

# begira



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ULMA Group favours the  
balance between body and mind

KARLOS PEREZ  
Personnel Manager at ULMA  
Handling Systems



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ULMA HANDLING SYSTEMS

## Recambios Marinos launches its automated distribution centre and the new ULMA WMS (Warehouse Management System)

Currently the distribution centre of Recambios Marinos has two different automated subsystems: one of them is focussed on managing marine spare parts stored on pallets and the second subsystem is focussed on products stored in plastic containers.

The automated warehouse of Recambios Marinos is capable of storing over 2,800 pallets and over 6,800 containers. Both subsystems are connected with order picking stations, which are **equipped with Pick To Light devices that help operators prepare the orders in a manner that is intuitive.**

Once the orders are consolidated, Recambios Marinos is ready to dispatch the products to ships from over 20 countries.

The comprehensive project of Recambios Marinos **incorporates the new Warehouse Management System (WMA) developed by ULMA Handling**



**Systems**, adapted to the specific needs of the distribution centre. The core of this new software product incorporates the basic functionalities developed during ULMA's more than 30 years of experience integrating automated solutions.

In addition to managing all the

movements of pallets and containers in the automated warehouse, ULMA's WMS allows the company to also manage items that are stored using the conventional method.

**Having the new WMS system enables the company to have information available as well as state of the art visual analysis tools and knowledge of the status of the distribution centre** at all times through a user-friendly interface. The WMS system will also allow for the quick resolution of incidents as well as providing improved and more accurate decision making. This way, the quality and reliability of the services provided from the centre is guaranteed.

ULMA FORKLIFT TRUCKS

## Inoxtruck was present at the Conxemar Exhibition in Vigo



### AN UNMISSABLE EVENT ATTENDED FOR THE NINTH YEAR IN A ROW

ULMA Inoxtruck has participated in the latest edition of the CONXEMAR Exhibition held in Vigo. Of reference in Europe, the International Exhibition of Frozen Sea Products serves as a meeting point for the entire sector: wholesalers, importers, exporters, processors, manufacturers, distributors, freezers, machinery, auxiliary industry (cold, packaging, plastics, etc.).

In collaboration with its distributor in Galicia, SOGACSA, **ULMA Inoxtruck exhibited a wide range of solutions focussed on the fishing sector.**

In addition to serving as a meeting point for its clients, important commercial contacts were made at the exhibition.

ULMA PACKAGING

## Think XXL. Would you like to work with us?

ULMA Packaging invests in the future. **Think XXL is a campaign aimed at making ULMA Packaging attractive to the talents of today.** The aim of this campaign is to show ULMA Packaging as a company with a competitive and international labour project; a company where camaraderie, training and the working environment are equally as important as the strive for excellence and technological innovation.

This campaign revolves around several elements. Undoubtedly, the most important element is the new section dedicated to employment on the ULMA Packaging Website. A redesign of the old "Work with us" section, with a much more modern image and messages that are more attractive and direct.

Another of the star elements is the video for the campaign. This video reflects the spirit and values of ULMA Packaging where our employees are the protagonists.

Think XXL, together with the campaign launched by the ULMA Group, "ULMA, a better place", the company has confirmed its commitment to renewing the entire image in terms of attracting talent. This responds to a global strategy that allows the ULMA Group, and ULMA Packaging in particular, to attract this talent that is so necessary nowadays.



ULMA ARCHITECTURAL SOLUTIONS

## Special prefabricated parts for the National Assembly of Angola

ULMA ARCHITECTURAL SOLUTIONS HAS ONCE MORE DEMONSTRATED ITS ABILITY TO ADAPT TO THE MOST SPECIAL AND PERSONALISED NEEDS

In Luanda, capital of Angola and considered one of the most expensive cities in the world, the new building for the National Assembly of Angola is under construction.

The challenge of building this government building is the designing and manufacturing of numerous special prefabricated parts. This colonial style building incorporates polymer concrete solutions such as: **more than 400 pillar covers, around 5000 balustrades, personalised window surrounds, modular floor façades, cornices, parapets, etc.**, making it a building with its own personality.

**These models are fully personalised and different than what is normally offered by ULMA Architectural Solutions.** The manufacturing began in January this year and 16 containers have been shipped to date. The project is expected to be completed by the end of the year.

We talked **about the complexity of this project with Luis Tome**, Head of Manufacturing at ULMA Architectural Solutions, and this is what he told us:

*"This is a complex and difficult project due to the number of different parts we are manufacturing and also due to the complex palletising. Personally, I am dedicating a lot of time to it and leading this project has been very enriching as well as stressful because even though I have been working here for many years, this is the largest project I have worked on and from which I am learning the most. It is worth mentioning that when carrying out these types of projects, teamwork is very important. I would like to highlight the support I have received from Patricia (SAC) and Nicolau (Boilers), as well as from my co-workers at manufacturing."*



## ULMA AGRÍCOLA

### ULMA Agrícola continues to strengthen its presence in the Asian market

ULMA AGRÍCOLA RECENTLY COMPLETED A HIGH TECHNOLOGY PROJECT IN JAPAN

This is a project of nearly 1 hectare for growing tomatoes in hydroponics with a supported crop channel system.

The installation incorporates a high level of technology and structural resistance. ULMA Agrícola, in addition to **supplying all the required materials and equipment**, has taken care of **supervising the assembly and integration of all the equipment installed in the project**.

The climate in Japan is generally influenced by the effects of the monsoon, so in the summer, the hot and humid winds from the ocean cause high temperatures, strong winds and a high level of humidity.



## ULMA CONSTRUCTION

### New Offices for Publishing House Axel Springer

THE 50TH ANNIVERSARY OF THE EMBLEMATIC AXEL SPRINGER SKYSCRAPER IN BERLIN IS THE MILESTONE MOTIVATING THE CONSTRUCTION OF NEW OFFICES FOR THE COMPANY, PLANNED TO ACCOMMODATE 3,500 WORKERS AND BE FULLY COMPLETED IN 2020

Designed by OMA, the architectural firm headed by the iconic Rem Koolhaas, the structure notably features an atrium 30 metres tall, with a façade composed of 3D elements that run diagonally through the centre of the building.

The architectural complexity of the structure required an intelligent and **comprehensive formwork and scaffolding solution**, complete with **full-scale technical and logistical support from start to finish**. ULMA provided the global solution necessary for the building structure.

One of the central premises of ULMA's involvement was to **optimise the construction process** as much as possible. Working side by side with the client, ULMA helped to develop a detailed plan for the efficient use of the formwork structures. The project was divided into four distinct sections, with

various formwork systems continuously rotating clockwise through the building core, slab, and column areas, providing optimal efficiency and savings.

In addition to the architectural demands of the project, the structural engineering challenges were also significant. The bottom half of the building, for example, features acoustic and thermal insulation integrated into

the ceilings, which fact had to be taken into account in the formwork design.

An important factor in the success of this project was the **close relationship and continual communication between ULMA and our clients**. This allowed us to streamline a complex set of varied operations, preventing bottlenecks and delays that would have hindered the construction process.



## ULMA EMBEDDED SOLUTIONS

### ULMA Embedded Solutions, a member of the Railway Innovation Hub

WITHIN ITS BUSINESS STRATEGY FRAMEWORK, THIS ASSOCIATION AIMS TO BECOME A LEADING BRAND IN THE RAILWAY SECTOR; IN BOTH THE NATIONAL AS WELL AS INTERNATIONAL MARKETS

ULMA Embedded Solutions (UES) has become a member of the Railway Innovation Hub. **This business association has over 66 members and its aim is to promote railway technology and knowledge in the innovation of the companies within the group for the purpose of ensuring that Spain becomes an international leader in railway innovation.**

In this context, UES will provide its experience developing railway systems as per the EN 5012X standards, including hardware, software and programmable logic. UES will also provide its experience in maintaining software systems, thus covering the product life cycle.



## ULMA CONVEYOR COMPONENTS

### ULMA Conveyor Components was present at the SME 2018 Conference and Expo

The SME (Society for Mining, Metallurgy and Exploration) Organisation is a non-profit Professional Association with over 15,000 members from more than 100 countries. The SME headquarters is located in Denver (Co) USA, which organises **the largest annual mining-related event in the USA: the SME Conference and Expo**.

The Conference offers more than 120 sessions and technical talks and the Expo is made up of more than 550 companies. This is the event of greatest relevance and impact in the competitive US market.

ULMA Conveyor Components was represented by its entire sales team, presenting a range of products, with special emphasis on the recently released **Monitored Rollers System, which was very well received and raised considerable interest among the attendees**. ULMA Conveyor Components introduced the world's first Monitored Rollers System at the Conference.



The ULMA stand received a large number of visits between current clients and new contacts, many of them interested in the Monitored Rollers System. Some of the most important American Engineering companies (Thyssenkrupp USA, Terranova Technologies, Dos Santos International, etc.) were also interested in this technology.

The primary objective of ULMA Conveyor Components at SME 2018 was to continue to improve their position in the US market and strengthen their relationship with current partners as well as increase their presence and improve their visibility and image in this market; an objective that was achieved in a manner that exceeded our expectations.

## ULMA GROUP

### ULMA Group at the Be Basque Talent Conference employment forum

ULMA Group participated in the Be Basque Talent Conference employment forum organised by Bizkaia Talent in collaboration with the Provincial Government of Gipuzkoa, which took place on 6th October in London.

With its presence at this event, ULMA's goal was to **attract highly qualified Basque professionals who at some point decided to work in the United Kingdom.**

In the event, which was attended by 47 Basque organisations, **ULMA had the unique opportunity to meet great professionals.** The four representatives that attended the event provided first-hand information about ULMA's current situation and the opportunities it offers in terms of careers.

Discussing the mobility of talent, participating in thematic workshops and talking in a more relaxed environment than normal has undoubtedly been very positive for ULMA, who had the opportunity to make **high value-added personal contacts with more than 60 of the 137 professionals that attended the event.**

The attendees were thankful for being able to establish contacts with the companies that were present and for the information received about the projects and the current economic-employment situation in Euskadi.

In general, we perceived a lot of interest in returning home; however, the professionals were looking to combine the idea of returning with their current family situation in the United Kingdom.

For ULMA, our commitment to generating high value-added employment is one of our main signs of identity while it reinforces our commitment towards people and the environment.



## ULMA ARCHITECTURAL SOLUTIONS

### Komunika+UAS: The new internal magazine of ULMA Architectural Solutions

THE FIRST ISSUE OF THIS NEW FORM OF INTERNAL COMMUNICATION HAS BEEN PUBLISHED

ULMA Architectural Solutions has just released the first issue of its new internal KOMUNIKA+UAS. This new travel companion was established with the dual objective of serving as a connection between our personnel and, at the same time, learning more about the global project we share.

This is a magazine that offers quality content with a fresh design and a close editorial. In this magazine we can find interviews with partners, information about events and trade shows, new projects, corporate news and even a contest where a getaway for two is raffled.

Ultimately, this is a new tool used for improving internal communication within our cooperative.



## ULMA CONSTRUCTION

### Megaproject in the Heart of Flushing, Queens, NYC

Tangram Plaza is a mixed-used development project covering more than 110,000 m<sup>2</sup> in the heart of Flushing, Queens. It includes the construction of 1,200 subterranean parking spaces, two residential towers with 220 flats, a Class A office building offering a surface area over 32,000 m<sup>2</sup>, retail space, and a hotel with 240 rooms available.

ULMA has been a part of this megaproject from the beginning, provisioning comprehensive solutions for all types of structures. **MEGALITE Modular Formwork** was used to build the walls and columns. As with all ULMA systems, safety is fully integrated. The perimeter of the working area was surrounded by platforms throughout the entire construction process. **CC-4 aluminium formwork**, ideal for large slab surfaces proved ideal for building the main towers, the parking areas, and the commercial

spaces. The 2,300 m<sup>2</sup> of CC-4 panels were shored with **MEGAFRAME** and **ALUPROP** galvanised aluminium towers reinforced with bracing frames.

ULMA's experience with this type of project in the US and throughout the

world, with our demonstrated ability to provide a high volume of equipment according to schedule, was a critical factor in the client's decision to rely on us for this project.



## ULMA PACKAGING

### New and highly versatile thermoforming machine

ULMA Packaging has recently developed a new thermoforming machine called TFS 200 MSV, which **combines different packaging technologies in a single machine.**

This new thermoforming machine from ULMA Packaging is **capable of making rigid modified atmosphere packages (MAP), skin packaging that looks like a second skin of the product and also the classic vacuum pack.**

This way, the client can package its products using the system it prefers. The skin system allows the product to overhang up to 45mm from the top edge of the tray.

As far as the materials are concerned, the TFS 200 MSV is able to work with rigid or flexible plastics and even combinations with cardboard.

The expression "All in one" that accompanies the promotion of this new machine perfectly summarises its differentiating value.



ULMA CONVEYOR COMPONENTS

### Italian Engineering Project for Tajikistan

An Italian engineering company has awarded ULMA Conveyor Components the contract for supplying rollers for an earth movement plant that is building the Rogun dam in Tajikistan.

The project involves the construction of a 335 metre high dam; the highest in the world, in the Vakhsh river. The dam will be located in Pamir, which is one of the main mountain ranges in Central Asia.

OJSC "Rogun Hydropower Project" (the state company coordinating the project) expects the project to require four batches or phases. **This order is for the second phase. The first was also**

**supplied by ULMA Conveyor to a different French engineering company.**

Once completed, the plant will have 6 turbines producing 600 MW each with a total installed capacity for producing 3,600 MW (the equivalent to three nuclear power plants).

The most significant impact of the new dam will be turning Tajikistan into the energy sector leader in the region, doubling the country's energy production and strongly contributing to reducing the shortage of energy that occurs during the winter months.



ULMA CONSTRUCTION

### ULMA's comprehensive solution in the construction project of Pachachaca Lime Plant located in Peru

**THE ACCURATE PLANNING, THE HIGH QUALITY OF THE PRODUCTS SUPPLIED AND THE SUPERVISION OF THE FORMWORK ASSEMBLY DURING THE PROJECT, ARE PART OF THE COMPREHENSIVE SOLUTION PROVIDED BY ULMA IN THIS DEMANDING CONSTRUCTION PROJECT**

This project greatly increased the plant's production capacity, so that today it supplies more than 950 tonnes of quicklime to the

Toromocho Cement Plant daily.

The project was split into two phases: first, kiln pre-assembly, and second, the construction of supply tunnels, silos, and other structures, along with the completion of three kilns. Despite the inclement weather experienced at an altitude of 4,000 m the work was completed effectively and efficiently, and the customer was extremely satisfied with the final results.

The solution provided for the silos was the most noteworthy of the project. The circular structure, which includes vertical columns, required a formwork system that would adapt seamlessly to its shape. ENKOFORM VMK was chosen for its ability to adjust to any geometry required.

**The ULMA team supervised the entire formwork assembly, thereby assuring satisfactory results.**



ULMA ARCHITECTURAL SOLUTIONS

### 3000 linear meters of ULMA drainage solution in the Anchieta motorway (Brazil)

The Anchieta motorway that connects Sao Paulo with Puerto de Santos is one of the roads most transited by vehicles, pedestrians and merchandise in all of Brazil. Along its lanes, **a total of 3000 linear meters of Kompaqdrain Traffic channels have been installed at three heights.**

Our Kompaqdrain Traffic channels have

**replaced the previous channels that were manufactured in situ, thus reducing its hydraulic section and lowering its resistance to water.** In addition to greater hydraulic efficiency, the material, its quick installation and the exclusive Max Flow® system have been some of the key reasons why our compact channel solution has been chosen.



ULMA HANDLING SYSTEMS

### ULMA Handling Systems participates in 'La Industria 4.0' board of experts

Under the slogan "La Industria 4.0 present and future", ULMA Handling Systems participated in the board of experts organised by the DEIA newspaper.

The board, which was moderated by the Director of Innovation and Technology of the SPRI, Aitor Cobanera, also included the participation of the Technical Director of KEINETIC TECHNOLOGIES, the General Director of GAIA, the Business Development Director of EGA SOLUTION and Juan Jesús Alberdi, Manager of ULMA Handling Systems.

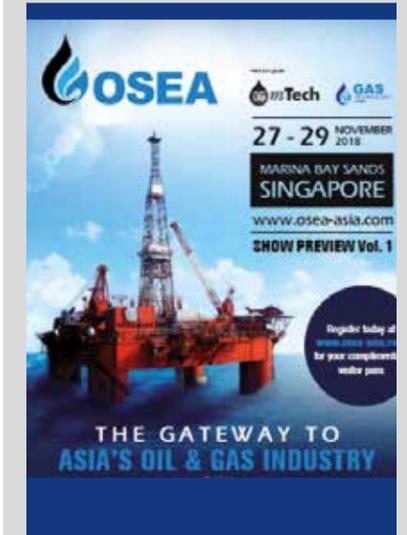
*"Companies are several steps behind the opportunities offered by technology"* said Juan Jesús Alberdi, and he highlighted the importance of "intelligently integrating these technologies into companies to continue taking steps forward".

The event was focussed on determining the position of the Basque industry and identifying some of the steps required for overcoming the challenges ahead of us.



ULMA PIPING

### ULMA Piping was present at OSEA 2018, the most important Biennial Oil & Gas event in Asia



Held for the first time in Singapore more than 40 years ago, OSEA Oil & Gas is confirmed as the most important event of the Asian petroleum and gas industry.

Backed by strong support from the industry and local administration, OSEA has consistently attracted a high level of international participation where **the presence of any company wishing to be a player of consideration in such a competitive sector as our own is required.**

Last November, ULMA Forja S.Coop attended this event for the first time and was able to strengthen its already solid relationships with Stock Purchasing and Engineering companies in the region.

At the 2016 trade show, 983 stands from 48 countries exhibited their wide range of equipment, innovations and services for 12,024 professionals from 64 countries/regions. This edition has exceeded these numbers with over 18,000 attendees at a facility with an even larger surface area.

ULMA ARCHITECTURAL SOLUTIONS

## ULMA façade on the skyscraper located at Diagonal in Barcelona

This is a huge **building that was very difficult to erect** since, due to tight deadlines, the project dictated that the construction of the façade had to be carried out at the same time as the construction of 6 new stories of the building.

**With exceptional views, it has become one of the most avant-garde buildings in the city** ULMA Architectural Solutions has installed its ventilated façade solution in the 100-metre-high avant-garde tower which has 124 homes, 26 stories and is located in the most modern section of Diagonal. This spectacular skyscraper is located at the Avenida Diagonal with Pere IV cross-section and it is the ninth tallest building in the city. The project was carried out by Moliner Office Architects, which is an architectural studio based in Barcelona run by Jordi Moliner.

**ULMA Ventilated Façade: optimum sustainability and quality**

The project has been designed with the idea of creating sustainable homes of optimum quality at a competitive price. The building is coated with ULMA's polymer concrete Ventilated Façade, an energy efficient system that generates savings in the energy consumption of the building, protects against atmospheric agents and is highly durable; all in line with the trends that are currently dominating the skyscrapers of the most innovative cities in the world. The earthy texture and porphyry colour of the VANGUARD product range has been used for the 900x500mm panels.



ULMA GROUP

In October, representatives from South Korea and Brazil visited the installations of the ULMA Group invited by MONDRAGON Unibertsitatea.



ULMA HANDLING SYSTEMS

## ULMA Handling Systems presents at two trade shows of the logistics sector of Spain and France

On 12th and 13th November, ULMA Handling Systems was present at the annual Logistics trade show, which will be held at the IFEMA exhibition centre in Madrid under the slogan "Innovations that transform the logistics and distribution industry".

In this edition ULMA showed visitors its intralogistic engineering solutions: automated storage and preparation of orders focussed on manufacturing as well as on automated distribution.

The Logistics trade show is held at the same time as the Empack, Label&Print and Packaging Innovations trade shows and attracts leaders from the different areas of the supply chain.

Also in November, ULMA been present at another important logistics event:

ALL4PACK, which was held on 26th and 29th November at the Paris Nord Villepinte exhibition centre in Paris.



ULMA PACKAGING

## ULMA Packaging at the IBA 2018 trade show

The last edition of the IBA trade show held in Munich from 23rd to 28th October served as **an international showcase for ULMA Packaging, as it appeared as one of the worldwide leaders specialised in providing packaging solutions for the bread-pastries, confectioneries, chocolate and snacks industry.**

On this occasion, ULMA Packaging had 176m2 of space, which allowed it to showcase several installations for automatically loading and packaging cookies as well as installations dedicated to showcasing the automated capabilities of ULMA Packaging for the sector.

In conclusion, the trade show confirmed the good progress which has been made in the bakery business and reinforces the company's conviction to continue investing in a sector which, despite being very competitive, also offers great opportunities.



ULMA CONVEYOR COMPONENTS

## Finnish Engineering Project

A Finnish engineering company has awarded ULMA Conveyor Components a **contract for supplying garlands for an extension at the mine of Terrafame in Finland**. Terrafame produces nickel, zinc, cobalt and copper for manufacturing stainless steel, protecting against corrosion and for battery applications.

As a consequence of the important order, the heads of production, quality and maintenance, together with the Director

of Engineering have recently visited the installations of ULMA Conveyor and of the Group and were pleasantly surprised by the size of the Group and by the capabilities and quality of ULMA Conveyor Components.

The mine has been continually expanded since it was turned over to the state at the end of 2015. Currently, the company is negotiating a contract to supply spare parts to the mine.



ULMA EMBEDDED SOLUTIONS

## Navantia places its trust in ULMA Embedded Solutions

After a long public procedure, Navantia has placed its trust in ULMA Embedded Solutions to execute a **project for fully developing its current Requirements Management tools into a new platform called JAZZ, which is more robust and integrated**. Thanks to this solution, Navantia will improve the collaboration and communications between the different work groups.

ULMA Embedded Solutions has a wealth of experience in migrating large amounts of data and in personalising and implementing IBM tools, especially in terms of Managing Requirements and Tests. Even so, this project will entail a challenge for ULMA since it involves installing a whole platform of applications that integrate new, more dynamic, versatile web technologies and allow, among other things, the status of

projects to be viewed in real time through interactive graphs.

This project is going to be the largest project executed by UES and allows us to put our foot in the door in terms of these types of projects and for a renowned client that will help us strengthen our image and instil trust in the solutions offered by ULMA.



ULMA MEDICAL IMAGING

## An alliance between ULMA Medical Imaging and MiiS to develop medical imaging equipment

In October, ULMA Medical Imaging entered into a collaboration and distribution agreement with Medimaging Integrated Solutions Inc. (MiiS), for **co-developing and manufacturing medical image capturing equipment under the ULMA brand**.

MiiS is a Taiwanese company and world leader in manufacturing portable equipment for capturing retinal imaging. Since its inception it has specialised in designing and manufacturing portable optic devices used for obtaining high quality medical images with interchangeable objects for different medical specialities such as ophthalmology and dermatology, among others.

This alliance will at first allow production of an **ULMA brand high performance retinal camera**, and in the future, the co-development of other medical imagery devices for the new line of work of ULMA Medical Imaging.

Apart from the agreement reached in the technological area, the alliance includes a commercial agreement to distribute their product catalogue worldwide.



ULMA FORKLIFT TRUCKS

## EDiA EM, the 48V electric forklift by Mitsubishi

This fall, ULMA Forklift Trucks presented the new Mitsubishi EDiA EM, the 48 V series comprised of three and four wheel models capable of handling 1.4 to 2.0 tons. This is a strong vehicle with a design focussed on high performance and includes the advanced EDiA software.

Its operation is intuitive and allows it to quickly adapt to the characteristics of each operator regardless of their skill and body size, whilst maintaining a high level of comfort. For example, the foot room is wide enough to fit size 50 shoes.

Advanced software

Also equipped with multiple options, this forklift provides the manoeuvrability, power and reliability expected of a Mitsubishi forklift truck.

The EDiA EM advanced software analyses behaviour in real time and automatically adjusts for a safe but productive performance.

Without doubt, this new brand has proven to be a successful initiative since the forklift is smarter and one of the most durable on the market.

Finally, it is worth mentioning that this new brand exceeds its equivalent diesel models by providing advantages such as very low noise; it is capable of being operated indoors as well as outdoors, even under adverse conditions; it has minimum energy consumption and safety and comfort levels that are unprecedented to date.



ULMA AGRÍCOLA

## ULMA Agrícola was present at the 10th anniversary of the Fruit Attraction trade show

Fruit Attraction 2018 celebrated its 10th anniversary in a big way. More than 1,600 companies with stands and 70,000 professionals from 120 countries met in Madrid, Spain, from Tuesday the 23rd to Thursday the 25th of October, at a key moment for the commercial planning of produce campaigns.

On this occasion, Canada and Saudi Arabia were invited to the international trade show as import markets due to their excellent behaviour in terms of fruit and vegetable imports from the EU in recent years.

They were three intense days where

the people that visited the ULMA Agrícola stand were able to get information about the **innovations and different solutions offered in projects installed within the last year and on which ULMA Agrícola is currently working**.



ULMA GROUP

## An electric bicycle for biking to work; what a great idea!

ULMA and ORBEA have joined forces to facilitate purchasing an ORBEA electric bicycle for biking to work. This agreement is part of ULMA's project of promoting the sustainable mobility of people when they commute to work.

**The clear objective is to reduce the use of the car for commuting to work, thus freeing up parking spaces and turning ULMA into a more sustainable, healthier cooperative.**

The open period to request your bike runs from 2nd to 31st January 2019. You can start to save and... new year, new bike!

**Who can benefit from this opportunity?**

**All personnel from ULMA who can potentially ride a bike to work** and who:

- are active members
- have been relocated from other cooperatives and TCAs, who:
  - have been working for at least 6 months at the Cooperative and
  - expect to remain at the Cooperative for at least one more year.

All the information about this offer as well as the models, prices and conditions is available at [begira.ulma.com](http://begira.ulma.com)

**We offer exclusive advantages to help you purchase an electric bicycle**

Discounts on the official price listed by ORBEA

And also, the more you use your bike, the higher the discounts you will receive



# The RETINAL project begins its digital expansion

The RETINAL project, an activity of ULMA Medical Imaging that was initiated in 2012, uses the digital world to advertise its products and services.

After receiving a European subsidy last year in the amount of €1.45M, the project has strengthened its activity and it is now the ideal time to present it to the world using different digital tools.

The current proposal by RETINAL consists of devising a comprehensive solution capable of diagnosing diabetic retinopathy in a matter of seconds.

Social networks and a new website with an attractive, clean design that can be opened with any device are some of the tools that ULMA Medical Imaging has identified as key

for advertising in the different health market channels.

This website also includes a video that provides a visual explanation of the current diabetic retinopathy\* problem and how ULMA proposes an easy, quick and safe solution based on artificial intelligence for early detection of this disease.

\* Diabetic retinopathy is the main cause of loss of vision and blindness in people with diabetes.

**Join us and help spread the word about our project!**





## Brazilian Jiu-jitsu, the art of smoothness

Wagner Rocha, ULMA Handling Systems Brazil



### THE OTHER TALENTS OF THE ULMA GROUP

Many people from the Group make their professional career compatible with very demanding hobbies in which they demonstrate that all obstacles can be overcome with talent and hard work.

**Wagner Rocha, an information systems analyst at the Brazil branch of ULMA Handling Systems since 2015, combines his work life with high level Jiu-jitsu championships.**

A small and light but very skilful opponent can successfully defend against a much bigger and stronger opponent by efficiently using the technique. This is what happens in Brazilian Jiu-jitsu or BJJ, a martial art, combat sport and personal defence system of Japanese origin, which Wagner began practising 10 years ago when he was 23 years old.

The techniques of this sport are based on battle methods used by the classic Samurai to fight other Samurai warriors wearing armour. Nowadays, Brazilian Jiu-jitsu is primarily focussed on hand to hand combat on the floor and its techniques include dislocating joints, throws, knock-downs, projections, strangulation and submissions. These floor combat techniques were brought to Brazil by Mitsuyo Maede and were subsequently evolved into a sport by master Helo Gracie, who extensively promoted it as a competitive sport held in boxing rings throughout the country.

Loyalty, honour, honesty, respect

towards all, courage, justice and compassion. These are the 7 principles of the Bushido code, a code of conduct that was followed by the old Samurai of Japan and which is now used as a guide by Wagner Rocha to combine Jiu-jitsu with his personal and work life. *"For me, everything is integrated, I have to keep moving, learning every day"*, he said.

*"I am lucky enough to train in a team that has many world champions and the rhythm of training is very tough. Due to my level I am almost always training with them"*.

A year and a half after becoming a black belt, Wagner took first place in the Municipal Championship, third place in the Brazilian Championship and second place in the State Championship. The team from his school ALMEIDAJJ is number 1 in the State of São Paulo. In spite of the Brazilian origin of Jiu-jitsu, championships are held worldwide, there are federations in all continents and the European circuit is one of the most important tournaments. His motivating ideology and that of his school is based on the idea that *"what one person is capable of doing, another person can also do with a smile"*.

The same passion he shows for Jiu-Jitsu,

he has for his job at ULMA Handling Systems where Wagner is an information systems analyst and is currently implementing JDT and WMS. He has travelled a lot for his job to countries like South Africa, Argentina and France, which does not prevent him from being consistent with his training. He says he likes travelling very much as well as being able to continue training while he experiences other cultures. *"I love the Basque culture, I know some words in Basque; one of the most important ones is Jatetxe. Currently at home we have a little fish called Gorka"*, says Wagner.

*"Self-control, knowing your limits, mental strength, discipline and a lot of joy"* is what Wagner Rocha gets from this sport. Jiu-jitsu is not only learning personal defence and immobilisation techniques; it is much more than that. It is learning how to move, behave, placing yourself in someone else's shoes, staying on the path of the good and of discipline.

*"Jiu-jitsu has made me aware of my limits and has given me self-control, mental strength, discipline and a lot of joy"*

# Managing talent, a new challenge for ULMA

Currently, many of our Human Resources departments are fully involved in a task that worries and concerns all of us, which is: recruiting and Retaining Talent. For this reason, we have conducted a series of interviews with the heads of HR of our Businesses to press their opinions and get them to tell us, in terms of the group as well as within their own business, how they are experiencing, on the one hand, the need to recruit and attract Talent and on the other hand, developing the personnel that are currently employed by us.



**“We try to promote internally so that those persons with a different motivation or those who want to change positions or assume other functions or responsibilities can have other opportunities available to them at our cooperative”**

KARLOS PEREZ.  
Personnel Manager at ULMA  
Handling Systems

**“ What is the current need of ULMA Handling Systems in terms of the subject in question; is this a priority for the Business?**

*ULMA Handling Systems is a Cooperative that has been experiencing significant volatility in terms of recruitment. The last cycle began two and a half years ago, in this case with historic growth and recruitment, which has developed into a very important need in terms of growth. Additionally, there is a characteristic element of our organisation which is the specialisation and specificity of our profiles in terms of technical level and knowledge. That said, most of the personnel here at UHS have an Engineering profile. The combining of these factors has caused the Recruitment and Retaining of Talent to be an essential aspect and a priority for us. And for greater redundancy, yet another aspect, the internationalisation we have been experiencing these past two years by getting awarded Projects Abroad along with the evolution experienced by our subsidiaries, going from SAT/Commercial resources to also having resources for Implementing Engineering Projects, has required us to learn how to work together with people from other cultures on a daily basis.*

**“ Talent is the ability and quality that allows people to learn or develop an activity in a manner that is brilliant; however, do you think we know how to identify the qualities of each person in the organisation and boost them? Where do you think this talent should be sought? From our cooperative or from our academic environment?**

*Two fundamental aspects are required in our case for developing the talent of our personnel; the knowledge they may have gained at the Education Centres and the knowledge they must acquire when they begin working at our organisation. To become efficient and operative, on the one hand, the relationship between the Education Centre and the Cooperative must be continuous in terms of defining*

*the subjects and contents of the training that is imparted at regulated education centres, the aspects that the Cooperative deems of interest and currency of their day to day field work. On the other hand, when a person begins working at our organisation, we identify a senior person of reference as well as a Tutor and also hold a series of periodic meetings between the Universities and the Cooperative to analyse the evolution and progress. With all of this we can begin developing or putting Talents to work creating environments for development, continuous learning, PDCA processes, challenges...*

**“ How do you value the ULMA Group in this area?**

*ULMA Group is comprised of different businesses, but also different evolutions as well as very particular needs. At ULMA Group there are aspects that impact the entire group, which we work on together in the Personnel Areas of the different Cooperatives. We also work on other more specific aspects between two or three Cooperatives when there is a shared need that must be addressed. Cooperatives have an operability and responsibility towards our businesses and ULMA Group has this in terms of working with our Employer Brand outside our area of responsibility, in society, always in a coordinated manner and by consensus.*

**“ Do you feel you are in tune with the rest of the Businesses?**

*One of the advantages of being part of a Group with such different businesses is the opportunity of becoming familiar with management methods that are different, innovative or creative and which may be applicable to one Cooperative or another. In our case, due to the shared reality we are experiencing in terms of growth and progression, there is a very good relationship and coordination between the Personnel Areas of the different businesses of the ULMA Group.*

**“ It seems that having a good Business strategy is not enough, that we need to incorporate a Brand and Communication strategy that will define us as an Employer Brand. From ULMA Handling Systems, how would you like to be recognised by your target audience in this area?**

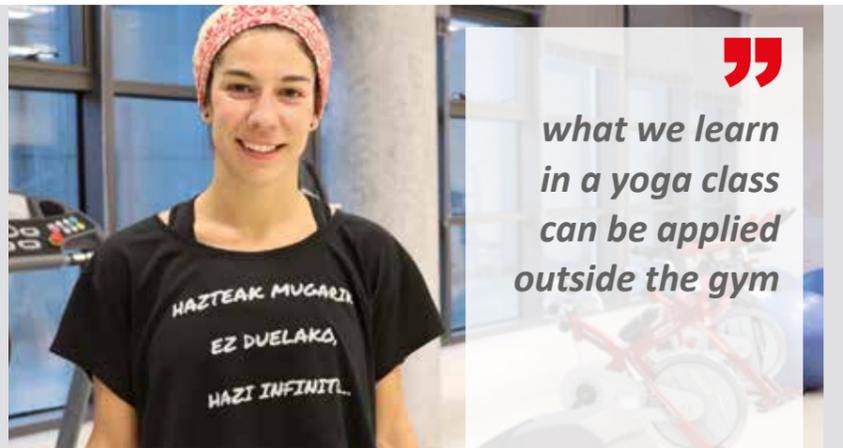
*This is an area that has been identified on several occasions in the latest dynamics we have carried out between the bodies of the Cooperative in Otoralora. One of the challenges in the organisations is not only what to do, but how to do it. We are trying to evolve by implementing improvements, changes or new challenges but are also working on how to implement these in terms of organisation and information. Our evolution is based on the premise that if the aspects that are developing in the organisation are properly accomplished, then personnel in the organisation will be aware of this at all times. And the next aspect is, not only internally in the cooperative but also outward, towards the community and society.*

**“ Finally, do you think we need to invest more in generating and developing the talent we already have rather than recruiting and attracting external talent? Or is it about finding a balance?**

*In our case and given the cycle we are experiencing at ULMA Handling Systems, we are currently focussed on recruiting from external resources since this allows us to recruit the large number of people we need as well as be able to stabilise and distribute the workload and hours between the people that are already part of the cooperative project. We try to promote internally so that those persons with a different motivation or those who want to change positions or assume other functions or responsibilities can have other opportunities available to them at our cooperative. 90% of the positions posted on the cooperative with registered Members have been filled by Members, and as a result of the period of growth we have been experiencing these past two years we have published a total of 80 job offers, which have been very interesting opportunities.*

# ULMA Group favours the balance between body and mind

Since April, ULMA employees have been able to participate in yoga sessions imparted by the ULMA Group gymnasium at noon. The teacher and four students relay their experience.



“  
what we learn  
in a yoga class  
can be applied  
outside the gym

**MIREN ZUBELDIA** member of the “HAZI infinito” wellness centre of Oñati goes to the ULMA installations three times a week to teach relaxation techniques to our employees.

“I believe it is a great advancement and an unparalleled initiative on the part of ULMA since by offering their employees the opportunity to do yoga, they are also investing in their health and wellbeing. Apart from helping to create body awareness and achieve mental alertness, yoga sessions help us achieve more flexibility, strength, the ability to relax, improve posture, stability, concentration, ability to handle our stress as well as make decisions in ourselves and in others. This way we will gradually improve our health and be more relaxed as well as improve our general state of wellbeing.

Apart from learning breathing techniques that help us relax, reassure ourselves and fill up with renewable energy, we will also work on poses that will contribute to achieving balance and stretching our bodies as well as releasing

the tensions we have accumulated inside. We will also practice breathing, poses and meditation that will help us become more aware of our bodies both physically as well as mentally.

Additionally, everything we learn in a yoga session can be applied outside the gym. For example, the breathing techniques that we internalise can be used as a tool for managing the different situations we encounter in life.

The lifestyles we live nowadays make it difficult for us to stop for a moment and look inside us. Therefore, positioning ourselves in the different poses proposed in the yoga sessions can be complicated. Anyway, employees look forward to participating in the yoga sessions and arrive with a very positive attitude, and this, apart from being appreciated, is also very important when practising yoga”



What do you think about ULMA Group offering its employees the possibility of practising Yoga at its installations? What do you get out of these sessions?



**DANIEL LAGUARDIA**  
ULMA Handling Systems

“I was very much looking forward to signing up for yoga, but I couldn’t due to my schedule. I live far away and I usually arrive home very late. I think it is great that ULMA offers us this opportunity. Before beginning the sessions at ULMA I had never practised yoga before. I get through the classes pretty well, but it is difficult for me to get into certain poses. Not all bodies are the same, nor is the flexibility each person has. But as Miren usually says: each one must do what is within their possibilities; we need to listen to our bodies. I have benefited a lot from yoga: I am very happy when I go to class and I also practice at home. Now I am much more flexible, I am not stressed out like before and I am also meeting other people in the group.”



**IONE GURIDI**  
ULMA Central Departments

“Truthfully, I think it is awesome that ULMA offers us this opportunity. In the evening, after work, I don’t have much time or I can’t find the right time to participate in these activities. Having some time for myself at noon at least once a week is very good for me. This is the first time I have practiced yoga; I have just started and I am learning little by little. I have not yet been able to relax much but I come away happy. The hardest part for me is to coordinate the breathing and the steps to follow. I am so concentrated on following the steps that I am not aware of when I am inhaling or exhaling. If I am able to do everything; disconnect a little from work and have my moment, I believe this is something beneficial that will help me take a break from the daily workload. At the same time, it will be good for me to stretch and exercise different parts of my body.”



**MIKEL ETXEBERRIA**  
ULMA Packaging

On the one hand, having the opportunity to participate in activities at noon is great to help me balance work and family life. Since I have kids I don’t usually participate in any activity, but since this activity takes place at noon it is easier for me to participate. On the other hand, I believe it is a good initiative to promote healthy habits among working people. This is the first time I have practiced yoga in a class. On a few occasions, I have followed a yoga for beginners tutorial on YouTube to do stretching exercises, but this is something else! At first, it is a little hard to get used to the breathing, stretching and poses. However, after class, even though we may have embarrassed ourselves a little, I leave feeling very happy and feeling like I have obtained good results. I have noticed some physical as well as psychological advantages: lower blood pressure and an increased sense of body awareness.”



**AINHOA GALDOS**  
ULMA Construction

“I think it is great that ULMA provides us with this opportunity. This is the first time I have practiced yoga and I think it is a good opportunity to discover whether or not I like it. I am able to follow the classes pretty well. I am learning and looking directly at the teacher at all times, but am doing well. Miren explains everything to us step by step and she does not rush us. Although I have been doing this for a short time and however incredible it may seem, the truth is that it calms me down quite a bit. This is time I dedicate to myself!”

In this section, we'll keep you updated about what your foundation has been doing, in cooperation with the people of ULMA, as a way to channel our commitment to transforming SOCIETY into a more human and sustainable model.



Etor Arregi



Parenting School



Children's Workshops



Reduction of Plastic



Sustainable Mobility

### | Mundukide Aid Worker

Etor Arregi, member of ULMA Architectural Solutions, signed for two years as an aid worker for Mundukide in Brazil. Shortly before his first year in Brazil, we spoke with him and he shared his impressions with us: *"I feel we are strengthening the cooperatives and that is very gratifying"*.

### | Yoga Sessions

Yoga to promote the wellbeing of our employees at ULMA in Oñati. 50 minutes of relaxation on Tuesdays, Wednesdays and Thursdays at noon. And in Legazpi, Hypopressive exercises and Pilates.

### | Children's Workshops

This year they were held in January and June for the purpose of helping to balance work and family life. Nearly 200 boys and girls aged 4 to 10 had a great time at ULMA while their parents were working.

### | Reduction of Plastic

To reduce the consumption of plastic at coffee time we have distributed glass cups throughout the cooperatives. This way we

are saving 1,000 plastic cups each day at ULMA.

### | Sustainable Mobility

Sustainable commuting to work is rewarded. Walking, biking, skating, carpooling, public transportation (LanBus) and now using an electric scooter as well.

From January we are expanding the programme to all of Spain: earn points for each sustainable kilometre, which you can exchange for gifts. All the information is available on the Website: [www.ekokilometro.ulma.com](http://www.ekokilometro.ulma.com)

### | Parenting School

To better understand children's behaviour, maturing processes in the early stages of life and the importance of our role as parents.

The first meeting was held in October with the slogan "Whims, tantrums and limits". And the second meeting was held in November where we discussed "Cultivating children's self-esteem", with Dr. Rafael Cristóbal as the speaker. A day care service was provided to help parents attend.

### | Labour Integration

We have signed the "Laneratuz" collaboration agreement between the City of Oñati, Bidebarri and ULMA to promote the labour integration of people in companies from our community who have been socially excluded or run the risk of being socially excluded.

On the other hand, we are working for labour integration of people with disabilities at our cooperatives. To accomplish this we have had the help of expert companies like Gureak and Katealegaia, in Gipuzkoa as well as the essential collaboration and involvement of all our cooperatives.

The aim is for all personnel in these collectives to be able to obtain a job that will help them develop as people fully integrated into society.

### | Sports and Educational School

The three education centres of Oñati, along with the collaboration of the Aloña Mendi sports club, have joined forces to promote a comprehensive and quality education model that is committed to diversity in sports and values such as respect or teamwork in addition to promoting healthy habits in boys and girls aged 4 to 15 in Oñati. The ULMA Group has become a member to protect this interesting educational project.

### | Solidarity with Honduras

In April, hundreds of people from the ULMA Group participated in a solidarity collection of books and stories written in Spanish to send to Honduras. NGO Acoes Honduras took care of shipping the tons of solidarity that was collected. Now all these

books and stories are in educational centres of the country and are used to promote reading habits and spread the culture. Thank you very much for your collaboration!

### | And also...

- .ULMA Group participates in the solidarity Race in favour of Mundukide
- .ULMA Group as a sponsor of the First Lego League
- .La Caixa training courses for Bidebarri

Another year full of activities; solidarity collections, balancing work and family life, social inclusion and sustainability have been some of the objectives for 2018.



### And until 14 December, "Toy collection campaign"...

You still have time to collaborate in the campaign for collecting new toys for the Red Cross to deliver to Olentzero. The neediest children of our community will then be visited by Olentzero and will receive a toy thanks to our solidarity.

## A glance at the past



### The 1960's

First women from ULMA working at the offices located at paseo Otadui at the end of the 1960's.

IF YOU HAVE ANY IMAGES LIKE THIS AND/OR YOU REMEMBER ANY HISTORICAL MOMENTS, YOU CAN CONTACT US TO HAVE them PUBLISHED IN THIS SECTION WHERE WE LOOK BACK ON THE HISTORY OF ULMA.

THANKS IN ADVANCE FOR YOUR INVALUABLE PARTICIPATION!



## RETIREMENTS: From 1<sup>st</sup> September to 31<sup>st</sup> December 2018

José Miguel Aguirre



Maixabel Moyua



Iñaki Segurola



Jesús Astarloa



Txaro Arregui



Abilio Castaño



Jose Antonio Guridi



Javier Osa



Alfred San Marti

Thank you all and enjoy! **Congratulations**