beginning of 2022, Axis Corporate has renewed its certification as a Family-Responsible Company, which accredits the company's pro-activity in improving the work-life balance of its employees, raising its level of excellence within the Model.

Axis Corporate has a work-life balance management model that allows it to maintain control and apply the principle of continuous improvement in these elements of employee welfare.

During 2021, the communication of the latest measures implemented was enhanced:

- **Implementation of teleworking**, as a measure to fight the pandemic while improving work-life balance.
- **Payroll or Social Security supplements**, Axis Corporate will supplement sickness and accident at work insurance benefits up to 100% of salary for a maximum period of twelve months from the date of sick leave.
- **Quality in employment (Leaves of absence)**, Possibility of taking voluntary leave of absence lasting between 4 months and 5 years.
- **Paid leave**, With relatives of 1st and 2nd degree of consanguinity or affinity: 2 days of paid leave in the following situations:
 - Death.
 - Serious accident or illness.
 - Hospitalisation or surgery without hospitalisation requiring rest at home.
- **Equal opportunities**, In order to make their protection or their right to comprehensive social assistance effective, workers who are victims of gender-based violence may request a reduction in the working day with a proportional reduction in salary or the reorganisation of working time (adaptation of working hours, flexible working hours or other forms of working time arrangements).
- **Harassment prevention protocol**, Active policy for the prevention and elimination of any type of conduct that could lead to harassment at Axis Corporate.
- **Anti-corruption policy**, a key element in promoting the company's honesty and integrity.

In January 2022, following the biannual audit, a higher level of EFR certification was achieved.

LOGOS: On the shoulders of knowledge

The corporate LOGOS system is a tool that supports the Knowledge Management process at Axis Corporate and helps to capture the knowledge generated in the organisation within the team. It makes it possible to make resources more efficient so as not to have to "re-invent the wheel", to learn from the success stories of other colleagues and thus to promote an ever more established climate of collaboration.

LOGOS is a document management system integrated into our intranet (AxisHUB) for storing both internal and external content. Its organisation, according to the lines of business in force and the phases of the consultancy cycle, is based on "in- teligent" cataloguing applying predefined business metadata.

Internal Communication

Since 2016, we have been working on the design of a new Internal Communication Model that is oriented towards the needs of Axis Corporate's different audiences and incorporates the main trends in this area: dual perspective (Business and Employees), internal brand building; multidirectionality; multi- channel, multi-device, visual and audio-visual, communication as a way for individual and team recognition.

Our main downstream communication channels at present are: the intranet, newsletters and cascade communication, as well as presentations by management at various internal events (Corporate Stage, Christmas Toast, etc.).

Likewise, the team has established channels of communication that allow them to systematically transmit their perception through their own intranet (AxisHUB), surveys, focus groups and suggestion boxes.

Axis Corporate, as part of the Collaborative Culture initiative, has promoted new forms of transversal communication such as the spaces offered by the Smart Sessions, the AxisHUB collaboration groups, etc., where any member of the team can share their expertise on the subject they consider to be of interest to others.

AxisHUB: our digital workplace

The technological platform that fulfils the functions of:

- Collector and "launcher" of the different corporate applications (ERP, CRM, AxisFlex, Employee Portal, LOGOS).
- Supports internal communication (unidirectional and bidirectional): communiqués, news, interviews, "welcome" for new employees, calendar of events, discussion forums, suggestion box...

-
- Contains corporate collaboration groups (projects for clients and internal projects) and leisure groups (sport and reading). Where tasks can be assigned to team members, private forum, events calendar and the Group's own document library.
 - Operational documentation library.

Gamification: A key lever for boosting in-house training

To complement the training actions, in 2021 a gamification tool was introduced to enable us to enhance our capacity to internally train our teams in different aspects that are crucial for their day-to-day work, as well as to promote their professional growth. The project has been designed with the participation of the company's Management Team. In mid- February, the first phase was launched in which the Axis Methodology Framework concepts were gamified.

Alumni

Maintaining a link with the professionals who have been part of our company is the ultimate aim of the global Alumni initiative.

Axis Corporate, with more than a decade of history, is keen to keep in touch with its former employees and create a meeting place where they can continue to enjoy the community spirit of Axis Corporate.

The aim of the Alumni Community is to create a space where knowledge can be shared, contacts can be made, job offers can be accessed and new professional opportunities can be generated that will boost the development and careers of its members.

The initiative was launched in 2017, with two events organised in Spain: one in Madrid and one in Barcelona.

Alumni Community 2022

No. of Alumni Club members: 272

Stakeholders

Suppliers



Creating stable relationships with suppliers

We seek to maintain clear policies for the procurement of products and services, signing of contracts and payment of invoices with our suppliers. We verify that they conform to our quality standards. To this end, we apply the procedures established for this purpose in our quality management system under ISO 9001:2015.

We ensure compliance with agreed agreements. We only work with those suppliers that exceed the minimums established in the evaluation we carry out annually. In addition to the quality of the service provided, we take into account that they share our values and that they meet integrity and legislative compliance requirements. We avoid inappropriate or illegitimate transactions that may be detrimental to any of the parties involved in the transaction. We maintain transparent communication with our suppliers and foster partnerships that enable us to build long-term relationships and achieve mutually beneficial outcomes.

A Supplier Code of Conduct has been defined in 2022 in line with the Company's Sustainability Policy.

Stakeholders

Community



Axis Corporate Volunteers

In 2019, a Working Group made up of Axis employees has been set up to identify and organise corporate volunteering activities to be carried out throughout the year in the Barcelona and Madrid offices with the support of the rest of the team and the Company's Management. With this initiative we want to give all employees the opportunity to define and select the causes that are most in line with our activity.

2018 – Collaboration with Junior Achievement Barcelona and ACEC in the programme “Improve Society: Digitise it!” where the consultants who wanted to participate gave workshops and talks on employability in schools and educational centres.

2018 – Buy roses in solidarity on Sant Jordi's Day at the NGO “We are not invisible” for the integration of people at risk of social exclusion into the labour market.

2018 – Christmas campaign with the NGO Fundació Theo- dora where the company received a visit from the Foundation's clowns and financially helped them to continue visiting hospital centres to cheer up the little ones.

2018/19/20/21/22 – Participation in solidarity races (Half Marathon in Madrid, Firemen's Race in Barcelona).

2019 – Christmas Campaign “Una Sonrisa por Navidad”: Co- operation with NGO Cooperación Internacional. Axis Corporate employees give gifts to children at risk of poverty.

2020 – Christmas Campaign: Collaboration with Médecins Sans Frontières. International campaign to raise funds and help the NGO in times of pandemic.

2021 – Second Christmas Campaign: Collaboration with Médecins Sans Frontières. International campaign to raise funds and support the NGO in times of pandemic.

2022 – Christmas Campaign: Collaboration with OXFAM International.

Investing in future generations

In alliance with ACEC (Catalan Association of Consulting Companies) and Junior Achievement, Axis Corporate has participated in the corporate volunteering programme: “Improving Society: Digitise it!”

The aim of the project is to promote values education and entrepreneurship to prepare and inspire young people in a global economy.

This collaboration has contributed to the development of skills and entrepreneurship among young people.

In pairs, our Axis Volunteers have covered 5 programmes developed in schools in the metropolitan area of Barcelona with students in the 3rd and 4th years of ESO.

Programme “Improve Society: Digitise it!”	
No. of Programmes	5
No. of Volunteers	8
% Satisfaction of participants' expectations	100%

“An enriching experience where we got to know the concerns of young people and discovered their great creative potential”.

Vanessa Sarrà

“I have enjoyed being able to present to the students of my school, part of what I find day by day in my professional field”

Javier Abadía

Partnerships between associations and companies

Axis Corporate supports various non-profit organisations to promote key aspects of progress such as culture and training. Through the Fundació Gran Teatre del Liceu, Axis Corporate promotes all initiatives that contribute to the promotion and enhancement of culture and, more specifically, opera, as well as contributing to the financing of the objectives of the Fundació del Gran Teatre del Liceu and the organisation of its regular seasons.

Axis Corporate works with the main Spanish universities with the main objective of attracting talent and strengthening the link between the business world and the university world. Among the main actions is the annual participation in different Employment Forums such as that of the Universidad Carlos III de Madrid and also the one organised by ICADE - Universidad Pontificia de Comillas, Universitat de Barcelona and DEUSTO.

In addition, we also collaborate as lecturers in Master's programmes, such as the BCSM (Business Consulting School of Management) Master's programme at the University of Deusto.

Axis Corporate is a member of the ESADE Foundation's Assembly of Members, whose function is to inform and advise the Board of Trustees on the requirements, needs, orientation and evolution of civil society, with the aim of maintaining and improving the quality of life of its members.

The Assembly is an important support body for the Foundation, which, in addition to its advisory role, takes the form of multiple forms of collaboration, ranging from financial contributions to support for research tasks and the promotion of its services.

Axis Corporate, continuing with its contribution to the improvement of young people's qualifications, has signed a collaboration agreement with the ESADE Foundation under which the company becomes a collaborating company of the ESADE Foundation Scholarship Programme. Axis Corporate's contribution strengthens the ESADE Foundation Scholarship Programme, which aims to create new opportunities for the future for talented students who lack the financial resources to attend ESADE. In this way, Axis Corporate materialises its desire to contribute to the training of innovative and socially responsible leaders and to the creation of relevant knowledge to improve organisations and society.

Stakeholders

Environment



Identification of the environmental aspects of the environment in which it operates

The Barcelona and Madrid headquarters are currently located in environmentally sustainable buildings accredited with the LEED seal in the GOLD category. This certificate accredits that the building has a set of standards that facilitate energy efficiency, the use of alternative energies, the improvement of indoor environmental quality, the efficiency of water consumption, the sustainable development of the open spaces on the plot and the use of materials selected under environmental criteria.

Travel policy

One of the aspects that has the greatest impact on the environment, given Axis Corporate's activity, is the travel of professionals as part of their work. The central location of Axis Corporate offices around the world facilitates the mobility of employees by public transport. In Barcelona, the commuting policy includes the preferential use of services offered by a fleet of taxis made up of hybrid or electric vehicles that comply with ISO 14001 (Environmental Management Standard) and certify that the emissions of all vehicles are below those established by the EU for 2020.

Likewise, Axis Corporate's travel policy encourages the use of the high-speed train as opposed to air travel, which is considered a more efficient means of transport. A significant point, considering that our most frequent trips are between the Barcelona and Madrid offices and vice versa.

With a view to reducing travel, all Axis Corporate staff have a corporate Teams user that allows them to hold internal meetings with geographically dispersed teams and to hold client meetings. In line with the above, since 2016, the systematic use of the video conferencing system (LifeSize) has been promoted. This has contributed to improving communication in the face of geographic dispersion and reducing travel for meetings.

Between 2020 and 2022, travel between offices and to customers has been reduced by 70%. This has been possible thanks to the intensive use of new technologies.

Given the technological equipment for mobility available to the team, at Axis Corporate, all employees with one year's seniority can telework. The application of this criterion also improves the work-life balance of our employees, who thus reduce the time spent travelling and staying away from their usual place of residence.

Telework during 2022

% awareness of the measure	100%
% use of the measure	94%
% satisfaction with the measure	97%

axis Creating value
CORPORATE through transformation

Axis Corporate is an international business consulting firm, focused on improving the results of organisations, with a team of more than 100 professionals in its offices in Barcelona, Madrid and Boston.

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