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begira

BEGIRA 2024, A STEP FURTHER

Our magazine has been revamped, opting for a new type of content that is more graphical and visually appealing. 2024 will see Begira adopt a different communicative approach that aims to improve the experience of our public and help spread our latest corporate news in a more user-friendly way.

The level of enthusiasm and professionalism shown by the Brand and Communication Department, the renewed ideas and energy brought by the new Editorial Board, along with the Communication Committee's participation, have all been crucial factors in making this change a reality.

Nearly 22 years after the publication of issue 0, our magazine is here to stay, continuously updating and innovating its contents, the purpose being to go even further in its commitment to reach out to and engage the thousands of people it addresses at all of ULMA Group's Business Divisions.

Carlos Sarabia
Manager of ULMA Group's Corporate Brand and Communication Department

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ULMA HANDLING SYSTEMS

New project for French supermarket chain

ULMA Handling Systems has signed a new project with a major French supermarket chain in the food industry.

A robotic palletising solution will be implemented to improve the distribution process of fresh products in supermarkets.

This further development aims to meet the growing market demand and strengthen the relationship of trust between ULMA and the customer. These new systems will allow the supermarket chain to handle almost 50% of total production.

The cutting-edge technology of these systems will boost and optimise productive capacity to successfully meet market challenges. **Automation of key tasks will reduce reliance on manual labour, thereby improving operational efficiency and optimising resources.** The introduction of ergonomic workstations and robotic technology will not only improve efficiency, but also provide **safer, more comfortable working conditions for operators.**

ULMA CONSTRUCTION

When trust leads to major construction projects: industrial projects in Mexico

Mexico has been putting efforts into boosting the growth of the country's energy infrastructure

New **generation plants, new transmission and distribution lines, new gas pipelines and a new impetus for research and development.**

These projects include the modernisation of existing refineries and the construction of new ones, in this area, although **the star product is BRIO scaffolding** as it allows for multiple configurations, formwork and falsework systems have been applied in new constructions.

These are projects that require a great technical, commercial, logistical, training, supervision and supply capacity for tons of product throughout the country. The peace of mind of having a team of professionals committed and involved in the success of these projects is fundamental and decisive when choosing a partner. This is our added value and this is the case of the ULMA team in Mexico.



ULMA AGRÍCOLA

Greenhouse coverings, the future of the industry

In recent years, there has been a surge in crop technification. More and more farmers around the world are turning to this practice, one of the main reasons being to protect crops from environmental damage caused to a large extent by global warming.

There are several advantages to covering greenhouses: firstly, **it protects crops from temperature extremes and other adverse environmental factors**, such as relative humidity, rain, storms, droughts, floods, hail, wind and frost. Doing so also **allows harvesting time to be tailored to different needs and preferences during the growing season** and helps improve the quality and condition of trees and their fruits, vegetables, etc., **achieving a more vivid colour in the final product and significantly reducing the use of water and pesticides.**

Crop protection is key to agriculture, especially in market agriculture, and greenhouses play a key role in this.

There are various types of plastics, materials and structures that can be used to cover horticultural crops. The key lies in the proper selection of plastic films to guarantee that results according to the geographical area where production is to take place are those that are desired.

ULMA CONVEYOR COMPONENTS

ULMA Conveyor Components launches its new website

The new website includes many new features, looks totally new thanks to its revamped, attractive, functional design; it is user-friendly, easy to browse and aims to constantly improve by updating the quality of its contents.

A new website providing premium quality products and services, totally targeted to the needs of its customers.

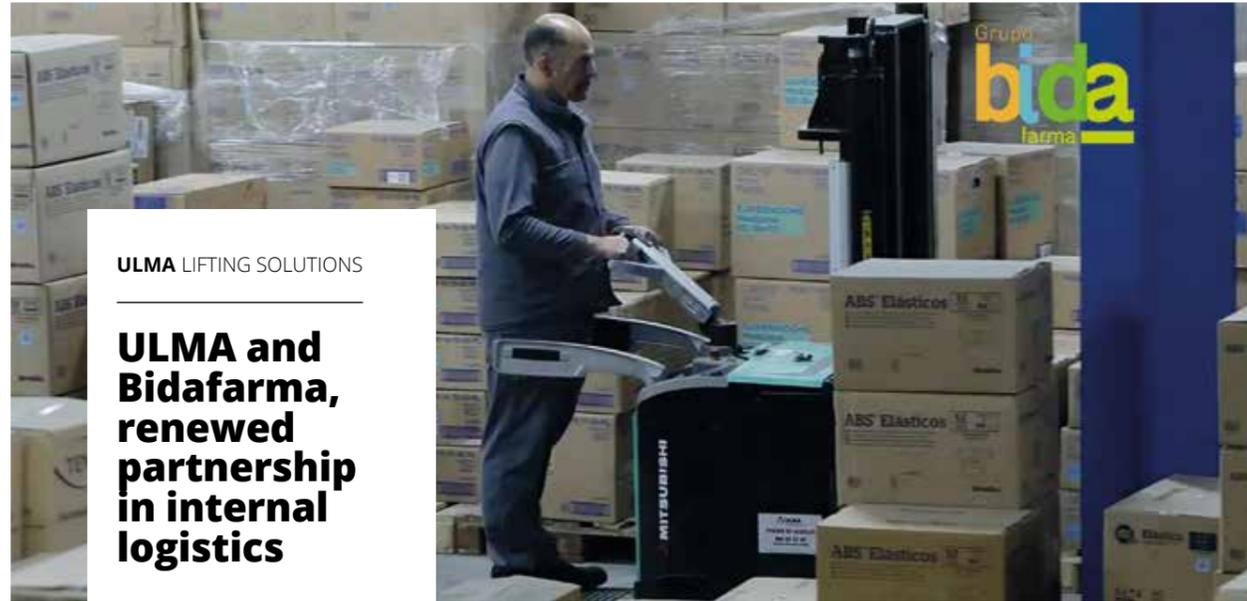
ULMA Conveyor Components has pointed out that this is **an important change in focus on customer-oriented communication.** This is so because ULMA Conveyor Components strives to put its customers first.

The new website is now also available in three languages: Spanish, Basque and English. The inclusion of the Basque version is fully in line with the ULMA Group's Basque Plan, which aims to strengthen the presence of the Basque language in communications.



Visit us here!
www.ulmaconveyor.com





ULMA LIFTING SOLUTIONS

ULMA and Bidafarma, renewed partnership in internal logistics

ULMA Lifting Solutions announces the continuation of its collaboration with Bidafarma by renewing and expanding its fleet of forklifts, consolidating its presence in the competitive internal logistics sector.

In a recent contract award, Bidafarma, a leading pharmaceutical cooperative

with 8,658 members and a robust infrastructure of 30 technologically advanced warehouses in 38 provinces, has once again renewed its trust in ULMA after a meticulous selection process.

Using a strategic approach, ULMA has delved deeper into Bidafarma's oper-

ations and visited more than 80% of its centres. This initiative has led to the **renewal of 82 machines, 45% of which will be new and the rest reconditioned and optimised for a second useful life**, reflecting the quality of service and adaptability that set ULMA apart.

ULMA FORGED SOLUTIONS

Dismantling of Press 4000 at the Zubillaga Plant

In 2023 and after several years without problems, the 4000 t forging press at ULMA Forged Solutions' Zubillaga Plant suffered a major breakdown. The dismantling process took six weeks and saw the important coordination, collaboration and contribution of all departments. The maintenance period lasted six weeks.

Guided first by the planning and production departments, production dur-

ing these six weeks of work was brought forward and then, with the approval of the prevention department and under the leadership of the maintenance department, the press was completely dismantled by the production, tooling and maintenance teams.

Because the factory crane did not have the capacity to move a **41 t part of the press, known as the "slide"**, a special truck crane was needed. The lack of space for the truck to enter inside also meant that the dismantling process had to be carried out from the outside car park.



ULMA PACKAGING

Optimisation of photovoltaic panels at ULMA Packaging's installations

In 2023, ULMA Packaging installed 824 kWp of photovoltaic panels on its roofs for the production of renewable energy. A total of 945 kWp are already up and running and there are plans to expand this capacity to over 1 MWp during 2024.

Besides this project, 2024 will see the start a joint project with EHU/UPV, in which a study will be carried out on the optimal use of installed photovoltaic energy.

The main objective is to be able to adapt consumption habits according to energy production, thereby reducing dependence on the power grid, reducing power peaks, etc.

In 2023, ULMA Packaging installed 824 kWp of photovoltaic panels on the roofs of its facilities.



ULMA ARCHITECTURAL SOLUTIONS

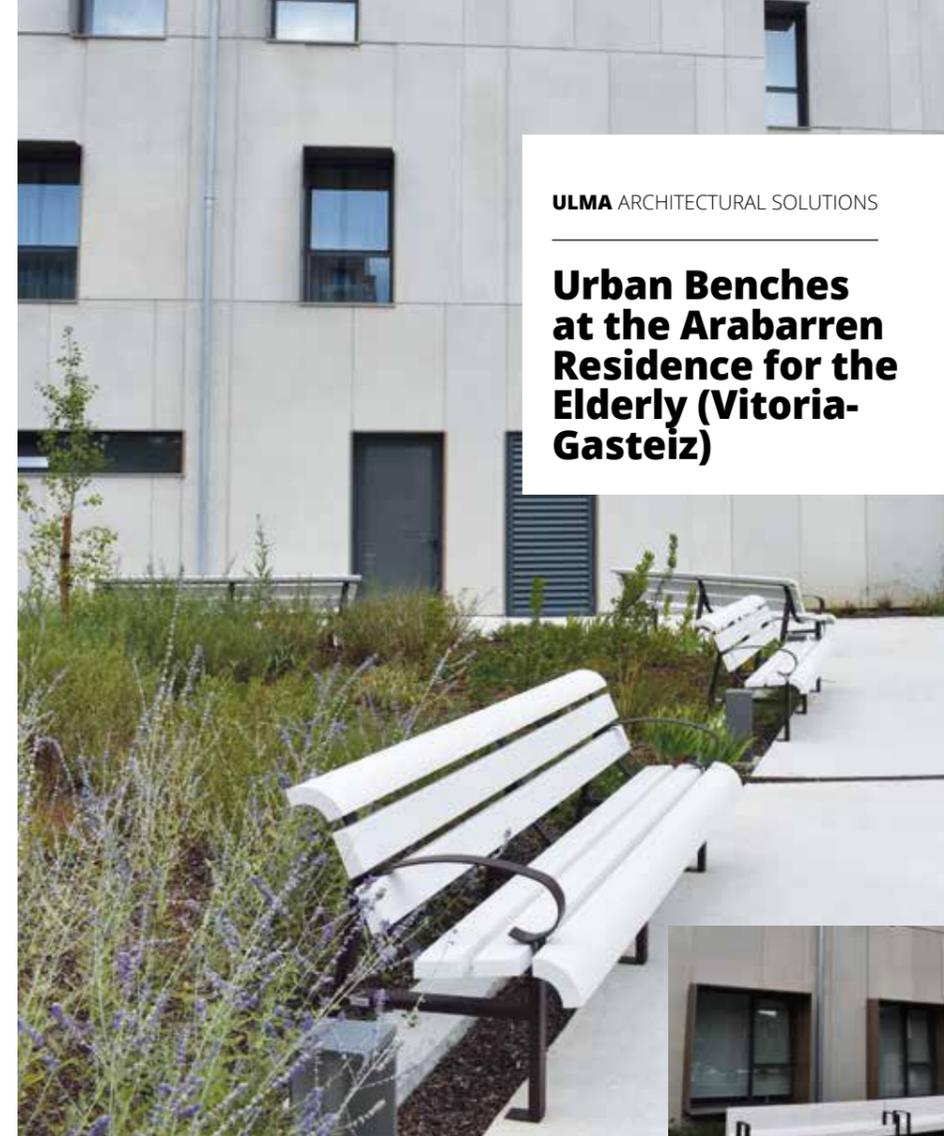
Urban Benches at the Arabarren Residence for the Elderly (Vitoria-Gasteiz)

The ergonomic design of urban benches has become an essential tool for creating areas where people can meet and relax. The aim is to combine aesthetically pleasing elements with those that have a functional purpose. All models in the ULMA Architectural Solutions' Street Furniture collection fully comply with this principle.

In this particular case, we are talking about the Lora and Langa benches, which have been placed in the Arabarren Residence for the Elderly (Vitoria). They are situated in their gardens, where people stroll around and rest, so it was very important that the benches were comfortable.

The **LORA** model has round shapes and a backrest that tilts slightly backwards and makes a bench that is comfortable. The **LANGA** benches, with moulded rungs along the seat and backrest, are also very comfortable.

In short, two bench models that are not only modern and visually appealing, but also really cozy.





ULMA EMBEDDED SOLUTIONS

Certified according to the ISO/SAE 21434 automotive cybersecurity standard

The need for **cybersecurity in the automotive industry** is increasing as vehicles become more advanced and equipped with electronic and communication systems. **It is essential that measures are strictly implemented to protect the security and privacy of drivers and their personal data** and to guarantee the reliability of modern vehicles in an increasingly interconnected, digitised environment.

ISO/SAE 21434 certification is an international standard that sets out the principles and requirements for assessing and managing the cybersecurity of connected and automated vehicles.

By obtaining the L2 Professional certification, the ULMA Embedded Solutions' team proves

its technical competence and knowledge of best practices in vehicle cybersecurity. Their experience and skills will allow the company to provide cybersecurity risk assessment, plus consulting and mitigation services to automotive manufacturers, component suppliers and other players in the automotive industry, thereby improving operational efficiency, reducing costs and boosting their reputation.

It is essential that measures are strictly implemented to protect the security and privacy of drivers and their personal data.

ULMA GROUP

ULMA strongly supports the Korrika

The 23rd edition of the Korrika began on 14th March in Irún and finished on 24th March in Baiona. Under the slogan Harro Herri, ULMA also collaborated and participated this year.

With the financial contribution made by 459 the employees of all ULMA Business Divisions, **together with the amount given by ULMA, the total raised reached around 9.000 euros.** With that amount, kilometres were 'purchased' in Erandio, Lazkao, Legazpi, Otxandio and Oñati and different Korrika material was raffled among the participants.

This year the Korrika paid tribute to the Azterketak Euskaraz collective, specifically to the students from Iparralde who are fighting to be able to take the Baxoa and Brebeta exams in Basque. The first is a qualifying exam that is taken in Iparralde at the end of 3rd year of secondary education and Brebeta would be the equivalent of the university entrance exam.

Thanks to all the people who have participated!



ULMA CONSTRUCTION

14 thousand m² of scaffolding for the repair of the bridge over Rivera de Huesna, Seville

ULMA has provided scaffolding solutions for the rehabilitation of the bridge over the Rivera de Huesna watercourse, which is located in the municipality of Villanueva del Río y Minas, and houses the railway line from Mérida to Los Rosales.

The project has focused on the repair of the bridge itself, known by the locals as "El puente de hierro" (the iron bridge), since in the past the entire bridge was made of a metal lattice structure, with the exception of the abutments and cutwaters. Subsequently, the concrete arches that make up the bridge today were built.

The project required a specific technical solution, a large amount of material and to adapt to the orography, and to offer the best service to the client, the technical study was carried out with 3D technology in Revit.

The project required a specific technical solution, a large amount of material and to adapt to the orography.

ULMA LIFTING SOLUTIONS

ULMA and CIE strengthen their link to sustainable energy

ULMA Lifting Solutions and CIE Automotive strengthen their partnership with a focus on sustainable technology, demonstrating **the importance of business collaboration in innovation and sustainable development.** CIE, known for its commitment to excellence and sustainability, is leading the automotive industry towards greener practices.

ULMA, more than just a simple supplier, acts as a strategic partner, delivering five **electric forklifts with lithium-ion technology** that symbolise a mutual commitment to energy efficiency.

This strategic business partnership underlines the mutual trust and commitment to innovation and sustainability, establishing a business model focused on **long-term collaboration and service excellence.**





ULMA ARCHITECTURAL SOLUTIONS

Over 300 linear metres of drainage channels at Madrid's Atocha Station

In response to the need to renovate the asphalted of the surrounding area and replacement of the deteriorated gratings at Madrid's Atocha station, ADIF's technical staff contacted ULMA Architectural Solutions for advice on how best to install drainage channels.

In the arrivals and departures area, channels with **high hydraulic capacity but low in height** needed to be installed, and the CIVIL-S range is particularly suitable for this purpose by

offering precisely these characteristics. The SM250F model has been installed with a width of 26 cm, but only 12 cm in height.

In the outer area, bordering the car park, over 500 linear metres of MultiV+200 technical channels have been installed with an 8-point safety bolting system per metre to ensure **greater stability and distribution of forces along the entire grating and channel.**



ULMA HANDLING SYSTEMS

Awarding of the new terminal at Tobago airport

ULMA Handling Systems strengthens its presence in Latin America and the Caribbean by being awarded the contract for the new terminal at Tobago Airport, a small island located in the southern Caribbean Sea and belonging to Trinidad and Tobago. This extension, owned by the Government of Trinidad and Tobago and operated by the Airports Authority of Trinidad and Tobago (ATCEN), will be overseen by the National Infrastructure and Development Company (NIDCO).

The new terminal will increase connectivity, allowing more direct flights between Tobago and US cities, such

as New York, Orlando, Houston, Miami, Newark and Fort Lauderdale, increasing the airport's capacity to handle up to 3 million passengers a year.

This award confirms ULMA's leadership in Latin America a few months after the opening of ULMA Handling Systems' branch in Mexico. The opening of this terminal was prompted by the awarding by GAP (Airport Group of the Pacific) of the BHS (Baggage Handling System) at the Puerto Vallarta Airport and the good business perspectives for the country.



ULMA PACKAGING

Packaging machine adaptability: key in a changing market

In an ever-changing and increasingly demanding market, new challenges in terms of sustainability, environmental care and legislative regulation require the use of alternative or newly developed packaging materials.

This scenario makes **versatility a fundamental aspect when choosing the packaging machinery** that best suits the needs of the market and end consumer.

To meet the challenge of material versatility, ULMA Packaging has developed innovative technologies which, when applied to its entire range of machines, achieve **optimum packaging on the same machine regardless of the composition of the material used**: conventional polymer films (PE, PP, PET, etc.), compostable or biodegradable films, recyclable films, mono-material films, cellulose materials (paper, cardboard, etc.).



ULMA GROUP

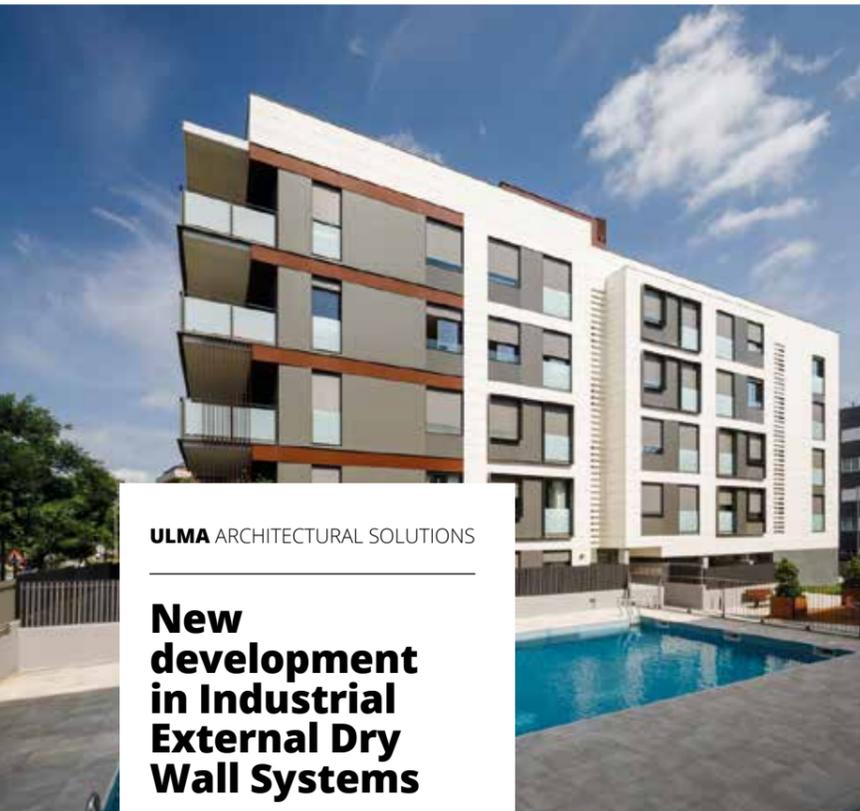
We bring you closer to the best basketball

ULMA's presence was strongly felt during the match between Baskonia and Barcelona at the Buesa Arena on March 10th. This was possible thanks to the 300 tickets that ULMA offered to its employees so that they could enjoy the match with their families.

The opportunity was an absolute success. The match, which pitted two of the ACB's top teams against each other, was reason enough not

to miss the occasion and, in addition, every employee had the chance to order up to four tickets. **More than 460 people from ULMA registered for the match and, in the end, the 300 available seats had to be raffled.**

In short, once again this year, those lucky enough to get tickets were able to enjoy the best basketball in the best company.



ULMA ARCHITECTURAL SOLUTIONS

New development in Industrial External Dry Wall Systems

External dry wall cladding systems are now a trend in the construction industry. To fully exploiting this market trend and give a further boost to this type of solution, ULMA Architectural Solutions has developed its new Industrial External Wall System by incorporating three different options:

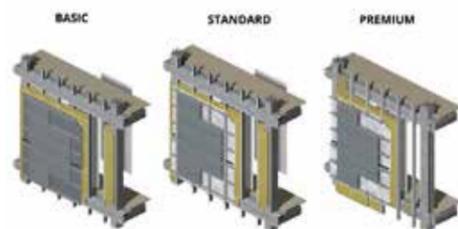
BASIC is the cheapest option. It is suitable for **low-rise buildings or for terraces** where the walls are interrupted on each floor and continuity of the ventilated façade is not necessary.

The **STANDARD** version has higher acoustic and thermal in-

ulation properties due to the combined thickness and density of the insulation, giving a much better performance.

Finally, **PREMIUM** is the version that offers the highest quality and best performance. It has a **greater capacity to absorb differences between slabs** and allows for greater tolerances.

The aim of these three options, specially designed by ULMA Architectural Solutions, is to adapt to different situations, optimising costs according to the project and its particularities.



ULMA CONSTRUCTION

MK Carriage for the construction of the Ollachea Tunnel in Puno

This infrastructure will provide greater safety and avoid traffic through the city centre.

The Ollachea tunnel, located in Puno, Peru, is part of the 958-metre-long stretch 4 route of the Interoceánica Sur.

This ambitious civil engineering project has relied on the **formwork and scaffolding solutions** offered by ULMA, solving the execution of the 774 m long main tunnel, the 105 m long widening bay and the 85 m long emergency gallery thanks to the versatility, **efficiency** and **safety** offered by the **MK carriages** for mine tunnels and the **BRIO multidirectional scaffolding**.



ULMA GROUP

ULMA, new Honorary Friend of Orfeón Donostiarra

By collaborating, we strengthen our support for the cultural institutions of Gipuzkoa and encourage the dissemination of our musical culture.



^^ Ibon Calvo ULMA's Chairman and Antxon Elósegui President of Orfeón Donostiarra

ULMA GROUP

The Red Cross thanks ULMA for its support

In recognition of ULMA's support over the years, Ibon Calvo, ULMA's Chairman, received a diploma and a letter of thanks from the Director of the Red Cross of Debagoiena, Javier Igartua and Ángel Guridi a Red Cross volunteer and ULMA retiree.



^^ From left to right, Miguel Ángel Guridi, Ibon Calvo and Javier Igartua.

ULMA HANDLING SYSTEMS

SCA Normande de Leclerc opts for ULMA for its automated warehouse

The leading French end-consumer retailer and pioneer in intralogistics automation has chosen ULMA Handling Systems to **design, build and commission its new automated facility**.

SCA Normande, a supply centre for LeClerc supermarkets in Normandy, the Antilles and Reunion Island, turned to ULMA Handling Systems, a leader in automated intralogistics, in need of a new warehouse to handle its dry goods and install a new pallet storage system, as well as robotic palletisation of heterogeneous packages. The aim was to improve its service to shops and keep up with its increasing business activity.

A system was designed to receive the pallets from the wholesaler or manufacturer in order to prepare the orders for the shops. The solution developed and implemented in the warehouse in Hauts de Glos has a reception area that increases productivity and reduces the control, classification and storage cycle time, as well as guaranteeing its reliability.

The Basque public television channel EITB has recently referred to this avant-garde installation in its programme Teknopolis, which focuses on innovation and technology.

The solution developed by ULMA increases productivity and reduces the control, classification and storage cycle time.





ULMA PACKAGING

New compact, high output horizontal packaging machine unveiled

The FR 400 TWIN targets the industrial bakery, confectionery, chocolate and biscuit industries and is attracting a lot of interest from many customers in different countries and specialised markets in this sector.

It belongs to the FR wrapping machine range and has been designed to provide **an efficient solution to high output demands while remaining compact in design**. The machine offers space savings of up to 50%, making it the ideal choice for optimising the area required in the production plant.

The strength of this equipment lies in **its ability to combine two independent machines in parallel into a single unit which, when operated by a single operator, achieves high output efficiency**. With the capacity to adapt to the different packaging formats required, the FR 400 TWIN is destined to be a benchmark machine in the market, providing customers with the versatility they need.



Find out more about the FR 400 TWIN



ULMA CONVEYOR COMPONENTS

Special finger rollers for tubular conveyors

ULMA Conveyor Components has been chosen to design and supply **solid stainless steel finger rollers** for a **phosphate** conveying facility in **Jordan**. These rollers are a key component of the tubular conveyor belt, an alternative way of handling bulk material.

Due to their special characteristics, **tubular conveyors** replace conventional conveyors on steep inclines and bends. They also protect the material transported and avoid dust emission.



ULMA GROUP

ULMA supports local sports

Supporting local sports is part of ULMA's commitment to its immediate environment, and in recent months they have wanted to back this up even further by **sponsoring and collaborating with the Aloñako Igoera mountain race**.

The nineteenth edition of the Aloñako Igoera will be held on April 28th and this year it will receive stronger support from ULMA. This annual event has been gaining in popularity year after year, and, for the first time, this edition will be part of the prestigious Golden Trail National Series 2024 Spain & Portugal mountain race circuit.

Besides the help and collaboration given to the organisation of the race, ULMA's special support for the Aloña Txiki Lasterketa children's competition, which will be held alongside the main event, should also be highlighted.

On the other hand, and for yet another year, the **Aloña Mendi cadet and youth teams** for the current season were presented at ULMA on 13 February, and **the four-year sponsorship agreement for this sporting entity** was extended. The presentation was attended by ULMA's Chairman, Ibon Calvo, and the manager of the Aloña Mendi cycling team, Aitor Atorrasagasti, together with the cyclists from both teams.



ULMA LIFTING SOLUTIONS

Innovation and collaboration: KION Group visits ULMA

ULMA Lifting Solutions welcomed prominent members of the European Works Council of the KION Group, a recognised world leader in the field of material handling.

The purpose of the visit, led by Özcan Pancarci, Vice Chairman of the Supervisory Board of Linde Material Handling GmbH and member of the Board of Directors of the KION Group, and Josep-Lluís Castillejo from Linde Material Handling Spain, was to **gain first-hand knowledge of the cooperative model that characterises ULMA**.

Javier Elías, Manager of ULMA Lifting Solutions, together with Joseba Martínez, ULMA Group's Human Resources Manager, and Juan Carlos Malet, the Institutional Relations Manager, were the hosts of this important meeting that demonstrated the interest shown by renowned business groups in our cooperative model and highlights the importance of exchanging experiences and knowledge to promote development and innovation in the materials handling industry.

ULMA's representatives welcomed the fact that KION has singled out ULMA to learn about the global impact of its cooperative approach, thereby pointing towards a **promising collaborative future between both groups**.



ULMA LIFTING SOLUTIONS

A new identity to celebrate its 40th anniversary

ULMA Lifting Solutions celebrates its 40th anniversary. This is an important milestone in the company's history, in a year that also includes another important landmark: the change of name from ULMA Maintenance Services to ULMA Lifting Solutions, a clear sign of how the company is **continuously evolving and its deep commitment to innovation.**

To celebrate these 40 years, they have programmed a series of events that they want to share with the rest of the ULMA Group.

Events already confirmed include an **Open Day** as soon as the works on the new facilities at Otadui 8-10 are completed and the traditional **cycling event to the top of the Aloña mountain range.**

They will also take part in the **23rd edition of Korrika**, which will be held in Oñati on 23 March.

2024 promises to be a year full of events, tributes and a focus on the future.

On the other hand, its in-house magazine **"Txokolate Kutxa"** will also **dedicate its spring edition to this 40th anniversary.** The magazine will cover the company's history and mention plans for the future. They have also launched a suggestion box so that the entire organisation can contribute ideas and get actively involved in the celebration.

ULMA GROUP

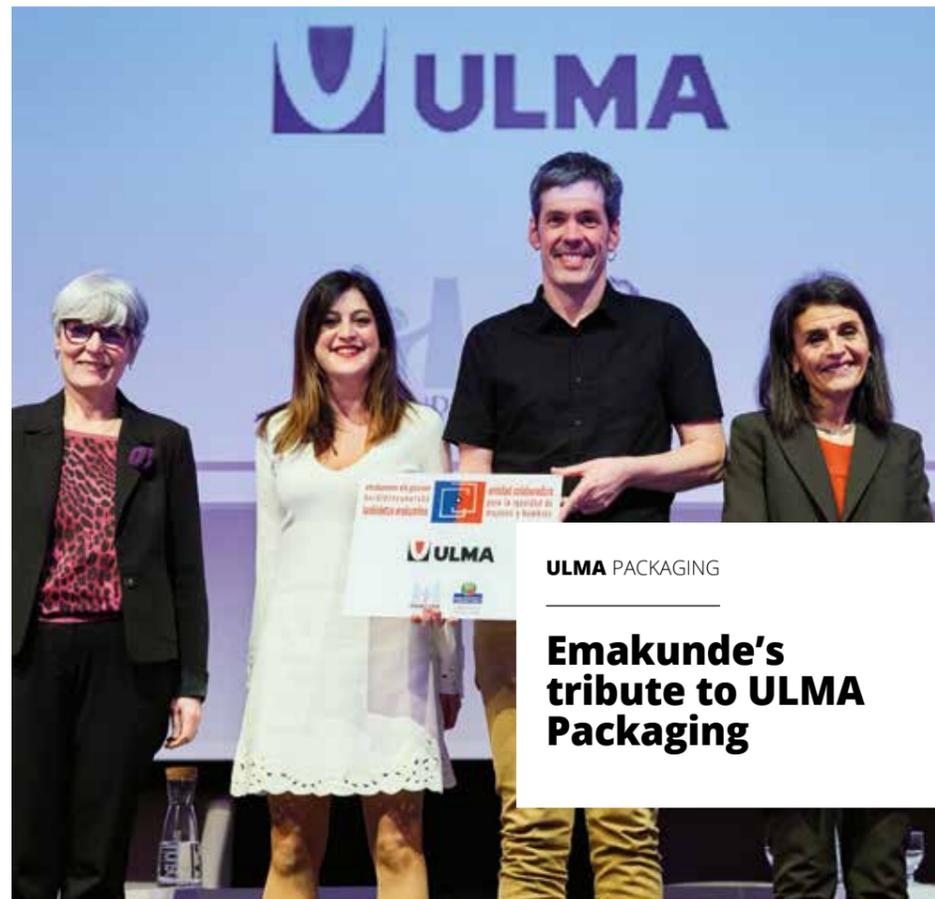
The following March 8, ULMA and equality

Once again, all those who make up ULMA will take part in International Women's Day. As stated in ULMA's Equality Plan, the company, through different communication and awareness-raising actions, wanted to take advantage of this day to promote equality throughout society.

During the day, pens with the slogan "Berdintasunarekin bat! We are committed to equality!" were handed out around all the Business Divisions so that the 8M would be a little more tangible at the different workplaces. An on-line trivia competition has also been organised with questions about the history of ULMA women. **An opportunity to learn more about the history of all the women whose work and dedication have helped to build ULMA.**

A gift was raffled among all those who participate and the winner was Elena Santos.

Congratulations to Elena and thanks for participating!



ULMA PACKAGING

Emakunde's tribute to ULMA Packaging

On 16th February, the Regional Minister for Equality, Justice and Social Policies, Nerea Melgosa, and the Director of Emakunde, Miren Elgarresta, recognised ULMA Packaging as one of the **"Collaborating Entities for Equality between Women and Men"**. To obtain this acknowledgment, a diagnostic study was required that met the requirements demanded by Emakunde, as well as the definition and correct implementation of an Equality Plan.

Currently, ULMA Packaging already has an Equality Plan and is designing the II Equality Plan 2025-2029, in which it will continue to work on **4 lines of action: leadership, policies and cultural change, personnel management, process management and relationship with society and the environment.**

This branch also explains that the core theme is still teamwork, emphasising that equality is not an individual task or the responsibility of a specific body, but the result of the collaboration and commitment of the people who make up ULMA Packaging.

ULMA CONSTRUCTION

New audiovisual Project, How is the world built? Through TRUST

intelligent solutions that provide safety, and the peace of mind that everything will work out well. Building invisible bridges that unite us... and that change the world... every one of us... all of us.

Trust is the essential concept that is transmitted in an original, agile and sensorial way during the two minutes of ULMA Construction's new audiovisual piece. Because the most important things in life are built with something that cannot be seen or touched. A trust that has no physical form but rather the strength to create solid relationships that leave their mark.

A trust that believes in the creativity of people and in the ingenuity of their ideas to build a different world in a different way.

From trust in your project and in its horizons, in ULMA Construction's team and in mutual knowledge. **Trust in**



We invite you to discover how we build at ULMA Construction through this new video





Women in the workshop, 25 years paving the way

Loreti Elorza and Nagore Nograro have been working for ULMA Packaging for over 25 years. Both studied a Vocational Training Course in Electronics and started working at ULMA in 1998.

Loreti is currently working as a thermoforming assembly operator and Nagore as an assembly operator on the Flow Pack line. They joined the plant within a week of each other, which at that time was still shared with ULMA Construction. As ULMA Packaging's first female assembly operators, they found themselves in a mainly male world, and thanks to their attitude and hard work, they quickly overcame any misgivings or doubts they might have had.

How did you start working at ULMA Packaging?

Nagore Nograro (N.N). I studied a Vocational Training course in Electronics in Zumarraga; there were about 15 of us in the class and I was the only woman. After finishing, I couldn't find work anywhere - possibly because I was a woman. ULMA didn't get in touch either. The thing is that many of the people they called were from Goierri and didn't want to go to Oñati to work. When almost all had refused, they finally contacted me. I remember when I arrived they told me they didn't even have a changing room for women. Apart from that, I have nothing bad to say. The workers have always been extremely pleasant, willing to help, and so on.

Loreti Elorza (L.E). I agree completely and have no complaints either. I've worked in different areas and have nothing bad to say at all.

Recruiting women for workshop positions was very unusual at that time.

L.E. My case is different. After living in Vitoria, I'd been in Oñati for almost a year and I went from one company to the next, sending out my CV. I remember ULMA called me the day after it was handed in. They wanted to start including women in the workforce and that's why they interviewed me at ULMA Forged Solutions. Shortly afterwards, Reyes Zubia, Personnel Manager of the ULMA Group, interviewed me again. In the end he told me that I wouldn't be working at Forged Solutions and that I would be employed in Packaging instead.

N.N. There was a great need for staff at that time and as they were short of people they realised they needed to hire women.

A difficult start, but here you still are!

N.N. At first, my idea was to work here in Oñati for a couple of years and then look for something else closer to home, but I started working and as I've been very happy, I haven't even considered changing jobs.

Were there really no changing rooms for women when you arrived?

L.E. It was only for a short time, but when we started working we did so at the ULMA Construction plant in Garibai, which we still shared, and we had to get changed in the cleaning room of that building, where the materials and products were stored.

It was at the beginning of the summer and when we came back from our holidays we moved to the new ULMA Packaging plant, but we still had to go to ULMA Construction to get changed.



"The lack of personnel to fill the workshop positions is what made companies realise that they had to start hiring women".

Nagore Nograro
Assembly operator at ULMA PACKAGING

According to EUSTAT statistics (2021/22): **Only 6.1% of women who study Higher Vocational Training do so in the fields of mechanics and electronics.**



N.N. The women's changing room in the new building was not yet ready. We were the first women working in assembly lines and until then there was no need for a women's changing room.

L.E. There was a field between both buildings and to go to ULMA Construction to get changed we had to cross it. Also, at that time, we workshop people used to get changed for lunch. In our case, this meant we had to go back and forth twice a day. We got fed up and started changing in the toilets until the women's changing rooms were built.

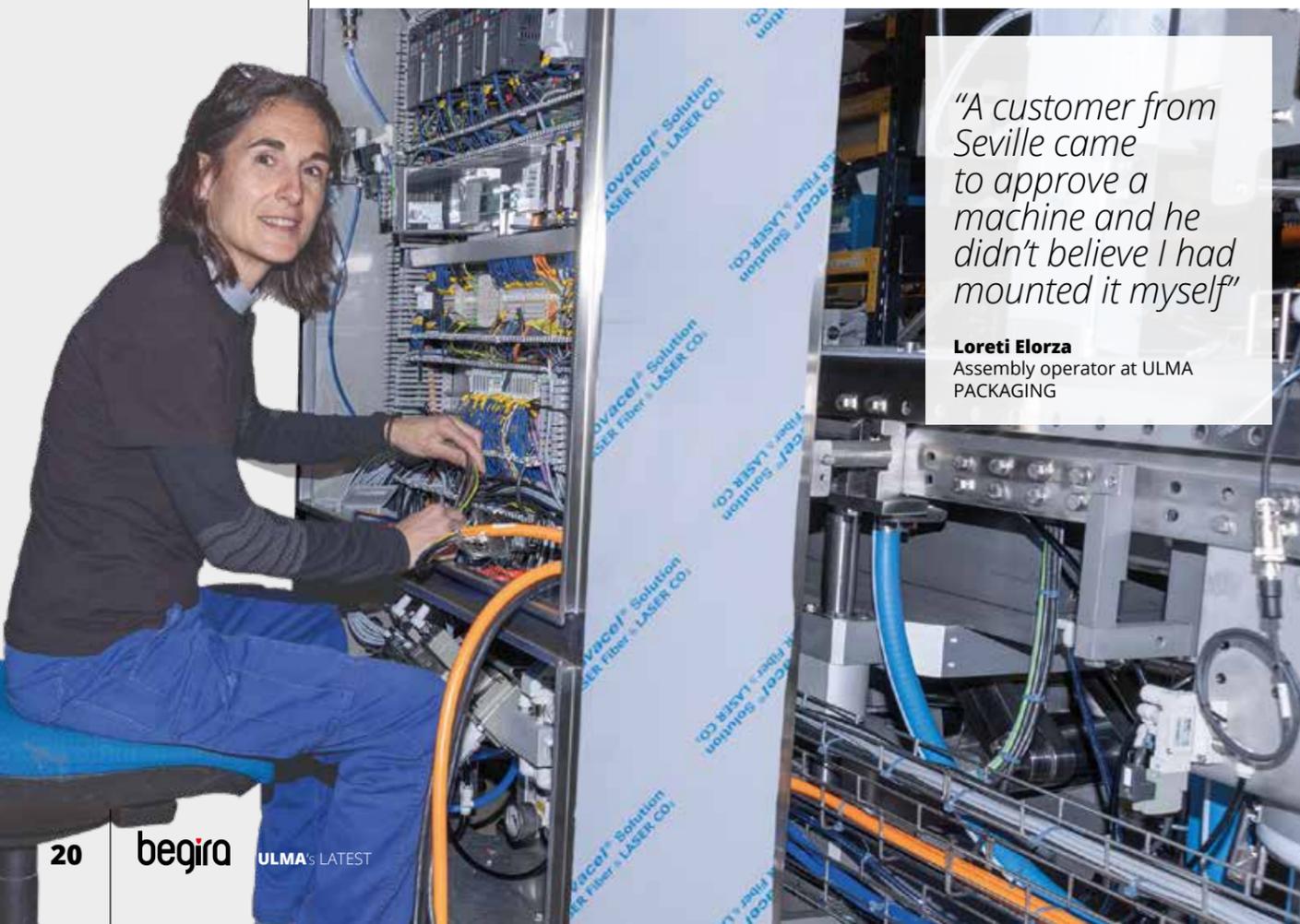
How was the relationship with your colleagues?

N.N. From the very beginning people were willing to teach us, but I remember that when we picked up a drill or a tool, there was always someone looking at us with a strange expression, thinking "Let's see what she's going to do with that".

Did their opinion of you change?

N.N. In the end, we and our colleagues realised that no one is better than anyone else and that women and men get the job done in the same way.

L.E. Yes, I totally agree; I haven't had any problems with ULMA in this respect.



"A customer from Seville came to approve a machine and he didn't believe I had mounted it myself"

Loreti Elorza
Assembly operator at ULMA PACKAGING



"Now it's perfectly normal for a woman to work in a workshop"

N.N. However, when I've had to go abroad for work, the situation is different. Clients often look at you with a certain wariness simply because you're a woman. Once I was in Russia and an assembly operator there didn't even shake my hand. For him, I just didn't exist!

L.E. I remember that a customer from Seville came to approve a machine and he didn't believe I had mounted it myself. Then I went to Seville to mount the same machine and he said, "Look! That's the girl who mounted the machine". He said it admiringly, though a little surprised.

Has anything else like this changed recently?

L.E. Since we started, I don't notice that there are more women, but it has become normal now for a woman to start working as an assembly operator or work in the workshop.

N.N. I totally agree; we've been in Packaging for 25 years now and this situation today is totally normal. We are now just one of the crowd.

Has this now common situation at work not attracted more women?

L.E. Not really - in my area there are about half a dozen women, no more. In thermosealing there is one more and in Legazpi there is another female machine assembly operator.

N.N. I'm still the only women in my area.

Why do you think this is so?

L.E. They simply can't find women or there just aren't any, but the truth is that I don't know why there aren't more women working in these jobs.

N.N. A lot more men than women study for these positions. In my time I was the only woman and I think today the proportion is probably similar.

L.E. I don't really know ... maybe the job simply doesn't appeal to them. Assembly, electronics... if you like this kind of work, the job is a pleasure, very interesting and the working conditions are also good.

N.N. Personally speaking, I've always liked doing odd jobs around the house, but I never actually considered studying electronics. Then I got going and loved it. This job is a continuous challenge. When a project comes along, you have to get it going, make sure everything works, address the problems that arise, and so on.

What would you say to women who would like to take on this job?

N.N. Come on, don't be afraid! It's not a monotonous job at all! There are constant challenges and you are always learning new things.

L.E. As I said before, it's a job with very good working conditions and we've both been lucky enough to find colleagues who are always willing to help us. It's a job where everyone, both men and women alike, can play an equal part.



ULMA and the Gipuzkoa Food Bank, an example of collaboration

10 years collaborating with the Gipuzkoa Food Bank and more than €40,000 donated over the last five years.



Much more than simple collection campaigns

Over the years, the way the Gipuzkoa Food Bank has been operating has changed in response to the changing needs of society. Besides collection and donation campaigns, they have now introduced donation vouchers, which already account for up to 50% of the collection campaigns, and have also launched the Last Minute Against Food Waste scheme that is supported by the Fund for European Aid to the Most Deprived (FEAD).

Our relationship with the environment and our commitment to people is mirrored by our support for charitable organisations such as the Gipuzkoa Food Bank. For a long time, their work distributing food to the most vulnerable people has been indispensable and at ULMA we believe it is essential to continue to support the often unknown work of the people who work voluntarily for this association.

Currently, the Gipuzkoa Food Bank distributes food to 61 of the 98 municipalities in the province of Gipuzkoa, reaching 35,277 vulnerable people through 175 collaborating organisations.

Every day, their teams of volunteers strive hard to make sure that all the products and food they collect reach those who need them most. However, not only does the Food Bank strive to provide food to the neediest people, but it also helps to combat food waste.

However, for this solidarity scheme to stay up and running, support from companies, entities and organisations is fundamental. This is where ULMA, whose annual support enables it to cover management and logistics costs, gives a helping hand, but, above all, the Group's financial support enables the Food Bank to buy products that supplement other donations and guarantee their availability throughout the year.

"ULMA's help is essential in order to buy the products we need to supply the 1,800,000 kilos of food that are required"



Jose Mari Beitia
Resource Coordinator for the Bergara Food Bank.

Any help, big or small, is more than welcome

Apart from ULMA's financial support, ULMA employees actively collaborate as volunteers in the different collection campaigns and Business Divisions, such as ULMA Architectural Solutions that organises a collection point at its facilities every year.

As Jose Maria Beitia from the Bergara Food Bank explains, there are many ways in which anyone who wants to help can indeed do so: from donating food at major collection points or providing financial support to the Food Bank, to voluntary work in its warehouses or at annual collection campaigns. In May, for example, as every year, the Spring Campaign will be organised in large supermarkets and shopping centres.

The Food Bank's wish, of course, would be to disappear totally as an association, as this would mean that awareness of the need to help has been raised sufficiently and the work they have been doing so arduously for over 40 years would no longer be necessary!



"I encourage all ULMA workers to collaborate actively. Apart from donating food, we can also collaborate with our actions."

Ainhoa Fernandez de Arroiabe
ULMA ARCHITECTURAL SOLUTIONS



"We managed to get a lot of food at the collection campaign we organised at our Business Centre. We would like to thank all our employees for their collaboration."

Juan Luis Murguzur
ULMA ARCHITECTURAL SOLUTIONS



BERGARA FOOD BANK

A day with volunteers from the Food Bank at its Bergara premises

From its warehouse in Bergara, five teams of around 10 people take turns every week to collect the products that will be delivered to the most needy people. Fresh leftovers from food shops, such as fruit, vegetables, and sometimes meat and fish, are given a second chance through daily collection. Once back at the warehouse, the food is subjected to a process of weighing and careful visual inspection to ensure that only food of the highest quality reaches those who need it most. "If you wouldn't eat it, it's no good giving it to those who need it most". After inspection, the selected products are carefully packed into boxes and batches that are delivered to different partner organisations, such as town councils, the Red Cross, Caritas, ACESMA, etc., which then distribute them accordingly.

"If you wouldn't eat it, it's no good giving it to those who need it most"



New parameter to be analysed in blood tests in 2024

For the first time, a new parameter will be studied in the blood and urine test programme at ULMA. Lipoprotein (a), a protein linked to a genetic condition that may increase the risk of heart attacks or cardiovascular disease, will be measured.

The commitment to the health of all those who make up ULMA is an intrinsic part of our company's values. Not only do we want to provide medical care, but we also want to promote a healthy lifestyle and prevent future health-related problems. We promote prevention campaigns and give talks, together with blood tests and studies to determine the state of health of all ULMA employees.

This particular work methodology allows us to detect pathologies at an early stage and to determine a person's predisposition to develop a medical condition.

In line with this philosophy, this year a study of lipoprotein (a) will be carried out by ULMA Group for its employees. This is an important addition to the annual blood and urine analysis campaign that will be carried out according to the usual protocol at the different Business Divisions in 2024.

HIGH CHOLESTEROL, ONE OF THE GREATEST RISK FACTORS

Cholesterol is a natural occurring fatty substance present in all cells of the human body and is absolutely essential for the body to function normally. However, excess cholesterol can increase the risk of cardiovascular disease. Until last year, the blood tests at ULMA included the analysis of total cholesterol parameters, total triglycerides, and some of the lipoproteins present in the body, especially LDL (the so-called "bad" cholesterol) and HDL ("good" cholesterol) lipoproteins.

WHY IS IT SO IMPORTANT TO MEASURE LIPOPROTEIN (A) LEVELS?

Lipoprotein (a) is a type of LDL cholesterol with an additional protein that appears to increase the risk of early myocardial infarction or stroke. It is a genetic condition. That is, it occurs in some families and remains constant throughout a person's life. Approximately 1 in 5 people worldwide inherit high levels of lipoprotein (a). So measuring this parameter once in a lifetime is enough.

Do you have any further questions about lipoprotein (a)?

Ekhiñe Zumeta, ULMA's doctor responds to frequent questions.

How are the results of the analytical blood tests interpreted?

When blood levels of lipoprotein (a) exceed 50 mg/dL, the risk of cardiovascular disease is considered to be high.

What should I do if this is my case?

If your blood test results show levels above 50 mg/dL, we recommend you contact your Medical Service or GP for advice. Family members should also be informed so that they are aware of this factor and can take appropriate measures.

Why is the result abnormal when my

lipid profile is usually considered to be normal?

A person may have a normal total cholesterol level but still have a high lipoprotein (a) level, so the importance of this test is obvious: it can identify previously undetected cardiovascular risks.

Can the amount of lipoprotein (a) be reduced?

The scientific evidence currently available suggests that we can't reduce the amount of lipoprotein (a) by strategies such as diets or physical exercise. Medicines to reduce levels are also scarce, but research is progressing steadily and who knows; in any case, other cardiovascular risk

factors must still be controlled by doing our best to keep total cholesterol (HDL + LDL + triglycerides) levels at optimum values.

What do you recommend?

We encourage the entire population to follow healthy lifestyle guidelines: regular physical exercise, balanced nutrition, no smoking, no alcohol or other toxic substances, as well as maintaining adequate blood pressure and blood glucose levels. Also, when required to do so, you should strictly follow the medical treatment recommended by your doctor.

Has COVID changed your work routine?

Amaia Billar

ULMA LIFTING SOLUTIONS



Before 2019, my work was 100% on site. The advent of Covid-19 prompted a rapid change to remote work and the use of tools like Microsoft Teams to stay efficient from any location.

In 2024, this change now allows us to hold more frequent and effective operational meetings, increasing our flexibility and commitment to service.

Remote collaboration between different branches has brought us closer together than ever before, clearly showing that adaptability and technology are essential in these times.

Iñaki Idigoras

ULMA EMBEDDED SOLUTIONS



I work on a daily basis with a client based in San Sebastian. This meant that two or three times a week I had to travel there, with the corresponding increase in fatigue, time and danger that this entailed.

During the pandemic, tools like Teams became indispensable, and we learned to work together remotely. I only go there now when strictly necessary.

Of course, our office has now become a parallel 'meeting' room and to focus on work, I use headphones to block outside noise.

Although it doesn't affect me directly, I'd say that teleworking has definitely become one of the most important changes that is here to stay following the epidemic.

Before this, it was practically inconceivable to be able to work without being physically present in the factory. The fact that people who live far away from the workshop, or, at certain times (due to illness, caring for people, errands, etc.), can work from home, is a really important change compared to the way we used to work at ULMA Packaging.

Markel Apellaniz

ULMA PACKAGING



Sonia Santos

ULMA ARCHITECTURAL SOLUTIONS



Let me sum it up briefly. On the one hand, we had to replace face-to-face meetings with online meetings and we still do so today. We also learned to work from home, which now allows us to have a better work-life balance. On the other hand, though measures like using hydroalcoholic gel are hardly implemented anymore, other measures such as airing or ventilating offices are here to stay. Finally, I'd say that we have learned to respond quickly to these changes.

Arantxa Añorga, learning from change

Most people remember Arantxa Añorga from her work as a receptionist at Garibai, but over the course of more than 20 years that she spent at ULMA, she learned about many other facets of the Group's different Business Divisions. Now, after retirement, she looks back on a career full of changes and discoveries.

She started at the factory in 2000, along with other women. During the decade she joined ULMA, there were already more women in the industrial sector; however, Arantxa has always praised the efforts made by other

women who preceded them, those who 'paved the way for women in a man's world'.

In 2003, she became a fixed-term partner and continued working at the Garibai factory, where she held different positions, "even as a welder", she says, as they were required to be very versatile. She has very good memories of those times, mainly due to the high workload and number of people who joined.

Her professional career was also affected by difficult situations like the 2008 crisis. This is how Arantxa remembers it: "It was very hard! Many people had to leave and many others were relocated". She had to move to the ULMA Construction warehouse in

Goian (Legutio), where she worked registering the material that came in and went out on lorries.

Her career path, however, still had new destinations in store for her. After her time at Goian, she worked for a while in the Human Resources

Department, until she finally returned to her previous post as a receptionist in the Otadui building.

After all these years, she points out two important aspects: all the "wonderful people" she has met and all the changes she experienced thanks to new technologies and digitalisation.

Throughout her entire career path, what Arantxa treasures most is the experience and continuous learning acquired over the years, which have been "so rewarding", and the "wonderful people" always willing to help, who she would really like to thank for all the moments shared together.

"continue with the enthusiasm and professionalism that you show day after day!"



Retirements

From 1 January to 30 April, 2024



IBON ALBIZUA



ANA MARIA GEREÑU



JOSEBA IGARTUA



ITZIAR MONGELOS



FCO. JAVIER DE LA MONTAÑA



MANUEL CASTILLA



ARANTXA AÑORGA



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