

25 years working together to promote social and labour market inclusion

EROSKI AND FUNDACIÓN ONCE STRENGTHEN THEIR COMMITMENT TO THE EMPLOYMENT OF PEOPLE WITH DISABILITIES

- **The new agreement sets a target of 270 people with disabilities employed by EROSKI by January 2030.**
- **The agreement also provides for initiatives focusing on training, universal accessibility, responsible procurement and raising social awareness.**
- **The signing of the agreement was followed by a round-table discussion on the role of people in transforming organisations and creating more inclusive environments.**

Madrid, 4 September 2026.– Grupo [EROSKI](#) and Fundación ONCE have today renewed their partnership by signing a new **Inserta Agreement** aimed at promoting the social and labour market inclusion of people with disabilities. The agreement sets a target of 86 new hires at EROSKI by 31 January 2030, in addition to the 184 people hired since the partnership between the two organisations began.

The agreement was signed at Fundación ONCE's Por Talento Digital HUB in Madrid, with Rosa Carabel, CEO of Grupo EROSKI, and Alberto Durán, Executive Vice-President of Fundación ONCE, taking part. Also attending the event were Virginia Carcedo, Secretary-General and Executive Vice-President of Fundación ONCE, and Gonzalo Fernández Ibañez, Director of Labour Relations, Occupational Risk Prevention and Administration at Grupo EROSKI.

The new agreement builds on a partnership that marks its 25th anniversary this year and reinforces EROSKI and Fundación ONCE's shared commitment to equal opportunities, managing diverse talent and improving the quality of life of people with disabilities.

Rosa Carabel, **CEO of Grupo EROSKI**, said: "This agreement reflects our vision of what a company should be: an open, diverse organisation committed to people. *We want to continue creating employment opportunities and building environments where everyone can fulfil their potential.*"

Alberto Durán, Executive Vice-President of Fundación ONCE, highlighted the importance of collaboration between businesses and social organisations in promoting the employment of

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people with disabilities. *“The renewal of this agreement reflects a shared vision of the role businesses should play in building a more inclusive society. When diversity is part of an organisation's strategy, it creates more opportunities, strengthens talent and generates a positive impact that extends beyond the workplace,”* he said.

An overall target of 270 hires

Under the agreement, EROSKI renews its participation in Fundación ONCE's Inserta Programme. To fill new vacancies, the cooperative can draw on Inserta Empleo, a Fundación ONCE organisation co-funded by the European Union and specialising in career guidance, training and job placement for people with disabilities. Inserta Empleo will identify and pre-select the candidates best suited to the organisation's needs.

The target for this new period is to facilitate 86 hires by January 2030. These new hires would bring the overall number of people employed through the partnership with Fundación ONCE to 270, including the 184 hires made to date.

Recruitment will be based on EROSKI's needs and positions will be offered on standard market employment terms. Inserta Empleo will also be able to monitor recruitment processes and follow up with those hired, while respecting the cooperative's responsibilities and human resources policy.

Training, accessibility and responsible procurement

In addition to direct employment opportunities, the agreement establishes a broad framework for collaboration, which includes training initiatives to enhance the skills and employability of people with disabilities, as well as opportunities for them to participate in work placement programmes.

Fundación ONCE will also make its Oportunidad al Talento scholarship programme available to EROSKI. The programme is designed to support high-quality education, international mobility and specialisation in fields offering strong employment prospects for students with disabilities.

The agreement also promotes best practices in universal accessibility and design for all the goods and services offered by EROSKI. It also seeks to promote responsible procurement, collaboration with special employment centres, and the inclusion of social clauses in relationships with suppliers and partners.

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The two organisations will also develop awareness-raising and communication initiatives designed to foster positive perceptions of disability and highlight the value that diverse talent brings to businesses and society.

EROSKI will also renew its participation in the Foro Inserta Responsable, an initiative promoted by Fundación ONCE for sharing knowledge and best practices in corporate social responsibility, disability and the strategic management of diversity.

25 years of partnership

The renewal of the agreement coincides with the 25th anniversary of the partnership between EROSKI and Fundación ONCE. Over this period, the two organisations have developed a range of initiatives to promote the social and labour market inclusion of people with disabilities and make environments, services and opportunities more accessible.

Since the partnership began, it has facilitated the recruitment of 184 people with disabilities by EROSKI. The new agreement builds on this track record while extending the scope of collaboration to areas including training, universal accessibility, responsible procurement, social awareness and the strategic management of diversity.

The agreement will remain in force until 31 January 2030 and will be overseen by a joint monitoring committee comprising representatives of both organisations. The committee will meet at least once a year to evaluate the initiatives undertaken and approve the corresponding work plans.

Round-table discussion: “People building the future”

Following the signing of the agreement, the event continued with a round-table discussion entitled **“People building the future”**. At a time when artificial intelligence, digitalisation and profound social change are transforming the way we work and interact, the discussion focused on one key element that will continue to make the difference: people. Participants agreed on the importance of promoting more people-centred leadership models, creating opportunities for all kinds of talent and placing inclusion and diversity at the heart of business and social strategy.

The discussion brought together Rosa Carabel, CEO of Grupo EROSKI; Alberto Durán, Executive Vice-President of Fundación ONCE; Lander Beloki, Dean of the Faculty of Business Studies at Mondragon Unibertsitatea; and David Casinos, Paralympic athlete, speaker and internationally recognised advocate for overcoming adversity.

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Throughout the event, the speakers reflected on how to address the challenges posed by technological transformation without losing sight of the importance of the human factor. The discussion covered issues including talent management, trust as a driver of personal and professional development, the creation of more inclusive and accessible environments, the ability to adapt to change, and the role of organisations in creating opportunities that enable everyone to reach their full potential.

The round-table discussion concluded by highlighting the need for innovation, competitiveness and social progress to go hand in hand with inclusion. The participants agreed that building more diverse, accessible and people-centred organisations is one of the key factors in successfully addressing the challenges of the future.

About EROSKI Group

EROSKI Group is one of northern Spain's leading retailers — from Galicia to the Balearic Islands — with a 12.32% market share in the region. The cooperative is the market leader in the Basque Country, Navarre and Galicia, and co-leader in the Balearic Islands. At the end of 2025, EROSKI's omnichannel network comprised 1,508 outlets, including supermarkets, hypermarkets, cash-and-carry stores and online supermarkets, as well as opticians, sports stores and other non-food businesses. The Group also has more than six million customer members and a workforce of over 28,200 people, of whom more than 8,300 are worker-members of the cooperative.

Fundación ONCE and Inserta Empleo

Fundación ONCE is Spain's leading social organisation working towards the full inclusion of people with disabilities. It develops initiatives and programmes in employment, training, accessibility and design for all, with the aim of creating universally accessible environments, products and services.

To this end, Fundación ONCE established Inserta Empleo, a human resources organisation specialising in supporting people with disabilities. Its work focuses on improving their skills and helping them enter the labour market. It has more than 25 years' experience and a team of career guidance and job placement specialists working across its 53 offices throughout Spain. It helps people with disabilities find jobs, provides training where necessary, and helps companies find the best candidates for the positions they need to fill. All of these services are provided free of charge.

Inserta Empleo's activities are carried out under the national ESF+ programmes 'Youth Employment' (CCI2021ES05SFPR001) and 'Social Inclusion, Child Guarantee and the Fight against Poverty' (2021ES05SFPR003), as well as the 'ESF+ Autonomous Community of the Canary Islands' programme (CCI2021ES05SFPR009). These programmes are implemented by Fundación ONCE through Inserta Empleo, with co-funding from the European Union, to increase training and employment opportunities for people with disabilities.

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