

# UN Global Compact COP 2020





## INTRODUCTION

We hereby report the 8th Communication on Progress of BELGICAST. BELGICAST is part of TALIS Group, the world's leading provider of premium valves, hydrants and water flow control solutions. 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 deliver it around the world. This is our company vision and we are proud that the meaning of our business activity is at the same time the core of our Social Responsibility, which is linked to Sustainable Development Goal 6 on water availability, sustainable management and sanitation.

From whatever point of view, in the year 2020 every report, whatever the subject, is affected by a non-negotiable reality that has challenged our society. Covid-19 has caused pain and suffering and, consequently, the effort of the entire society to defeat it, a struggle in which we are still engaged. Developing skills, prevention, discipline and solidarity will be essential strengths to defeat the virus, both in our region and worldwide. We must all be aware that the virus can only be defeated globally, as barriers will be useless.

As previous years, we formally communicate to our customers, our suppliers, our social environment and all our colleagues, that BELGICAST, a TALIS brand, renews its commitment to the United Nations Compact and its ten principles.



Joan Galtés  
MD Comercial

Aitor Bernardo  
Director de Operaciones

 **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

We will focus on the number 6. Of the 17 sustainable development goals set out in the 2030 Agenda, adopted six years ago at the Sustainable Development Summit, SDG 6 Clean Water and Sanitation is intrinsically linked to our business.

However, the goals are broad and include such crucial issues as poverty, hunger and education. Knowing them is a first step: In this link you can access all the information.



### 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.*

However, there are situations that require urgent action and in some cases, access to water can be very difficult. The UNHCR refugee camps are a clear example. They try to guarantee 20 litres of water per person per day. UNHCR combines short-term water purification methods with the construction of adequate infrastructure in the long term, a formula that has proven to be the best guarantee of access to drinking water. BELGICAST has become a partner company of UNHCR by providing monthly financial support and we are in contact with them to study the possibilities that a valve manufacturer can provide in such extreme situations.

With the simple contribution of €100/month, UNHCR can build a water and sanitation facility for a school and provide soap for 247 refugee families.



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.



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



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/>

# GRI INDICATORS

## 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: 81% / Women: 19% Percentage by gender in management: Men: 85% / Female: 15%
	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.



### TALIS values

TALIS and BELGICAST continue to share our vision and values with our staff so that we can take them into account in our daily work. These are not quantitative but qualitative terms and answer the question of how we perform at work.

The SPOTLIGHT TALIS Awards, promoted by the organisation, encourage staff participation by basing nominations on entries submitted by all staff, always based on the TALIS values:

**Responsibility, Results, Willingness to Win, Respect and Teamwork.**

# Vision & Values

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### Our Vision

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

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### Our Values

ACCOUNTABILITY	RESULTS	WILL TO WIN	RESPECT	TEAMWORK
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	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	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	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	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



## The Equality Plan

Moreover, at the time of writing this report, BELGICAST is working on its first Equal Opportunities Plan for women and men. Together we will design an action plan that will give real and effective content to the way we act with regard to the right to equality and non-discrimination on gender grounds. Equality between women and men is a universal legal principle but its content has not been specified. With the development of the Equality Plan we will manage to rectify the inequalities that we detect and we will implement the necessary adaptations to counteract the discriminatory circumstances existing in our organisation and in our society. The Equality Plan will be integrated into the company and is already considered one of the company's strategic projects.

## COVID-19

We could do a monographic report on the ideas and actions we have developed during the year to combat Covid. They can really be grouped into:

- Hygiene.
- Ventilation.
- Individual protection.
- Distance.
- Awareness.
- Rapid response.

We hope to win this battle and that the next COP 2021 will be developed with the virus behind us.

For now, we will not let our guard down.



# 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 Euskait 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 Euskait 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 152 Men 125 / Women 27 Mungia 136 / Toledo 16
	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: 81% / Women: 19% Percentage by gender in management: Men: 85% / Female: 15%
	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.

During 2020, we have completed an ambitious project to reduce the amount of drilling fluid waste through the installation of a drilling fluid evaporator, with which we have achieved an 80% reduction in hazardous waste and an equivalent recovery in clean water.

Another project about which we are particularly proud is the maintenance work performed in an impressive environment, the Albufera de Valencia, completely surrounded by water. Gate valves, automatic valves, check valves and suction cups, all working to control the water levels in the wetland and all . After passing through the Albufera Sur WWTP, the water is distributed between the wetland and the Albufera for the final natural filtering.



## 2) Supply chain

We involve our suppliers in the sustainability of water resources. In addition to the requirement to comply with the principles of the International Labour Organisation by including specific clauses in procurement contracts.

## 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 attend the most important water exhibitions and maintain a lively communication channel with their Stakeholders through their newsletter "Get Connected". However, this year has not been a year of exhibitions as they have all been postponed due to Covid. In any case, the channel of contact is being digitalised and a Media Center has been set up, which can be accessed through our website

<https://www.belgicast.eu/download-center.html>

TALIS has an extremely broad portfolio. From this Media Centre you can download any file, catalogue or manual you need, thus reducing paper consumption to a minimum and directly reducing the cutting down of trees and, indirectly, reducing the carbon footprint and the polluting gases produced in this process.



## 5) Community engagement

At the beginning of the COVID-19 pandemic, personal protective equipment proved to be a scarce and essential commodity, but thanks to our suppliers in Belgicast, there was no shortage and we were able to support our municipality by providing face masks. We were also able to provide masks for children, which were not easy to find at the time.

## 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 2020 this approval has been renewed.

## ANTICORRUPTION:

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

As stated in our Code of Conduct:

“TALIS is committed to the principles of fair competition. This includes, among others, the commitment of TALIS to compete for business by the quality and price of its products and services, but not by offering improper advantages or benefits to others.”

The Code of Conduct of TALIS deploys its Corruption Prevention Plan in the third section of the code and develops it in 8 mandatory points. Training is considered basic to implement the standard. In this way, all TALIS employees who may have a task likely to be involved, directly or indirectly, in a corruption case, receive a training course as it is not always easy to detect risk situations. These courses are mandatory to develop the work activity in TALIS and are included in the welcoming protocol.

During 2020, we have carried out a general training action applicable throughout the TALIS Group to update knowledge on anti-trust and anti-bribery, covering all staff, regardless of their seniority, who are likely to find themselves in such a situation.



# 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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