

Impact REPORT 2025

MORE THAN A
DECADE TRANSFORMING
SOCIETY





CEO & Founder Commitment

From Corporate Volunteering to Social Activation

In 2013, Voluntariado y Estrategia (today Volies) began its journey as a personal project to promote corporate volunteering. Something that at that time was still incipient in Spain, and although somewhat less, also in Europe.

For more than a decade we have contributed to the evolution and maturity of corporate volunteering in Spain, Latin America and Europe. This positions Volies as one of the main players in linking companies and social organizations to generate a positive social transformation through the commitment of workers within their corporations.

Today this movement still has much to contribute, but today our social enterprise has evolved with society and global trends towards a new dimension: a broader and more current concept of social transformation, introducing new forms of involvement, mainly of employees, but also of other stakeholders such as customers and suppliers, in the social action of companies.

Diversity management, purposeful communication, new forms of participation social causes, activation of generation Z around

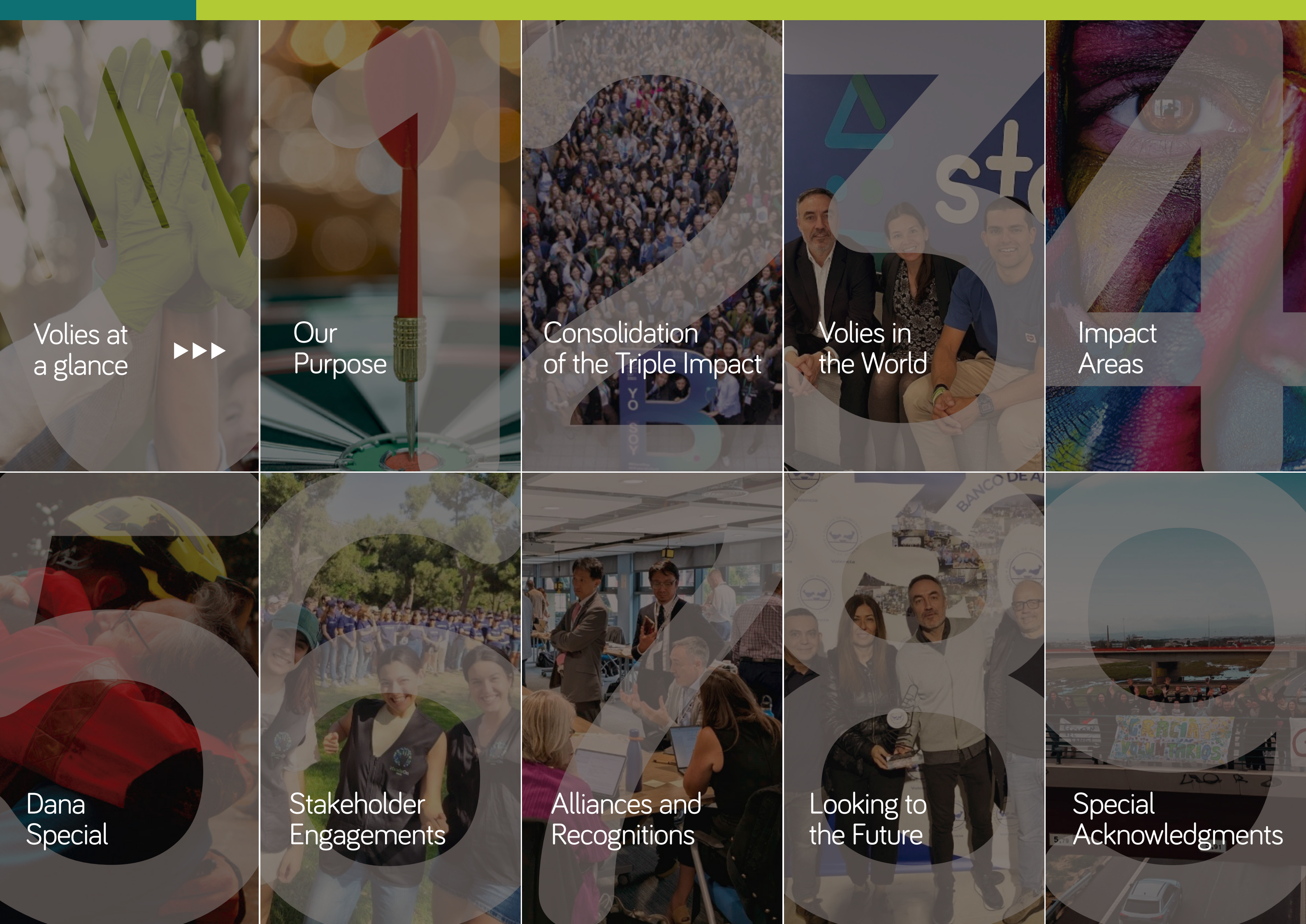
social causes, are some of the new areas of impact that we have been developing. But we can also be proud that we have traveled this road with a great commitment to the communities and the environment and with deeply rooted ethical values. Over the last 10 years we have been faithful to the Global Compact Principles and the Sustainable Development Goals, a commitment that we ratify every year.

We took a further step in our commitment in 2023 when we become one of the 280 B Corp companies in Spain. In addition to a certification that guarantees that we comply with high ethical and environmental standards, B Corp is a philosophy of doing business: a way of seeing and being in the world; a way of leading with purpose that reflects this commitment to change. This is a community of 9,500 companies around the world that want to be not only the best companies in the world, but the best companies for the world.

Today I can proudly say that Volies is no longer just my personal project, but a common project of our incredible team of 36 professionals of 10 different nationalities, without which none of this would have been possible. We have worked with more than 90 clients across 40 countries, some of whom have already been relying on our support for more than a decade, alongside over 400 social organisations we have worked with around the world. These organisations make volunteer actions a reality, our allied networks, such as Points of Light, Voluntare, Volonteurope, Forum or IAVE, and so many others with whom we have been building this incredible but real dream.



Juan Ángel Poyatos
CEO & Founder of Volies



Volies at
a glance



Our
Purpose

Consolidation
of the Triple Impact

Volies in
the World

Impact
Areas

Dana
Special

Stakeholder
Engagements

Alliances and
Recognitions

Looking to
the Future

Special
Acknowledgments

Our Purpose

MISSION

Transforming society with the power of teams

At Volies we like to see ourselves as the bridge that connects individuals in the corporate setting with organizations committed to social transformation.



We were born in 2013 with the mission **to promote social change through the transformation of people and organizations, activating, empowering and accompanying them in this process**, in order to build a sustainable world and a more just, inclusive, critical and diverse society.

VISION

To be catalysts of a culture of co-responsibility, where each person and each organization understands the impact of their actions, and is fair and empathetic with the world and with society, through the design and implementation of projects of value, innovative, sustainable, committed and generators of trust.

VALUES

With our values at the core of this company philosophy:



We drive social transformation and innovation at the heart of everything we do and why we do it.



We base all our relationships on trust with our stakeholders.



We **encourage cooperation**, because generating alliances is our raison.



We **keep commitment** at the core of our daily engine.



We embrace **diversity as a differential** value in everything we do.



We **cultivate passion**, because we do not understand our work without it, and it tends to be contagious.

Consolidation of the Triple Impact



B Corps companies represent the most advanced model of sustainable and regenerative business in the world. **Unlike companies that only pursue economic goals, B Corps comply with high standards of social and environmental performance, public transparency and legal responsibility.** We take our key stakeholders into account in our decision making.

To obtain the certification, it is necessary to obtain a minimum of 80 points and a minimum in the five dimensions evaluated, and recertify every 3 years, improving the previous score.



IMPACT SCORE

According to the impact assessment B, Volies was certified in 2023 for the first time obtaining a score of 98.5. The industry average is 50.9.



- 98.5 Global Impact Score
- 80 Qualification for B Corp status
- 50.9 Average of ordinary businesses

As a triple impact company, with our model **we always seek a balanced development between economic growth, social well-being and environmental sustainability**, ensuring that the activities we carry out generate financial benefits without compromising social equity or respect for the environment.

This is a characteristic approach of B Corp companies and other responsible business initiatives that seek this balance in their activity.

ECONOMIC IMPACT

Our company has demonstrated that social profitability is not only compatible with economic profitability, but also greater than in other conventional companies in the sector, such as other B Corp companies, with a 35% growth in turnover in the last year.

SOCIAL IMPACT

Our purpose is precisely to generate a positive impact on society, and all our actions are aimed at that end: to promote people's wellbeing, equity and community development. **Our projects have directly benefited almost 290,000 people.**

ENVIRONMENTAL IMPACT

Among the activities we carry out with **our clients, the activities of respect and protection of the environment, reduction of the ecological footprint and sustainable practices have a great weight, having carried out more than a hundred of them**, such as the construction of nesting boxes, cleaning of beaches and other natural sites, assembly of energy saving kits for vulnerable families, among many others.

KEY DATA

COMPANIES DRIVING CHANGE

90

Each company we collaborate with adopts practices that improve internal culture, strengthen its social responsibility, minimize negative impacts and foster a more inclusive environment and a better relationship with local communities. In the last year we have worked with about 90 companies worldwide in that direction.

The geographic diversity of our initiatives enriches our processes and allows us to adapt solutions to specific contexts, guaranteeing a verifiable and sustainable impact. Every year we reach more and more countries with our projects and activities, working with local organizations and in many of these countries with our own team, in a spirit of maximum respect "Glocal": Global from Local.

COUNTRIES OF OPERATION

40

MORE ACTIVITIES

+ 1.000



From environmental activities aimed at protecting diversity and natural areas, mentoring and support programs for entrepreneurs, inclusive leisure, sports and support activities for different groups, support for the elderly, and many more. Each activity is meticulously planned and evaluated to comply with ESG standards, aligning them with the Sustainable Development Goals of each company and generating social and environmental benefits for all stakeholders.

This reflects not only citizen engagement, but also the ability of our initiatives to inspire and transform lives. Every person who participates in one of these activities not only makes a positive impact on the community, but also returns home and to the company transformed as an agent of change.

VOLUNTEER PARTICIPATION

43.000

VOLUNTEER HOURS

94.000



Our partnerships are the foundation on which we build lasting impact. Synergy with organizations throughout the world allows us to expand our reach and ensure that every action is carried out with transparency and accountability. Nothing would be possible without them. They are the ones who put the experience with each collective, community and person impacted.

ALLIED NGOs

400

BENEFICIARIES

294.000

Behind every figure lies a story of improvement and transformation. This indicator justifies the scope of our interventions and is aligned with our mission to generate a positive and sustainable impact. Every year around 300,000 people are direct beneficiaries of one of our actions. And thousands more indirectly. For each one of them, our work is worthwhile.





COLOMBIA: VOLIES HEADQUARTERS

Last year we took another step forward in our international strategy with the opening of a new subsidiary in Colombia, our first subsidiary outside Spain, with Emilio Sierra, a professional with extensive experience in the social world in his country, as its regional director.

This new stage consolidates our long trajectory in Latin America for more than a decade, with an important presence of Voluntare Network partners, as well as the development of projects with numerous LATAM companies since Volies, and the development of other activities in collaboration with some of our main international clients, such as Fundación Telefónica and Repsol.

“ Expanding the *way we do business* around the world ”



Fundación Bolívar Davivienda, Fundación Bancolombia, Fundación Nutresa, Comfama and Wom have been our main allies on the other side of the pond during this expansion stage. **The opening of this new office in Colombia will allow us to further intensify our presence and roots in Colombia and the rest of Latin America, promoting corporate volunteering and social action in a more intense and closer way.**

Fundación
Bolívar
Davivienda

Fundación
Grupo
Bancolombia

Grupo
nutresa

comfama

WOM



Presence in more than 40 countries

In addition to our Latin American expansion, in the last year we have continued to expand our positive impact footprint around the world in a close and respectful manner with local communities. To this end, **we have our own team in the main countries where we operate: Spain, Portugal, France, Italy, Argentina, Colombia, Mexico, to which we have added Ireland and Germany in the last year. In total a plural team of 36 people of 10 different nationalities working from 14 cities around the world.**



AWS SUCCESS CASE

One of the cases that best shows this international consolidation is the case of Amazon Web Services. During the last year we have coordinated the Amazon Web Services volunteer plan for Amazon Global Volunteer Month in Tokyo, Sydney, Seattle, Santa Clara, New York, Herndon, Bangalore, Austin, Arlington, London, Dublin, Zaragoza and Frankfurt.

In addition to establishing strategies for community relations and social promotion of Amazon Web Services in Europe, we have also sought alliances with local organizations, designing local projects and intensifying employee participation in the data centers.

All this accompanied by our Comms&Events area in the management of the program's communication, with the production of videos and other graphic supports in different countries with a team on the ground in each of these countries, respecting and transmitting in these materials the cultural differences of each one of them.



The most important thing about this expansion and consolidation for Volies is that generating a positive impact is the driving force behind each and every one of the projects we develop. Therefore, the greater the growth and consolidation in the world, the greater the positive impact we generate.

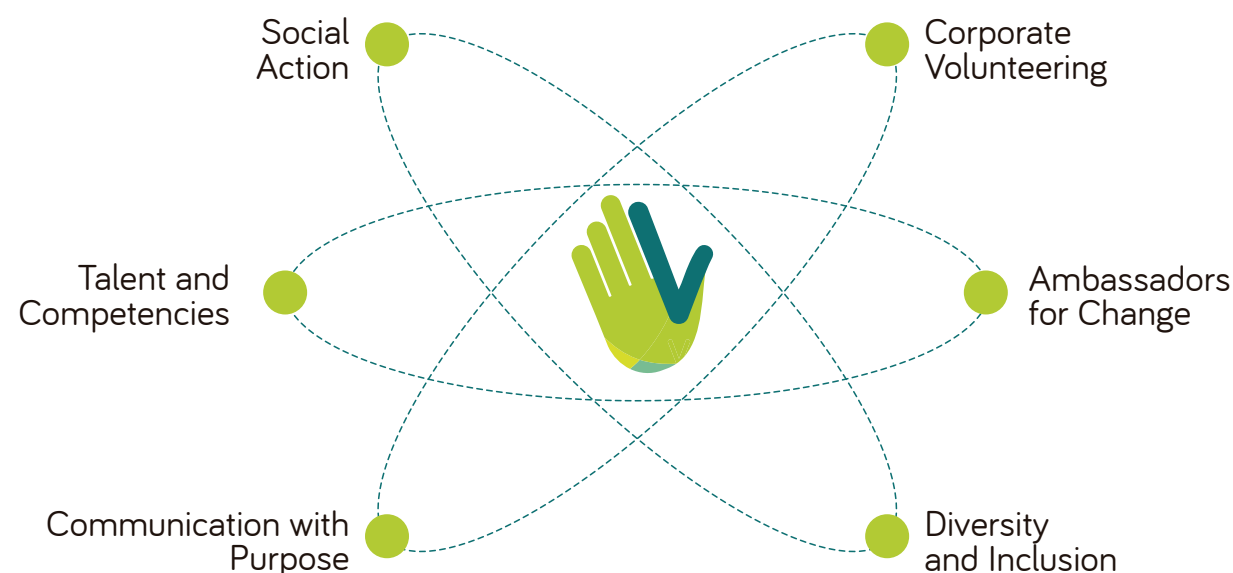


Areas of Impact

Our formula for social transformation:

Corporate Volunteering + Diversity and Inclusion + Communication with Purpose + Talent & Competencies + Social Action

To achieve this transformation, in recent years we have been expanding our focus of action, moving from corporate volunteering as the main tool for activating workers in the company, to other basic areas of work that promote social transformation and positive impact through the commitment of the people who make up companies and organizations.



Corporate volunteering is at the heart of our mission. With over a decade of international experience and a strong network of global partners, we are committed to driving meaningful impact through volunteering. Our focus is shifting from isolated initiatives to strategic, long-term volunteer programs. In recent years, we've seen a significant increase in companies seeking structured corporate volunteering strategies — a clear sign of the growing maturity and evolution of these programs. This shift is generating greater value not only for the communities involved but also for the businesses themselves.

In the last two years we have worked on the volunteering and social action strategy of several companies such as:



INTERNATIONAL VOLUNTEER DAY OR WEEK

After so many years of work with our companies, it is impossible to stay with only one of them. **There are many companies that trust Volies every year as strategic allies to organize their Volunteer Day or Week: Repsol Fundación, Endesa Fundación, Fundación Telefónica, AWS, KPMG, L'Oreal, to name the main ones that have been by our side for the most years.**

Multiple activities of social and environmental impact are organized, which its teams actively participate, concentrating their efforts on a single day. The aim is to generate positive changes in the community and to encourage social commitment within the company.



Concentrating these actions in a short period of time has multiple advantages:



Maximizes impact



Improved operational efficiency



Strengthens organizational culture

Ensuring that both the company and the community obtain the greatest possible benefit.

AMBASSADOR PROGRAM

After more than a decade of driving volunteer programs in more than 70 companies, if there is one thing we have learned, it is that a key success factor is the role of volunteer ambassadors.

These internal leaders are the driving force behind employee mobilization, connecting company values with real social impact.

The volunteer ambassador program empowers these agents as drivers of change, multiplying the impact of the corporate volunteering strategy within broader sustainability or CSR strategy.

Community benefits



Generates a localized and sustainable social



Scales the impact of corporate volunteering initiatives.



Promotes long-term alliances between companies and social entities.

And also for companies and their CSR teams:



Increases social awareness within the organization.



Increases employee participation.



Achieves a deeper and more significant social impact.



SAVIA SUCCESS CASE

Savia is a group of residences for the elderly composed of 22 centers in different cities and/or towns of the Valencian Community. After carrying out the Social Commitment and Volunteering Strategy for the group, last year **we implemented an innovative Volunteer Ambassadors Program**. One worker from each of these 22 centers, mostly their Socio-Cultural Animation Technicians, have been trained and accompanied to perform this work in their residence, being catalysts of volunteer activities in the center in collaboration with companies, NGOs, schools, and other civic centers in the environment, the benefit of its residents and the community in general. Thanks to this program, actions have been intensified, it has been possible to replicate actions from one center to another and to share and learn from the experience among professionals.





AREA OF DIVERSITY, EQUITY AND INCLUSION

One of the areas that we have strengthened the most in the last year is the area of Diversity. From our experience we can offer a comprehensive solution to manage Diversity, Equity and Inclusion in the company. Through strategic consulting, we provide a solid framework from which to define concrete actions aligned with the business and priorities for the company.

We also offer specialized training in different aspects of diversity, both for people who manage this area and for the company's personnel. Finally, we organize specific actions to promote the exchange of experiences and reinforce empathy.



LA LIGA SUCCESS STORY

Different experts and speakers such as Albert Edjogo Owono, sports commentator and former footballer and expert in African soccer, Germán Jones Ndjoli, graduate in Political Science and expert in African history, or Cong Hui Chen Pan, **conducted various workshops to raise awareness of the importance of diversity and respect, both on the field and in the company itself, addressing different dimensions of diversity, mainly the prevention of racism.** Through an experiential journey, participants were able to learn about the context and understand the importance of diversity in the professional and personal world, while obtaining concrete tools to contribute to real inclusion.



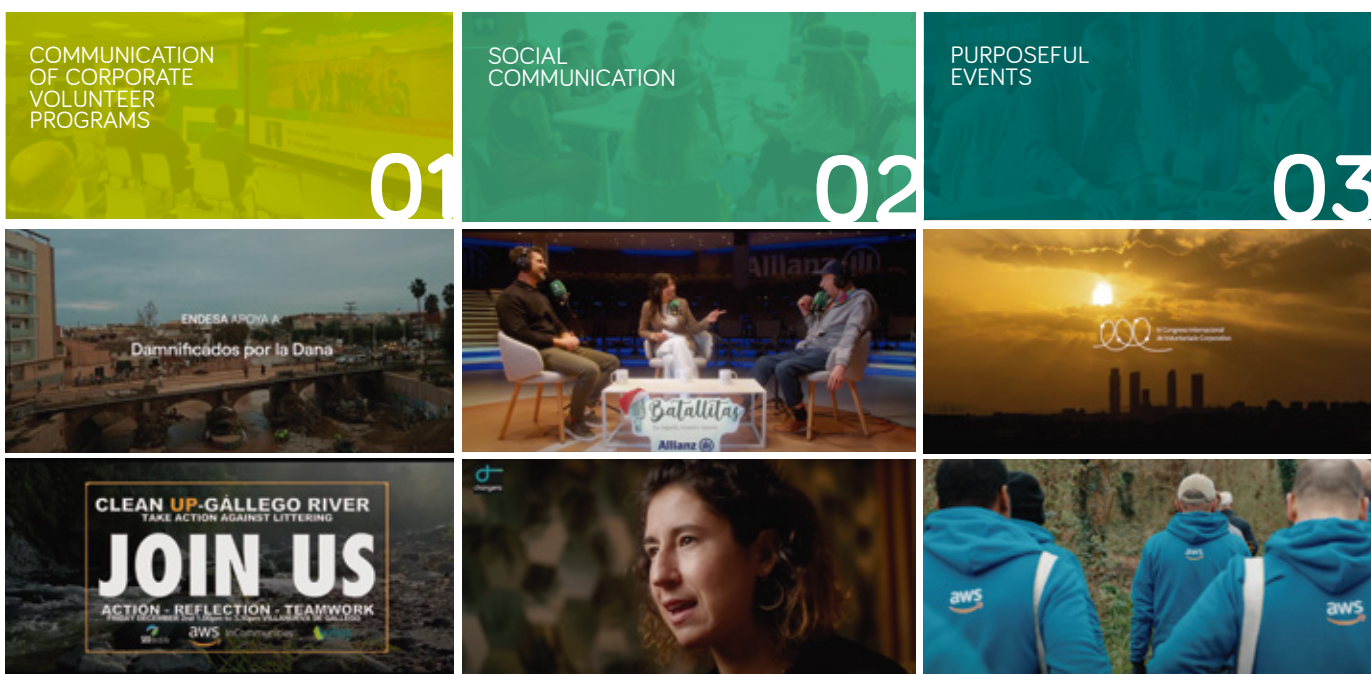
Comms& events by Volies

COMMS&EVENTS AREA: COMMUNICATING WITH PURPOSE

After more than a decade transforming society through corporate volunteering, we know that communication makes this impact go further. From the new area Volies Comms&Events we want to contribute to building those stories necessary for change: authentic stories with transparent messages, with real emotions combining creativity with a deep knowledge of the social world.

We become the perfect ally who knows the challenges and difficulties of both areas: volunteering and communication, designing strategies based on innovative channels and formats and with impactful content that connects and mobilizes as, of course, the communication of volunteer programs to achieve greater engagement and participation, and other formats of social communication and events with purpose.

Because when something is done well and is well communicated, we manage to connect and inspire, mobilize people, generate credibility and strengthen reputation.



BATALLITAS SUCCESS CASE

Older people are true wells of wisdom, with experiences and perspectives that deserve to be shared and captured for posterity. Batallitas captures these experiences in video podcast format. Through a meaningful conversation with a volunteer, quality moments that address the effects of unwanted loneliness and the invisibility of the elderly. This tool increases social awareness of this problem. But Batallitas is more than a video podcast and more than a volunteer activity. It is a project of social transformation that impacts the life of each person who participates in one way or another in it.



Premier with red carpet and photocall included, it already has 3 seasons released, in alliance with AWS and Allianz, and 21 episodes that have already been viewed by 26,300 people. Experiences from the past that teach us to live in the present and value the tremendous treasure that our elders are in society.



SOCIAL ACTION

We go a step further, finding the perfect connection between companies and NGOs to create enriching collaborations with high social impact. We find the perfect project for each company, taking into account its potential, its needs and those of its community. We carry out an internal and external analysis, as well as a matrix of strategic and operational objectives. With all this, we elaborate a Social Action Plan or Activity, with special emphasis on impact measurement. From projects that have to do with new forms of social participation, educational projects, collaborative projects, etc., We study each case and tailor projects for each relationship.



AUTOPISTAS SUCCESS CASE

Autopistas Abertis' "Healthy Company and Social Action" presentation is part of the 2022-2024 ESG Plan and seeks to promote employee wellness and corporate volunteering.

To this end, internal surveys were carried out, from the results of which initiatives focused on labor welfare and social action were launched. Volunteer actions such as cleaning microplastics on the beach of Sitges, or the construction of nest boxes and hotels for insects. These activities involved 112 volunteers and were highly valued by employees, who highlighted the positive impact on the community.

But also other actions such as the donation of 5,000 kg of food to the Food Bank, the Christmas campaign with the Red Cross, collaborations with solidarity sporting events, educational projects, such as the creation of a video on child road safety, environmental workshops and the selection of suppliers with sustainability criteria, among others.

To ensure the success of these initiatives, the company has relied on the involvement of the management committee, internal awareness, impact measurement with KPIs and an effective communication strategy.

These actions have strengthened the corporate culture, fostering social commitment and a sense of belonging among employees.



TALENT AND DEVELOPMENT

Many studies have shown that corporate volunteering develops personal skills and abilities that improve professional performance, as well as the work environment in which they operate. On this basis, at Volies we lead talent and skills development projects, following a pioneering methodology based on three areas:

1/

Actions of professional volunteering

2/

Development of additional skills

3/

Measurement and certification of the same



COMFAMA SUCCESS CASE

Comfama's Mentoring for Conscious Companies program is one of those clear examples of the enormous potential of this area of impact. The purpose of this program is to accompany and motivate business leaders to start or ratify their conscious practices, through training in Conscious Capitalism and mentoring with volunteers.

Volies collaborated in the evaluation of the program's impact. The results of the study confirmed the significant positive impact on the development of six key competencies that showed better results in people who had been volunteers compared to those who had not, especially:

9.1	9	8.7	8.4
Effective Communication	Adaptability	Complexity Management	Action Oriented
★★★★★	★★★★★	★★★★★	★★★★★

Average score out of 10

This shows how volunteering not only benefits the organizations and communities with which volunteers work, but also enhances their professional skills, improving their performance and engagement in the work environment.



Special DANA Valencia

“ In every tragedy, if you are able to take something positive out of it, you ”

Alaquàs Volunteer

On October 29, 2024, several municipalities, mainly in the province of Valencia, suffered the effects of a devastating DANA. One of the biggest environmental catastrophes experienced in recent years in Spain, which resulted in 227 deaths, 87 affected municipalities where 850,000 live, more than 120,000 vehicles lost and It is estimated that more than 11,000 companies are affected, employing 154,000 workers.

Although it is difficult to find something positive, if there is one thing that all citizens have agreed on, it is the vital role played by volunteers. Quickly, spontaneously, self-organized and effective, a wave of solidarity was awakened the following morning. Volunteers were the protagonists of the weeks and months that followed.

As a Valencian company, whose focus is corporate volunteering, we are very proud of what we have experienced, and of how important the figure of volunteering has become after DANA. A movement, led by young people, which has been and continues to be the beacon so necessary in these times in which we live.

We can summarize our contribution from Volies to the DANA in three key phases:

1 KNOWLEDGE PHASE

In this phase we tried to train, inform and educate on how to guide the assistance so that it would be effective and coordinated, and adjusted to the changing needs of each moment.

RESILIAGE PROJECT

In this phase we were greatly helped by our previous learning about how to act in emergencies, as part of the European Resiliage Project, as well as our previous experience in volunteering in catastrophes such as the earthquake in Turkey.



In 2023, Volies Association joined Resiliage together with 17 partners from all over Europe, including UNESCO itself. A project, funded by the EU, that explores the intersection between community resilience and cultural heritage to better cope with natural disasters.



Coincidentally, a few days before the tragedy, they published their first report: Communication & Local Needs, which highlighted as a central point "the importance of adequate communication before, during and after a disaster as fundamental to mitigate panic and coordinate an effective response".



Help organized DANA Valencia

Precisely in line with this document, our first and quick response was to try to obtain reliable and contrasted information on the different ways to help: individual volunteering, corporate volunteering, in-kind and economic donations, etc. and to gather it in a blog entry in which to offer verified and updated information to citizens and companies that want to help. This entry has become our most visited page on the Volies website in our history.

We received and channeled more than 150 offers of help through the web form. We put in contact offers with concrete needs of the municipalities. We were in direct articulation with city councils of different affected municipalities, as well as key NGOs in the aid to the populations, and we began to articulate our collaborating companies in the first week of the DANA.

HOW TO ACT IN CASE OF WEATHER EMERGENCIES

For the same purpose we wrote and published a document with basic information on how to prepare and act before going to the affected area, as well as an infographic to form and prepare to.

The company's activities were carried out in a fast and safe manner, within the need for immediacy.



WEBINAR WITH CE/R+ S AND CEV FOR COMPANYES

Also in the first days after the event, in collaboration with the Valencian Business Confederation, we organized a webinar for all the companies that wanted to collaborate, where we offered the practical experience of two of our collaborating companies, Endesa Foundation and Coca-Cola Europacific Partners, who were already activating their volunteer teams, to give ideas and advice on the different ways to be useful and support the changing needs of the following weeks.



YOU CAN FIND ALL THE INFORMATION PUBLISHED ABOUT THE DANA

[Click Here](#)

2 ACTIVATION PHASE

Simultaneously to this phase of knowledge, training and information, from the first week after the DANA we started the activation. First with our own small team in the field, the days after the DANA, where in addition to direct assistance, we began to analyze how from Volies we could exercise the role of activation of our social base so necessary at this time. We expanded our team in Valencia with 2 more people, experts in collaboration with social organizations. Our entire team of Project coordinators began working with our partner companies that had shown interest in the various possible ways to collaborate. Knowing what we do best: activating companies and volunteers, in coordination with local organizations.

We also organized a volunteer activity with our entire Volies team in Spain at a school affected by the hurricane, so that the team could visit and learn first-hand about the clean-up and reconstruction work.

In a symbolic action together with the schoolchildren of the Padre Manjón School in the neighborhood of La Torre in Valencia, we painted three murals in appreciation of the volunteers, which we later hung on the renamed Solidarity Bridge.



IMPACT DATA

As of the date of publication of this report, the global impact that Volies has been able to mobilize can be summarized as follows:

Volunteers 965	Beneficiaries 23.000	Donations 1Mill €	Shares 46
Collaborating confederations 14	NGOs and municipalities impacted 14	School kits 350	Personal protective equipment (PPE) 1.500

The main activities carried out by the volunteers were as follows:

- Development of school kits and protective PPE.
- Picking of food and other products. Preparation and delivery
- "door to " of hot menus.
- Adequacy and cleanliness of spaces, such as schools, social organizations, businesses and private homes.
- Leisure activities and accompaniment of the elderly in affected residences.
- Sending letters of support to the elderly.

Collaborating Organizations

Asociación Valenciana de Empresas del Plástico
Centro Gerontológico de Gijón
Caixabank
Círculo de Empresas del Ateneo Mercantil Valenciano
Coca-Cola Europacific Partners
Confederación Empresarial de la Comunidad Valenciana
Damm
Endesa
Elavon
Fundación Moeve
Grupo ARTualizatE
Hidraqua
Siemens
Scoutt Infantil de Guadalajara

Beneficiary Organizations

Alicante Gastronómica Solidaria
Ayuntamiento Aldaia
Ayuntamiento Alfafar
Ayuntamiento Catarroja
Ayuntamiento Lloc Nou de La Corona
Banco de Alimentos
Colegio Padre Manjón de Valencia
Fevadis
Fundación Felisa
Fundación Soñar Despierto
Mancomunitat L'Horta Sud
Mensajeros de la Paz
Savia Residencias Paiporta
World Central Kitchen

3 PHASE OF DISSEMINATION AND AWARENESS

The third focus of our intervention in the DANA has had to do with raising awareness and disseminating information about what happened. In order to continue to mobilize action, and to ensure that help lasts over time, it is essential that it does not fall into oblivion.

DOCUMENTARY "LA VOLUNTAD"

This is the objective of the documentary: "La Voluntad", produced in collaboration with Volies, Voluntare and Raff & Battavia, which was premiered in two of the affected villages.



“With the water and all the mud went *the photos, the memories*. Our lives”

Summary of the heartbreaking story of Lucia, a neighbor of Massanassa, from the courtyard of what used to be the beautiful family home.



But "La Voluntad" not only seeks to remember what happened, but also to make visible and pay tribute to the volunteers, who turned chaos into hope.

“What has happened to us is a lesson of hope in humanity. Working together for the will of the people to move Valencia forward. I have come here to help, but I am saving.”

Jonathan, Voluntary

PREPARING FOR THE FUTURE...

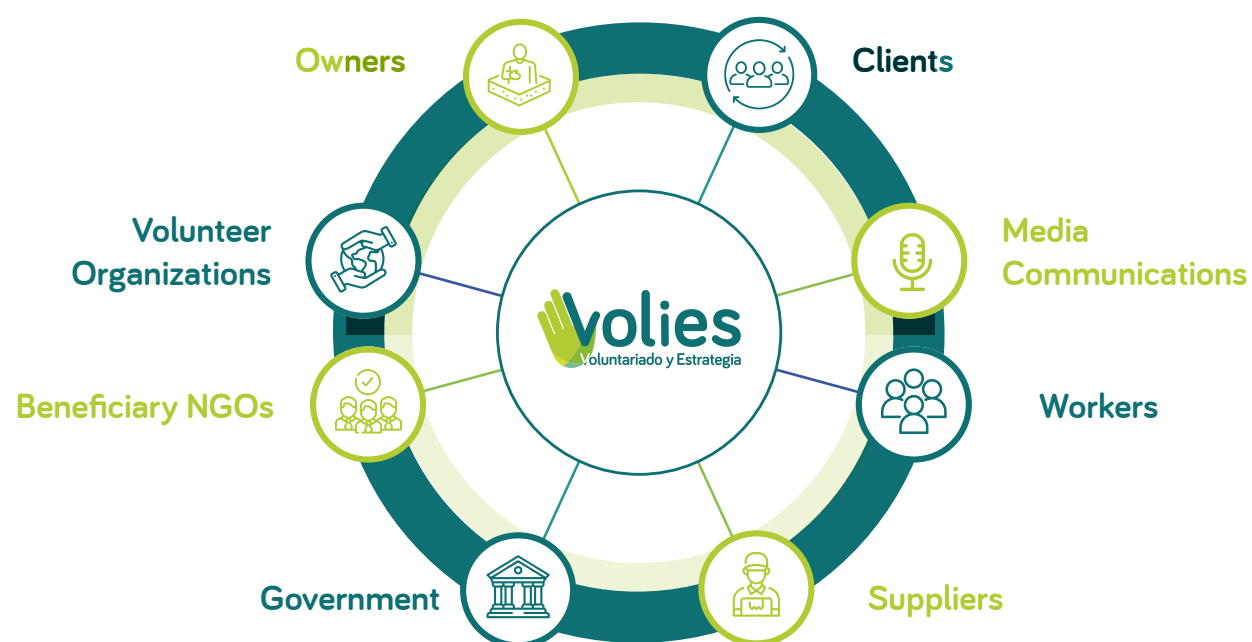
Disaster Response Strategy for Santalucía

santalucía
SEGUROS

After the response to the tragedy, it is time to learn from what happened and prepare for the future. Along these lines, we have begun to work with Santa Lucía Seguros on a strategy for dealing with catastrophes, in order to be better prepared and respond effectively to similar situations.

Commitment to Stakeholders

Our main stakeholders include: the companies for which we develop projects, the Volies team that makes them possible, and the social entities that are our strategic allies in developing social impact activities together with the companies. Also of vital importance are the local communities where we develop projects, other organizations with similar purposes to ours, and the media and governments, which can support and reach our common purpose.



Most of these groups are represented in the Voluntare network, which we have been coordinating for more than 10 years which is a space for meetings and collaboration between social entities and companies.

We invite all the companies we work with to become part of the network, generating synergies among our different stakeholders. Our team also participates meetings, trainings and other activities organized by Voluntare.

Many of the social entities we count on for our corporate volunteering actions are part of the network. As well as various organizations representing groups at risk of social exclusion and underrepresented groups.



WORKERS

Our team is our most valuable asset. The people who compose it are the ones who make our work possible.

In the annual work climate survey that we launch each year to measure the well-being of our teams, we have maintained the same score as the previous year, with the team having increased considerably, with an average score of 4 out of 5, and a participation rate of 90% of the workforce.

4.0
Average
Rating
★★★★☆

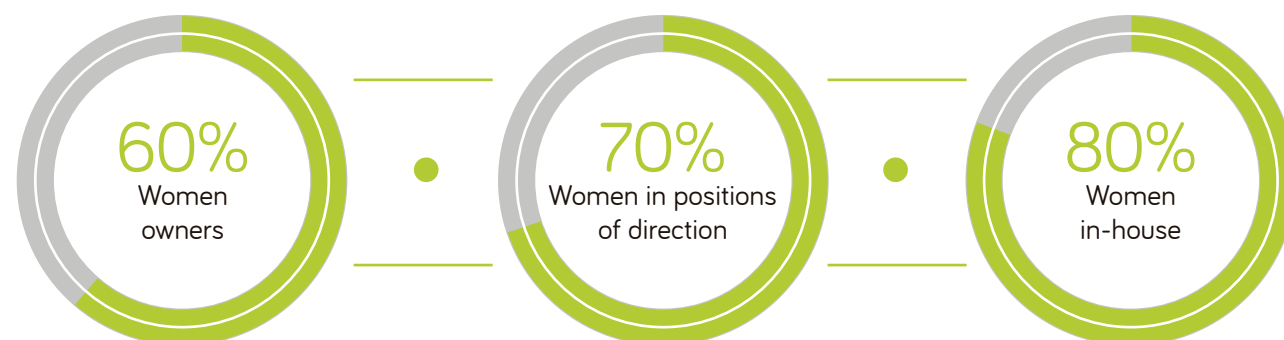
Response
Rate
90%

Among the team, there is a general identification with Volies' mission, valuing it as a good place to work. A place where we work with respect, diversity and equality. The flexibility and possibility of working in international environments is highly valued. Among the main actions we offer to maintain this level of job satisfaction are:

-  Flexible, adaptable and 100% telecommuting working day.
-  Possibility to work from anywhere in the world and at any time of the year.
-  Performance evaluation as a process of listening and structured dialogue.
-  Extraordinary variable compensation plan, linked to both common company objectives and personal objectives for each position.
-  16 hours per year to participate in volunteer activities.
-  Care and wellness voucher.

VOLIES IN FEMININE

- Volies is firmly committed to equal opportunities between men and women, and to female professional talent, working to eliminate all kinds of barriers and glass ceilings.
- Not only is a large part of the workforce made up of women, but they also hold 70% of the seats on the management committee, as well as 60% of the company's ownership.
- The commitment to 100% teleworking and flexible schedules are, without a doubt, two powerful tools to achieve these objectives and eliminate these barriers.
- Thus, we provide great female leadership to all our projects and ways of doing things in company's day-to-day operations.



COLLABORATING COMPANIES

Our commitment is to total quality and maximum satisfaction of the companies we work with, and the constant search for common goals aligned with our mission: the best positive impact on local communities. This commitment is embodied in actions such as:

Annual satisfaction questionnaires are shared with our main customers, of which we maintain a score of 9 out of 10, the same as the previous year.

What is the degree of satisfaction of the relationship with Volies?



With what probability Would you recommend Volies?



- In this survey, clients have highlighted aspects such as: the human quality of our team, as well as their professionalism and knowledge of the social sector, and the commitment, empathy, rigor and depth of our work.
- To maintain this standard we maintain a close and personalized treatment throughout the development of the project, with project completion meetings where we personally collect the feedback of the service provided.
- We formally collect the suggested improvements and share them with the rest of the management team.
- We seek the maximum in every relationship and learn from mistakes and proposed improvements.
- We share the results of the evaluation survey with the entire team and the main public data.
- We take into consideration all the suggested improvements to design new services.
- Our communication actions are governed by transparency and truthfulness, and aim to disseminate the positive social and environmental impact of our actions, placing people at the center.
- Therefore, we do not usually carry out purely commercial marketing campaigns, but rather we focus on communication for the purpose of specific actions developed in collaboration with our stakeholders and publicizing the achievements obtained jointly.

NGOS AND SUPPLIER COMPANIES

The special characteristic of our social enterprise means that what we could call "suppliers" in our case are, most of the time, social organizations with which we establish links and alliances to carry out volunteer projects with the companies that have Volies for this purpose.

That is why the relationship with this stakeholder group is very close. But also, in general, to carry out our projects:

We always try to prioritize the hiring of responsible suppliers taking into account the following criteria: local suppliers, social and solidarity economy organizations, foundations and associations, preferably verified by Fundación Lealtad, and small and medium-sized companies and/or family businesses.

We have a commitment that more than 50% of our turnover corresponds to this type of responsible suppliers, especially that at least 50% of our suppliers are close to each operation center in which we operate.

In international projects we look at local entities close to the location of each activity. That is why in the main cities where we operate we have our own local team, with a great knowledge of the associative fabric of the environment.

We exclude from our list of suppliers any companies with publicly known convictions or pending cases related to human rights violations, as well as those operating in the tobacco, gambling, or arms industries.



COMMUNITY

Everything we do at Volies has the firm purpose of improving the world we live in and positively impacting the community.



We have collaborated with more than 400 social organizations around the world, with which we design and implement strategic alliances with the business sector, channeling their interests and seeking lasting synergies over time.



Through the Voluntare network we act as an "antenna" or loudspeaker, disseminating good corporate volunteering practices, both of companies and social organizations, with the aim of increasing the reach and impact and professionalizing the sector.



We are committed to diversity, communication, equality and social innovation in all our projects, raising awareness of the importance of both internally for our team and for other stakeholders.



We reject any form of discrimination, labor, sexual or any other kind of harassment.



Although the telecommuting structure allows us to have people from all over the world, which is a great asset, the company is committed to local development and community support, so we prioritize the selection of people close to the main operating centers.



The company has a formal commitment to donate at least 1.5% of its annual profits to charitable causes.

Alliances and Acknowledgments

After the 1st Congress of Corporate Volunteering in Spain and the disappearance of the foundation that promoted it, a group of companies and organizations participating in it were clear that the movement that had begun could not end there. Under the leadership of Juan Ángel Poyatos, they joined forces and founded the Volutare network in 2011 to keep alive the flame of what had begun to take shape there.

Volutare is currently the largest network of Spanish-speaking corporate volunteering with 125 partners, companies and social organizations, which constitute an innovative and unique Think Tank in the world around corporate volunteering, and whose coordinator and promoter is Volies. According to the last survey launched to members, with a response rate of 30% of them, in aggregate there were 70,806 volunteer participations, 360,650 hours of volunteering and 594,610 people benefited in more than 30 countries among Volutare's partner organizations.

Together with the partners in the network, collaborative projects and tools are developed to generate knowledge and promote the professionalization of the sector through events, conferences, training courses and communication of the activities of both the network and its partners.

Its Voluteca currently has more than 200 resources, making it one of the largest digital libraries in the world specialized in corporate volunteering



Among the emblematic events are the annual Higher Course for Managers of Corporate Volunteering in its classroom and online editions, the latter with a special focus on the Latin American public, which is now in its 8th edition with some thirty participants in each of them.

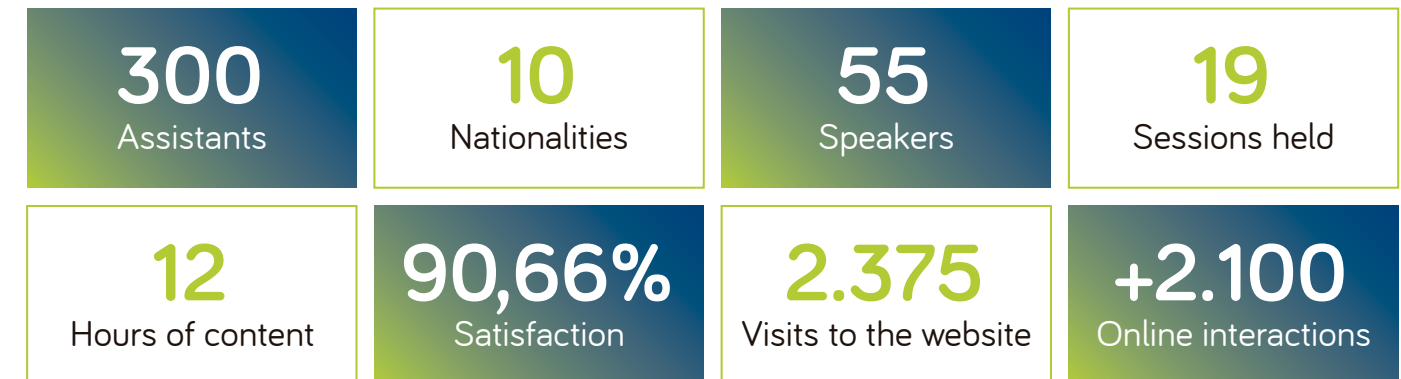
The celebration of the Volunteer Points, a unique specialized marketplace and networking event held every year in 6 Spanish cities: Madrid, Barcelona, Seville, Valencia and Bilbao, generates hundreds of synergies between companies and NGOs to carry out social action and corporate volunteering initiatives along with the Volutare Talks, online conversations on current issues that have already held 9 editions and are available on its Youtube channel.



But undoubtedly the great milestone of the past year was the celebration of the IV International Congress of Corporate Volunteering. This was a space for meeting and dialogue where we brought together 300 representatives of companies, educational institutions and social organizations with the aim of opening new possibilities for collaboration and co-creation of positive initiatives in the field of corporate volunteering and citizen participation.

Under the slogan #GestosQueCambianElMundo through innovative formats and participatory solidarity actions, there was a dialogue on topics as diverse as mental health, strategic alliances, B Corp companies, communication, professional volunteering, measurement and reporting, and how to attract Gen Z to social commitment and volunteering.

THE 4TH INTERNATIONAL CONGRESS ON CORPORATE VOLUNTEERING IN FIGURES



Congress Sponsored by:



Collaborating Partners:



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INTERNATIONAL FORUMS

Alliances and membership in networks with similar interests to Volies are essential because:

- 👉 They generate for all our stakeholders.
- 👉 They allow us to learn about the latest trends, successful practices and significant experiences.
- 👉 And because by sharing knowledge and experiences, we generate synergies to promote social change in an innovative way.

In all of them we actively share our knowledge, collaborate, learn and improve, contributing more value in everything we propose.



Since 2024 Juan Angel Poyatos, CEO & founder of Volies is part of the Board of this global network of organizations that work through volunteers to achieve sustainable development.

They promote responsible and impactful volunteering convening, research and standards.



Since 2020, we have partnered with Volonteuropa, a European network for the promotion of volunteering, active citizenship and social justice that facilitates the exchange of ideas, projects and knowledge.

Our founder Juan Angel Poyatos and Marcos Ramirez, Volies ProjectC Director, are active members of the Board of this organization, getting involved in its agenda and objectives as a network.

We are 50 members from 20 countries, such as Volunteering Matters, La Ligue de l'Enseignement, GemeinsamLeben und Lernen in Europe, GVC or ActionAid.



We are also a member of the International Association for Volunteer Effort (IAVE) since 2020.

It is an international network of NGOs, companies, national volunteer centers and volunteer leaders.

Promotes and supports volunteerism as a collective expression of civic engagement that builds community cohesion and resilience.



Since 2013 we have been a member of Points of Light, world's largest organization dedicated to promoting volunteerism.

In partnership with organizations and individuals, we build a society where no one is left out. We share with this organization's mission and exchange knowledge and experiences to learn and bring more value to our projects.



We are also part of the Global Pro Bono Network. The network integrates 48 organizations in 31 countries to promote pro bono volunteering through the exchange of knowledge and best practices, mutual support and collaboration. Our membership shows our commitment to this type of volunteering.



Since March 2022, we have been part of the Business Network LGBTI Diversity and Inclusion.

The network has more than 100 member companies that are joined by individuals ('associate friends') and expert consultants to promote LGBTI diversity and inclusion in the workplace.

Certified



We have been a certified B Corp company since 2023. B Corp companies represent the most advanced model of sustainable and regenerative companies in the world.

But in addition to a B Corp certification, it is also a community, a global movement made up of more than 9,400 companies in 105 countries, 280 of them in Spain, from 162 sectors, with a common goal of being the best companies for the world.



Since 2023, we have been part of the European Volunteer Center, a European network of more than 60 organizations dedicated to promoting and supporting volunteering in Europe, which aims to be the leading voice in the debate on values-based volunteering in Europe, influencing and sharing current and future trends and challenges.

ACKNOWLEDGMENT

HUMANITARIAN COMMUNITY AWARD FOR VOLUNTARY COMMITMENT BY THE VALENCIA FOOD



On the occasion of the 30th anniversary of the Food Bank of Valencia, the III Humanitarian Awards of this prestigious organization were presented. These awards recognize the selfless and supportive work of volunteers, organizations and companies that have contributed significantly to the work of the organisation, with a special mention as these last number of months were so complicated after the DANA, where the Food Bank has been vital for the affected people. Our company was recognized in the category of Humanitarian Community Award for Volunteer Commitment, a recognition that we collected on behalf of the volunteers that every year from Volies we accompany in their willingness to help.

To each and every one of you, thank you for being at the side of those who need it most and thanks to the Food Bank for this recognition of volunteering.

RECOGNITION OF THE FEVADIS FOUNDATION FOR ITS SUPPORT AFTER DANA

Fevadis Foundation is an organization that works on behalf of people with intellectual disabilities and their families in the Valencian Community, improving the quality of life through support services, the development of inclusion programs and awareness of society. Last October 29th they lost their headquarters in Aldaia, one of the municipalities affected by the DANA. And their beneficiaries, mostly children and adolescents, were left without their necessary support activities.



From Volies we quickly mobilized, including them in our list of reliable organizations to receive support, and we managed among our collaborating companies to contribute to its reconstruction both from volunteering and with economic donations essential at this time to replace the materials and put the center back on its feet. These symbolic boots in the mud delivered to Volies are the thanks to each and every one of the people and companies that contributed to make it possible.

fevadis



Look to the Future

Looking ahead, our strategy is focused on deepening and expanding the positive impact we have achieved. With a solid foundation, forged in more than a decade of action, our plans for the future reflect constant evolution and the integration of new challenges:

NEW PROGRAMS AND PROJECTS

We continue to develop "Impact 360" initiatives that integrate social, environmental and economic dimensions in a holistic vision. A vision based on our accumulated experience and the need to respond to emerging and global issues, ensuring sustainable growth.

STRENGTHENING ALLIANCES AND NETWORKS

We will maintain our commitment to collaborate at a global level, actively participating in all networks of which we are part, and seeking new alliances that will allow us to replicate our intervention models in different contexts. International experiences will continue to guide us in broadening our scope and adapting to local realities without losing our global vision.

DIGITAL TRANSFORMATION AND ASSESSMENT

Technological innovation will be key to improving the management and monitoring of our initiatives. We are implementing platforms that integrate real-time data, allowing us to optimize resources and justify each action through accurate and transparent indicators, in line with ESG criteria. At the same time, we are improving and offering new KPIs and measurement tools to our employees

TRAINING AND DEVELOPMENT OF LEADERS

Ongoing training and mentoring will become essential tools to empower the next generation of committed leaders. Our goal is for each volunteer and collaborator to become an ambassador of change, replicating the best practices that we have perfected year after year. We will continue to improve methodologies and accompany these change agents on their journey.

FUTURES GENERATIONS

The "Campus Jóvenes Solidarios" that we carry out together with our partner Endesa Fundación has opened our eyes to increasingly integrate future generations in our activities. The Campus for sons and daughters of Endesa employees not only allows more than a hundred children to participate in training activities in six territories, but also fosters a culture of internal commitment in the companies by involving these generations in the first person. We will continue to explore how to actively and directly involve GEN Z and the following generations in this social and environmental commitment that affects and concerns them so much.

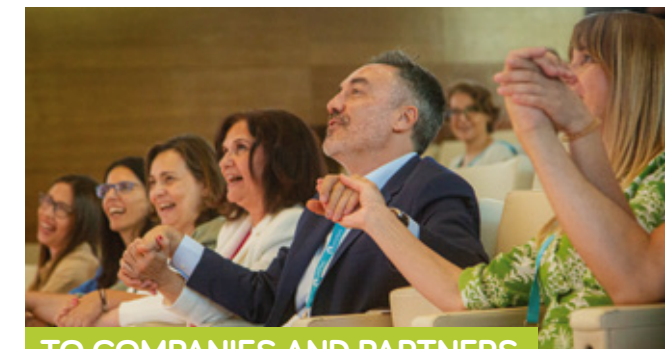
Specials Acknowledgments

None of this would be possible without the passion and commitment of all of you who are part of this great project of change that is Volies. We want to thank you in a very special way:



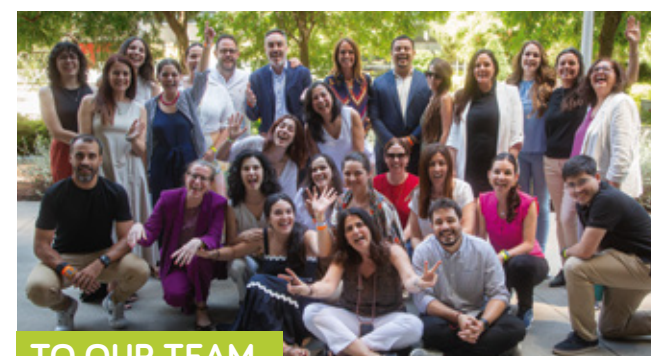
TO OUR VOLUNTEERS

Your dedication and daily commitment are at the heart of every action. Each testimony, each story and each shared effort reinforce the certainty that together we transform realities.



TO COMPANIES AND PARTNERS

Your trust and continued support has been vital for the development of our projects. Your collaboration not only drives internal changes in your organizations, making them better every day, but also translates into tangible benefits for the communities in which you operate.



TO OUR TEAM

Without the passion, creativity and unwavering effort of each and every member of the Volies team, Volies would not be what it is today. Your daily work, often behind the scenes and not very visible, ensures that each initiative meets the high standards of professionalism, commitment and ethics that characterize us.



TO COMMUNITY WHO CONTINUES FROM EVERY CORNER OF THE WORLD

Every comment, suggestion and word of encouragement received on our platforms motivates us to continue improving and innovating in every action, reaffirming our commitment to transparency and continuous improvement.

WE HAVE CARRIED OUT PROJECTS FOR

AbbVie	Hidraqua
Agbar	Hinojosa
Alexion	Iberdrola
Allianz	Indra
Amadeus	Ineco
Amazon	IPG Mediabrands
Asociación Cibao	Ipsen
Autopistas (Abertis)	KPMG
AWS	L'Oréal
Ayuda en Acción	La Liga
Boehringer-Ingelheim	Mondelez
Bureau Veritas	Orange
Caixabank	Pavilion Energy
Campofrío	Pernord Ricard
Coca-Cola Europacific Partners	Redeia
Comfama	Samsung
Damm	Sanitas
De Agostini	SAP
El Corte Inglés	Savia
Elavon	Siemens
Enaire	Sigma
Endesa	Suez
Esteve	Tempe
Ferrer	THU
Fundación Accenture	Ultragenix
Fundación Bancolombia	Urbaser
Fundación Bolívar Davivienda	Vertex
Fundación Grupo Sifu	Voluntarios ONU
Fundación Mahou San Miguel	Wasserman
Fundación Mapfre	Werfen
Fundación Moeve	WOM
Fundación Once	Zurich
Fundación Prosegur	
Fundación Repsol	
Fundación Telefónica	
Grupo Ilunion	
Grupo Santalucía	



IN COLLABORATION WITH ORGANIZATIONS SUCH AS

Aipc pandora	Fundación A LA PAR	Fundación SM	Soy Mamut
Ami-3	Fundación Abracadabra	Fundación Soñar Despierto	Sozialhelden E.V.
Asociación Adopta Un Abuelo	Fundación Acción Contra el Hambre	Fundacion Theodora	Special Olympics Aragon
Asociación Amigos del Burro	Fundación Adsis	Fundación Tomillo	Stichting Life Terra
Asociación Avanfuer	Fundación Adunare	Fundación Trascender	Stowarzyszenie "Centrum Wolontariatu"
Asociación Avanza	Fundación Alas Madrid	Fundación United Way	The Response
Asociación Creática Innovación Social	Fundación Alicia y Guillermo	Fundación Universidad de A Coruña	Vida Instituto para la Protección del Medio Ambiente Virement Association Rejoué
Asociación de Ayuda Urgente - URDA	Fundación Ande	Fundación Universidad San Jorge	Voluntechies
Asociación mentorDay	Fundación Apai	Fundación Vicente Ferrer	Work for Social
Asociación Plena Inclusión Aragón	Fundación Ayuda en Acción	Fundación Vida Sostenible	World Central Kitchen
Asociación Reforesta	Fundación Balia por la Infancia	Gip Genopole	
Associació Mediambiental la Sínia	Fundación Bertelsmann	GN Medioambiente	
Associació Ment i Salut la Muralla	Fundación BiblioSEO	Grupo Sylvestris	
Association Horizon d'Alies	Fundación CCE Prodis	Hands On London	
C.E.E. Treboljardín S.L.U	Fundación Cuidados Dignos	Handson Bay Area	
CANOPIA COOP.V.	Fundación del Teatro Real	Iberozoa	
CEEI Aragón	Fundación Demanoenmano	Icaria Iniciatives Socials	
Centre d'Acollida ASSÍS	Fundación Domus VI	Just A Change	
Centre Recreatiu de Sords	Fundación Don Bosco	Kertabumi Indonesia	
Centro de Solidaridad Interdiocesano de Huesca	Fundación Exit	Ma Petite Planete	
Centro Panafricano Kituo Cha Wanafrika	Fundación Felisa	Mestral Inserció I Medi Ambient Sociedad Limitada	
Colores Balonmano Zaragoza	Fundación Fuente Agria	Obertament, Associació Catalana per la Lluita contra L'estigma en Salut Mental	
Concern India Foundation	Fundación Grandes Amigos en Acción	Organic Social Desing	
Digitale Chancen	Fundación Juan XXIII	Plantar Uma Arvore	
Ecoherencia	Fundación maldita.es	Plena Inclusión Madrid	
Ecopil Arte Crea Conciencia	Fundación Mozambique Sur	Points of Light	
Eufonia Diversity	Fundación Nantik Lum	Red Empresarial por la Diversidad e Inclusión	
Eurofirms	Fundación para el Desarrollo y la Innovación - FDI	Redi School Of Digital Integration	
Federación Aragonesa de Asoc. de Padres Afectados y Amigos de los Sordos	Fundacion para la Atención Integral de las Personas con Discapacidad psíquica Fuente Agria	SEO BirdLife	
Federación Red Artemisa	Fund. para la investigación en Etología y Biodiversidad	Setem Mcm Madrid y Castilla-La Mancha	
Fevadis	Fundación Pequeño Deseo	Muevete	
Fundació Canpedro	Fundacion Picarral	Sish-Social Innovation Sportshub-Associação	
Fundació Catalana de l'Esplai	Fundación Prevent	Sociedad Española de Ornitología	
Fundació Mifas	Fundación Quiero Trabajo	Sörmlands Stadsmission	
Fundació per a la Conservació i Recuperació D' Animals Marins	Fundación Santa María la Real		

We would like to thank all the companies and organizations for providing their images to illustrate this report with great moments.

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“Volies Team from the Solidarty Bridge in Valencia”



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