

CONTRIBUTION
TO THE
SUSTAINABLE
DEVELOPMENT
GOALS

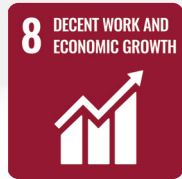
2020 





The ONCE Foundation's mission is to contribute to the full social inclusion of people with disabilities making the principle of equal opportunities and non-discrimination effective, and improving their quality of life and that of their families, with two main focuses: training and employment, as well as Universal Accessibility of products, services and environments. Thus, the organisation works towards sustainable and inclusive development, so that no one is left behind in line with the 2030 Agenda and the SDGs.

In 2020, a year marked by the COVID-19 pandemic, our efforts have been fruitful, highlighting the following indicators as regards different SDGs¹:



We run multiple **training and employment programmes for people with disabilities**, boosting their talent, creating opportunities, promoting recruitment in companies, quality employment and entrepreneurship. In doing so, we work for an **inclusive economy**, also helping to address **poverty**, which especially affects people with disabilities.



- **7,918 jobs** created for people with disabilities. 43.7% for women, 18.4% for youths under 30.
- **13,251 people** with disabilities have received occupational training.
- **30 jobs** generated through entrepreneurship support programmes, 53.3% for women.
- **79.7%** of the workforce of the Executive Area of the ONCE Foundation are people with disabilities; **64.7%** of the workforce have permanent contracts.



We promote the **accessibility of environments, products and services**, including transport, public spaces and green areas, contributing to sustainable and inclusive urban development, without forgetting rural environments. We are involved in **innovation through accessibility** and for equal opportunities, in an increasingly digital and intelligent environment.



- **EUR 10.2 million** invested in support projects for accessible actions.
- **1,057 grants** for the purchase of accessible vehicles, the physical adaptation of shelter homes and centres, the purchase of assistive products, services for personal autonomy and the improvement of virtual environments.
- **Digital Talent Programme: 547 training actions** in the digital and technological fields, **3,867 training places** for people with disabilities throughout Spain.
- **EspaciA Accelerator: 12 innovative start-ups** supported related to inclusive entrepreneurship, with solutions in sectors such as mobility, health or education.



We act to engage youth with disabilities in the educational sphere on an equal footing, especially by promoting **inclusive universities** through various initiatives, as well as by fostering **accessible educational environments**.

- **804 scholarships** awarded to students with disabilities. 52% for women, 48% for men.
- **345 grants** for young students with intellectual disabilities are included.
- The ONCE Foundation manages the **1st Edition of the Program Queen Letizia for inclusion**, by the Spanish Royal Board of Trustees on Disability, with **229 scholarships** awarded and paid in 2020.
- Alliance with the National Agency for Quality Assessment and Evaluation (**ANECA**) for the promotion of an international seal on inclusion for universities.



¹The scope of the data refers to the Executive Area of the ONCE Foundation (comprising the Foundation, Inserta Empleo, Inserta Innovation and Servimedia), formed by a human team of 536 workers at the end of 2020.

5 GENDER EQUALITY



We have a strong internal commitment to **equality and non-discrimination between women and men**, we apply the gender perspective and intersectional approach to our programmes and develop specific actions to promote the employment inclusion of **women with disabilities who are victims of gender-based violence**.



- ❑ **Women in ON-GV Mode Project**, to combat gender violence experienced by women with disabilities.
- ❑ **598** women with disabilities received career guidance, **404** have been trained, **206** have found a job, and **2,471** women with disabilities who are victims of gender violence were registered on Inserta's employment exchange².
- ❑ **Radia Programme** aimed at training women with disabilities in the technological field, and their inclusion in technological work environments. **50 scholarships** awarded in 2020.
- ❑ **47.1%** of our executive team are women; **8.9%** gender pay gap in the workforce.

10 REDUCED INEQUALITIES



We boost **social inclusion of people with disabilities**, their non-discrimination, participation in areas such as culture and sport, social awareness and support for the associative movement of disability, all contributing to reducing inequalities.



- ❑ **2,010 projects** in the disability sector received our funding.
- ❑ **EUR 57.2 million** total amount allocated to projects.
- ❑ **905 different organisations** of the associative movement received aid.
- ❑ **76%** people with disabilities on our Board of Trustees.
- ❑ Promoting **sport** for people with disabilities, including both grassroots and Paralympic sport. **33 wheelchairs** were donated to sport schools in 2020.
- ❑ **You are not alone Programme**, aimed at supporting particularly vulnerable people with disabilities during the COVID-19 pandemic.
- ❑ **1,072** volunteers mobilised in 2020.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



We advocate **equal access to justice for persons with disabilities**, promote **inclusive decisions**, participatory and representative ones of the disability sector, make joint efforts for non-discrimination and the effective exercise of rights, and take appropriate internal measures to ensure compliance and our **transparency**.



- ❑ Cooperation with **legal practitioners**, such as the General Council of Spanish Lawyers, the Aequitas Foundation of the Spanish General Council of Notaries, and the Justice and Disability Forum of the General Council of the Judiciary in Spain.
- ❑ Monitoring and contribution to state and regional regulations affecting people with disabilities and their families, having responded to more than **30 legal consultations**.
- ❑ Permanent support to the Spanish Committee of Representatives of Persons with Disabilities (**CERMI**), which acts as a platform for representation, advocacy and action for citizens with disabilities.
- ❑ **No breach** of the Criminal Compliance Policy of the ONCE Foundation in 2020.
- ❑ **No complaints** were received by the Ethics Mailbox; no harassment or discrimination cases have been dealt with.

17 PARTNERSHIPS FOR THE GOALS



Only by collaborating can we move forward, and that is how **partnerships** with public administration, the business world, academia, civil society, the disability sector and all kinds of organisations are **part of our DNA**.



- ❑ **177 collaboration agreements** signed in 2020.
- ❑ Presence in the main Spanish and European platforms of the **founding sector** (such as AEF³ and the European Foundation Centre), **Social Economy** (such as CEPES⁴ and Social Economy Europe), **Disability** (such as CERMI⁵ and the European Disability Forum) or disability related forums (such as EASPD or EPR); CSR and Sustainability reference platforms (such as Forética, Spainsif and Global Reporting Initiative - GRI) or Philanthropy and Social Impact organisations (SpainNAB of EVPA).
- ❑ Increasing **international** activity, as demonstrated by alliances with the World Bank, the Inter-American Development Bank (IDB) and the Development Bank of Latin America (CAF), among others.
- ❑ Reinforcement of our alliance with the **European Social Fund**, after **20 years** of close collaboration to multiply our impact.
- ❑ Leadership of **multi-stakeholder collaborative initiatives** such as *Disability Hub Europe* to promote the potential of the Disability and Sustainability binomial.

² Cumulative data for 2017-2020.

³ Spanish Association of Foundations.

⁴ Spanish Social Economy Employers' Confederation.

⁵ Spanish Committee of Representatives of Persons with Disabilities.

Additionally, the **ONCE Foundation** contributes to the following SDGs:



We promote **inclusive practices** in enterprises, **non-financial information** and **public procurement**, and favour sustainable and inclusive **tourism**.



- More than **100 leading companies and organisations** linked to the *Inserta Programme* and the *Inserta Responsible Forum* at the end of the year.
- **34 certified organisations** with the **Bequal seal**, at the end of 2020, certifying disability-inclusive companies.
- Support for the inclusion of social clauses in public and private procurement through the **CON R Forum** (with more than 20 member organisations).
- Agreement with the **State Secretary for Tourism** to develop Universal Accessibility in the St. James' Way.



We create **accessible and safe working environments**, and we undertake measures aimed at making the ONCE Foundation a **healthy organisation**.



- **Action Plan to face Covid-19 pandemic**, in order to avoid contagion and protect the staff.
- **0 occupational diseases and 0 serious work accidents** in 2020.
- Specific management procedures to identify the **health and safety** needs of persons with disabilities.
- Certified health and safety management system under **UNE ISO 45001:2018** in ONCE Foundation.



We are moving forward internally in the **efficient use of natural resources** and are committed to digitising processes, reducing plastics, and measuring and managing our carbon footprint.



We implement certified environmental management systems and have put a **CSR and Sustainability Master Plan** in place that includes various measures to strengthen our environmental performance.



- Environmental management system certified according to the **UNE ISO 14001:2015** standard at the ONCE Foundation and Servimedia.
- **35.25 t** of generated and properly managed waste (100% non-hazardous waste).
- **2.21 ML** of water consumed (100% from the public network).
- **2.67 t** of paper consumed (at least 97% recycled and with minimum environmental impact - Blue Angel and EU Ecolabel).
- **0.10 t** of toner consumed (41% remanufactured).
- **3,368.03 GJ energy consumption**: 79% electricity and 21% fuel (vehicle use and facilities).
- **46.6%** of electricity consumption came from **renewable** energy sources
- **Carbon footprint**:
52.63 t CO2 eq. GHG direct emissions (scope 1)
69.93 t CO2 eq. GHG indirect emissions (scope 2)

SUSTAINABLE DEVELOPMENT GOALS

