



# **Information Supplementary to the Sustainability Report / 2016**





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# Introduction

Iberdrola's *Sustainability Report 2016* sets forth the activities performed in the economic, environmental, social, and corporate governance dimensions, following the *Sustainability Reporting Guidelines*, of the *Global Reporting Initiative (GRI Guidelines)*, version G4, also including aspects and indicators from the *Electric Utilities Sector Supplement*.

Some of the information in such report has been summarised to avoid an excessively lengthy report and to focus attention on the most significant information.

To complete the information in accordance with the GRI Protocols, this *Information Supplementary to the Sustainability Report 2016* presents detailed information regarding those indicators that have been presented in summarised form in the *Sustainability Report 2016*.

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Notes:

- The tables of this report use the terms "Basic boundary", "Expanded boundary", and "Iberdrola Total", which are defined in section G4-17 of the *Sustainability Report 2016*.
- The figures included in this translation follow the customary English convention, with figures in thousands separated by a comma (,) and decimals indicated by a full stop (.).



# Part I. General Standard Disclosures



## G4-9 Scale of the organisation

### Locations of operation of the Iberdrola Group

The group of companies that belong to the Iberdrola Group carry out various activities in a large number of countries, and more than 1,200 sites or facilities have been identified at which employees of the Group carry out activities for which it is responsible.

For purposes of the *GRI Sustainability Reporting Guidelines*, the processing of information regarding such a large number of facilities presents difficulties of a practical nature that encourage the adoption of rationality standards in the treatment thereof, in order to facilitate their management, but following the rigorous and transparent standards applied in this report. The following table sets forth the significant locations of operation that have been identified, by business and by country:

Significant locations of operation 2016 by business	
Corporate	17
Wholesale and Customers Business	42
Networks Business	36
Renewables Business	14
Engineering and Construction	12
<b>Iberdrola total</b>	<b>121</b>

  

Significant locations of operation 2016 by country	
Spain	33
United Kingdom	25
United States	24
Brazil	17
Mexico	16
Other countries	6
<b>Iberdrola total</b>	<b>121</b>

For the rational treatment of these facilities, the number of persons performing their activities at a facility has been adopted as the basic standard, and based thereon:

- in the countries deemed to be at low risk for the violation of rights, the largest facilities are identified as operational locations, assuming that the personnel at the smaller facilities are part of a functional or hierarchical reporting structure that assures their rights through the tools and procedures established at the organisation.
- in countries with a higher risk the standard is more restrictive: if there are several facilities of different sizes dedicated to similar activities, the largest facilities are deemed to be operational locations, with the smaller ones deemed to be dependent centres with the same basic guarantees; if the number of facilities is low or it is deemed that the risk is higher, such facilities are considered to be operational locations, regardless of the number of persons working therein.

The company has performed a study to identify the significant locations of operation at which there might be some risk of violation of human rights, which is described in detail in indicator G4-HR9 of the *Sustainability Report 2016*.

## G4-10 Workforce

### Total workforce by employment type, employment contract, region, and gender

	Spain			United Kingdom			United States			Mexico		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>Total workforce</b>	<b>10,395</b>	<b>10,569</b>	<b>10,838</b>	<b>6,373</b>	<b>6,696</b>	<b>6,856</b>	<b>6,849</b>	<b>6,889</b>	<b>5,057</b>	<b>874</b>	<b>801</b>	<b>736</b>
<b>By employment type</b>												
<b>Full-time</b>	<b>10,390</b>	<b>10,564</b>	<b>10,832</b>	<b>5,631</b>	<b>5,945</b>	<b>6,100</b>	<b>6,834</b>	<b>6,870</b>	<b>5,049</b>	<b>874</b>	<b>801</b>	<b>736</b>
Men	8,404	8,614	8,866	4,224	4,512	4,610	4,836	4,807	3,526	736	664	620
Women	1,986	1,950	1,966	1,407	1,433	1,490	1,998	2,063	1,523	138	137	116
<b>Part-time</b>	<b>5</b>	<b>5</b>	<b>6</b>	<b>742</b>	<b>751</b>	<b>756</b>	<b>15</b>	<b>19</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>
Men	4	4	4	56	51	52	2	4	2	0	0	0
Women	1	1	2	686	700	704	13	15	6	0	0	0
<b>By type of contract</b>												
<b>Permanent</b>	<b>10,338</b>	<b>10,435</b>	<b>10,751</b>	<b>6,340</b>	<b>6,671</b>	<b>6,842</b>	<b>6,830</b>	<b>6,885</b>	<b>5,032</b>	<b>682</b>	<b>574</b>	<b>526</b>
Men	8,368	8,508	8,803	4,255	4,546	4,656	4,829	4,808	3,512	580	478	445
Women	1,970	1,927	1,948	2,085	2,125	2,186	2,001	2,077	1,520	102	96	81
<b>Temporary</b>	<b>57</b>	<b>134</b>	<b>87</b>	<b>33</b>	<b>25</b>	<b>14</b>	<b>19</b>	<b>4</b>	<b>25</b>	<b>192</b>	<b>227</b>	<b>210</b>
Men	40	110	67	25	17	6	9	3	16	156	186	175
Women	17	24	20	8	8	8	10	1	9	36	41	35

## Total workforce by employment type, employment contract, region, and gender

	Brazil			Other countries			Basic boundary			Expanded boundary		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>Total workforce</b>	<b>3,742</b>	<b>3,747</b>	<b>3,745</b>	<b>162</b>	<b>158</b>	<b>155</b>	<b>28,395</b>	<b>28,860</b>	<b>27,387</b>	<b>30,591</b>	<b>30,938</b>	<b>29,597</b>
<b>By employment type</b>												
<b>Full-time</b>	<b>3,409</b>	<b>3,408</b>	<b>3,389</b>	<b>162</b>	<b>158</b>	<b>155</b>	<b>27,300</b>	<b>27,746</b>	<b>26,261</b>	<b>29,490</b>	<b>29,823</b>	<b>28,468</b>
Men	3,089	3,104	3,110	133	123	114	21,422	21,824	20,846	23,100	23,410	22,551
Women	320	304	279	29	35	41	5,878	5,922	5,415	6,390	6,413	5,917
<b>Part-time</b>	<b>333</b>	<b>339</b>	<b>356</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,095</b>	<b>1,114</b>	<b>1,126</b>	<b>1,101</b>	<b>1,115</b>	<b>1,129</b>
Men	133	129	141	0	0	0	195	188	199	199	189	201
Women	200	210	215	0	0	0	900	926	927	902	926	928
<b>By type of contract</b>												
<b>Permanent</b>	<b>3,715</b>	<b>3,692</b>	<b>3,682</b>	<b>148</b>	<b>144</b>	<b>125</b>	<b>28,053</b>	<b>28,401</b>	<b>26,958</b>	<b>30,177</b>	<b>30,472</b>	<b>29,162</b>
Men	3,199	3,199	3,204	120	111	94	21,351	21,650	20,714	22,985	23,233	22,419
Women	516	493	478	28	33	31	6,702	6,751	6,244	7,192	7,239	6,743
<b>Temporary</b>	<b>27</b>	<b>55</b>	<b>63</b>	<b>14</b>	<b>14</b>	<b>30</b>	<b>342</b>	<b>459</b>	<b>429</b>	<b>414</b>	<b>466</b>	<b>435</b>
Men	23	34	47	13	12	20	266	362	331	314	366	333
Women	4	21	16	1	2	10	76	97	98	100	100	102

## G4-11 Employees covered by collective bargaining agreements

## Personnel covered by a collective bargaining agreement, by region

	2016		2015		2014	
	No. of Employees	%	No. of Employees	%	No. of Employees	%
Spain	9,753	93.82	9,894	93.61	10,062	92.84
United Kingdom	4,510	70.77	4,825	72.06	4,970	72.49
United States	3,234	47.22	3,197	46.41	2,395	47.36
Mexico	241	27.57	212	26.47	199	27.04
Brazil	3,504	93.64	3,507	93.59	3,504	93.56
Other countries	82	50.62	0	0.00	91	58.71
<b>Basic boundary</b>	<b>21,324</b>	<b>75.10</b>	<b>21,635</b>	<b>74.97</b>	<b>21,221</b>	<b>77.49</b>
<b>Expanded boundary</b>	<b>23,520</b>	<b>76.89</b>	<b>23,698</b>	<b>76.60</b>	<b>23,375</b>	<b>78.98</b>

## EU1 Installed capacity

### Installed capacity by region and energy source (MW)

	Spain			United Kingdom			United States			Mexico		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
Hydroelectric	9,715	9,712	8,807	563	563	563	118	118	118	0	0	0
Renewable <sup>1</sup>	6,104	6,106	6,109	2,006	1,630	1,627	5,912	5,695	5,695	367	367	231
Thermal coal-fuel	874	874	874	0	2,304	2,304	0	0	0	0	0	0
Combined cycle	5,695	5,695	5,695	1,967	1,967	1,967	209	9	30	5,200	4,793	4,847
Cogeneration	364	390	388	1	1	1	636	636	636	236	183	181
Nuclear	3,410	3,410	3,410	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>26,162</b>	<b>26,187</b>	<b>25,283</b>	<b>4,537</b>	<b>6,465</b>	<b>6,462</b>	<b>6,875</b>	<b>6,458</b>	<b>6,479</b>	<b>5,804</b>	<b>5,343</b>	<b>5,259</b>

### Installed capacity by region and energy source (MW)

	Brazil			Other countries			Iberdrola total		
	2016	2015	2014	2016	2015	2014	2016	2015	2014
Hydroelectric	764	682	381	0	0	0	11,161	11,076	9,869
Renewable <sup>1</sup>	246	246	246	621	744	744	15,256	14,787	14,652
Thermal coal-fuel	0	0	0	0	0	0	874	3,178	3,178
Combined cycle	208	208	203	0	0	0	13,279	12,671	12,742
Cogeneration	29	29	32	0	0	0	1,267	1,239	1,238
Nuclear	0	0	0	0	0	0	3,410	3,410	3,410
<b>Total</b>	<b>1,247</b>	<b>1,165</b>	<b>862</b>	<b>621</b>	<b>744</b>	<b>744</b>	<b>45,246</b>	<b>46,361</b>	<b>45,089</b>

<sup>1</sup> Renewable: wind, solar, mini-hydro.

## EU2 Energy production

Net energy output, by region and source of energy (GWh)												
	Spain			United Kingdom			United States			Mexico		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
Hydroelectric	18,325	12,366	17,742	590	708	716	327	366	392	N/A	N/A	N/A
Renewable <sup>2</sup>	11,994	11,896	13,208	3,098	3,710	3,110	15,002	14,261	14,869	1,119	738	671
Thermal coal-fuel	2,084	3,642	2,472	1,719	7,879	9,630	N/A	N/A	N/A	N/A	N/A	N/A
Combined cycle	3,709	2,288	1,189	8,341	6,333	5,459	26	0.4	1	34,795	36,380	34,002
Cogeneration	2,290	2,179	2,010	0	4	6	2,557	2,780	2,287	1,654	1,523	1,255
Nuclear	24,381	23,142	24,431	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Total</b>	<b>62,784</b>	<b>55,512</b>	<b>61,052</b>	<b>13,748</b>	<b>18,635</b>	<b>18,921</b>	<b>17,912</b>	<b>17,407</b>	<b>17,549</b>	<b>37,569</b>	<b>38,641</b>	<b>35,928</b>

Net energy output, by region and source of energy (GWh)									
	Brazil			Other countries			Iberdrola total		
	2016	2015	2014	2016	2015	2014	2016	2015	2014
Hydroelectric	1,303	663	1,786	N/A	N/A	N/A	20,545	14,102	20,636
Renewable <sup>2</sup>	848	541	550	1,437	1,561	1,454	33,498	32,707	33,862
Thermal coal-fuel	N/A	N/A	N/A	N/A	N/A	N/A	3,803	11,520	12,102
Combined cycle	1,575	1,239	1,475	N/A	N/A	N/A	48,447	46,240	42,126
Cogeneration	174	176	176	N/A	N/A	N/A	6,675	6,662	5,734
Nuclear	N/A	N/A	N/A	N/A	N/A	N/A	24,381	23,142	24,431
<b>Total</b>	<b>3,901</b>	<b>2,619</b>	<b>3,987</b>	<b>1,437</b>	<b>1,561</b>	<b>1,454</b>	<b>137,350</b>	<b>134,374</b>	<b>138,891</b>

<sup>2</sup> Renewable: wind, solar, mini-hydro.

## EU3 Electricity users and producers

Electricity users (%)									
	Spain			United Kingdom			United States		
	2016	2015	2014	2016	2015	2014	2016	2015	2014
Residential	92.8	93.0	93.1	93.9	94.2	94.0	87.7	87.9	87.9
Industrial	1.6	1.5	1.6	2.1	1.9	1.7	0.3	0.3	0.3
Institutional	1.1	1.1	1.1	0.1	0.0	0.1	0.0	0.0	0.0
Retail	4.5	4.4	4.2	3.9	3.9	4.2	11.8	10.9	10.8
Other	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.9	1.0
<b>Total users (millions)</b>	<b>10.3</b>	<b>10.4</b>	<b>10.9</b>	<b>3.2</b>	<b>3.3</b>	<b>3.5</b>	<b>1.6</b>	<b>1.9</b>	<b>1.8</b>
Users that are producers of electricity (no.)	4,832	4,747	4,802	64,936	59,952	49,516	13,581	7,093	15,158

Electricity users (%)									
	Brazil			Other countries			Iberdrola total <sup>3</sup>		
	2016	2015	2014	2016	2015	2014	2016	2015	2014
Residential	87.5	87.4	87.4	0	0	0	90.2	90.2	90.3
Industrial	0.3	0.3	0.4	0	0	0	1.0	0.9	1.0
Institutional	1.0	1.0	1.0	0	0	0	0.9	0.9	0.9
Retail	6.7	6.7	6.5	0	0	0	5.8	5.8	5.6
Other	4.5	4.6	4.7	0	0	0	2.1	2.2	2.2
<b>Total users (millions)</b>	<b>13.4</b>	<b>13.1</b>	<b>12.8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>28.5</b>	<b>28.7</b>	<b>29.0</b>
Users that are producers of electricity (no.)	277	119	111	0	0	0	83,626	71,911	69,587

<sup>3</sup> Pursuant to indicator G4-17 of this report.

## EU4 Transmission and distribution lines

Power lines (Km)									
	Spain			United Kingdom			United States		
	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>Transmission</b>									
Overhead	0	0	0	3,637	3,637	3,667	13,294	13,030	12,683
Underground	0	0	0	352	352	325	603	555	604
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3,989</b>	<b>3,989</b>	<b>3,992</b>	<b>13,897</b>	<b>13,585</b>	<b>13,287</b>
<b>Distribution</b>									
Overhead	155,317	155,132	154,977	38,718	38,749	38,789	102,431	97,169	95,963
Underground	112,259	111,686	111,047	66,111	65,496	65,289	14,463	11,236	11,135
<b>Total</b>	<b>267,576</b>	<b>266,818</b>	<b>266,024</b>	<b>104,829</b>	<b>104,245</b>	<b>104,078</b>	<b>116,894</b>	<b>108,405</b>	<b>107,098</b>

  

Power lines (Km)									
	Brazil			Other countries			Iberdrola total		
	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>Transmission</b>									
Overhead	13,560	13,190	13,096	0	0	0	30,491	29,857	29,446
Underground	31	31	31	0	0	0	986	938	960
<b>Total</b>	<b>13,591</b>	<b>13,221</b>	<b>13,127</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>31,477</b>	<b>30,795</b>	<b>30,406</b>
<b>Distribution</b>									
Overhead	578,674	565,411	556,552	0	0	0	875,140	856,461	846,281
Underground	452	410	397	0	0	0	193,285	188,828	187,868
<b>Total</b>	<b>579,126</b>	<b>565,821</b>	<b>556,949</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,068,425</b>	<b>1,045,289</b>	<b>1,034,149</b>



# Part II. Specific Standard Disclosures



## **A. Economic Dimension**

## Aspect: Economic performance

## G4-EC1 Direct economic value generated and distributed

## Economic value generated, distributed, and retained (€ millions)

	Spain			United Kingdom			United States			Mexico		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
Revenue (sales and other income)	14,280	15,026	15,122	6,776	9,251	8,928	5,430	4,033	3,337	1,769	1,837	1,719
Operating costs	8,457	9,555	9,305	4,607	6,484	6,513	2,470	2,002	1,411	1,119	1,190	1,228
Employee remuneration (excluding company social security costs)	847	911	1,030	466	559	461	806	577	453	32	34	29
Payments to providers of capital	1,784	1,031	1,977	231	217	184	315	173	143	189	145	110
Payments to government administrations	1,581	1,704	1,351	380	466	502	596	395	343	108	110	123
Community investments	15	13	13	14	13	9	4	2	2	1	0	0
Economic value retained	1,596	1,812	1,446	1,078	1,512	1,259	1,239	884	985	320	358	229

## Economic value generated, distributed, and retained (€ millions)

	Brazil			Other countries			Iberdrola consolidated total		
	2016	2015	2014	2016	2015	2014	2016	2015	2014
Revenue (sales and other income)	1,717	2,006	1,800	734	268	528	30,706	32,421	31,434
Operating costs	1,266	1,500	1,279	669	264	176	18,588	20,995	19,912
Employee remuneration (excluding company social security costs)	94	93	99	15	13	14	2,260	2,187	2,086
Payments to providers of capital	119	146	100	54	(66)	239	2,692	1,646	2,753
Payments to government administrations	51	50	68	24	21	58	2,740	2,746	2,445
Community investments	2	2	3	0	0	0	36	30	27
Economic value retained	185	215	251	(28)	36	41	4,390	4,817	4,211

Tax contribution (€ millions)									
	Company contributions			Contributions due to third-party payments			Iberdrola consolidated total		
	2016	2015	2014	2016	2015	2014	2016	2015	2014
Spain	1,550	1,704	1,351	1,904	1,789	1,940	3,454	3,493	3,291
United Kingdom	380	466	502	156	174	(48)	536	640	454
United States	596	395	343	268	168	117	864	563	460
Mexico	108	110	123	101	65	61	209	175	184
Brazil	51	50	68	542	550	446	593	600	514
Other <sup>4</sup>	24	21	58	70	28	50	94	49	108
<b>Total</b>	<b>2,709</b>	<b>2,746</b>	<b>2,445</b>	<b>3,041</b>	<b>2,774</b>	<b>2,566</b>	<b>5,750</b>	<b>5,520</b>	<b>5,011</b>

### G4-EC4 Financial assistance received from governments

Financial assistance (€ millions)	Spain			United Kingdom			United States			Mexico		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
Capital subsidies	13	1	0	0	0	0	0	15	0	0	0	0
Investment tax credits	0	0	0	0	0	0	0	0	0	0	0	0
Emissions rights	0	0	0	0	0	0	0	0	0	0	0	0
Assistance for other items included in the GRI Protocol	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>13</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

Financial assistance (€ millions)	Brazil			Other countries			Iberdrola consolidated total		
	2016	2015	2014	2016	2015	2014	2016	2015	2014
Capital subsidies	0	0	0	0	0	0	13	16	0
Investment tax credits	0	0	0	0	0	0	0	0	0
Emissions rights	0	0	0	0	0	0	0	0	0
Assistance for other items included in the GRI Protocol	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>16</b>	<b>0</b>

<sup>4</sup> The figure for "Other" is mainly distributed among countries of the European Union: Portugal (€60 million), Greece (€14 million), Hungary (€8 million), Germany (€5 million), and the Netherlands (€4 million).

## Aspect: Market presence

### G4-EC5 Ratios of entry level wage to local minimum wage

Iberdrola's hiring terms, which are contained in the various collective bargaining agreements of the Group, guarantee that the entry level salaries applied at the Company are the same for men and women. However, due to the specific nature of the workforces of certain companies and the weighting of the calculations made, the statistical treatment of information at the Group level gives the figures in the following table, but should not be interpreted to show a difference in hiring terms between both groups.

Basic entry-level wage compared to local minimum wage (%)	2016			2015			2014		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Spain	162.91	174.66	<b>165.16</b>	159.87	154.06	<b>158.80</b>	189.48	180.70	<b>187.88</b>
United Kingdom	116.02	115.64	<b>115.90</b>	121.59	120.05	<b>121.10</b>	124.94	122.60	<b>124.19</b>
United States	195.17	156.67	<b>183.87</b>	204.09	166.47	<b>193.88</b>	177.36	167.10	<b>174.25</b>
Mexico	387.60	435.89	<b>393.25</b>	451.02	451.11	<b>451.03</b>	463.84	467.56	<b>464.42</b>
Brazil	143.60	139.42	<b>143.02</b>	146.40	141.20	<b>145.68</b>	147.74	142.13	<b>147.19</b>
Other countries	209.59	208.86	<b>209.46</b>	213.40	200.14	<b>210.40</b>	199.88	181.73	<b>194.68</b>
<b>Basic boundary</b>	<b>157.24</b>	<b>143.11</b>	<b>153.44</b>	<b>156.27</b>	<b>141.49</b>	<b>152.36</b>	<b>163.43</b>	<b>149.41</b>	<b>160.87</b>
<b>Expanded boundary</b>	<b>158.13</b>	<b>144.25</b>	<b>154.42</b>	<b>156.31</b>	<b>141.83</b>	<b>152.51</b>	<b>164.59</b>	<b>150.13</b>	<b>161.38</b>

## Aspect: System efficiency

### EU11 Average generation efficiency of thermal plants

Average thermal efficiency <sup>5</sup> at generating facilities <sup>6</sup> (%)	Spain <sup>7</sup>			United Kingdom			United States		
	2016	2015	2014	2016	2015	2014	2016	2015	2014
Combined cycle	48.28	47.81	68.67	49.93	50.17	51.40	N/A	N/A	N/A
Conventional thermal	33.00	34.61	34.35	33.00	31.57	34.28	N/A	N/A	N/A
Cogeneration	62.08	64.21	63.62	48.00	76.00	51.40	47.00	47.00	47.00

Average thermal efficiency <sup>5</sup> at generating facilities <sup>6</sup> (%)	Mexico			Brazil			Expanded boundary		
	2016	2015	2014	2016	2015	2014	2016	2015	2014
Combined cycle	52.99	53.24	52.90	49.00	47.39	18.16	<b>51.97</b>	<b>52.36</b>	<b>53.09</b>
Conventional thermal	N/A	N/A	N/A	N/A	N/A	N/A	<b>33.00</b>	<b>32.53</b>	<b>34.29</b>
Cogeneration	58.31	55.64	46.85	71.07	86.60	27.78	<b>55.63</b>	<b>55.56</b>	<b>55.46</b>

<sup>5</sup> Average of efficiencies weighted by the annual production of each thermal power plant.

<sup>6</sup> The data for 2015 have changed compared to previous reporting due to revision and update.

<sup>7</sup> Does not include the Puertollano thermo solar plant.

## **B.** **Environmental Dimension**

## Aspect: Materials

### G4-EN1 Materials used by weight or volume

Distribution of fuels consumed (%)	Coal	Fuel-oil	Natural Gas	Gas-oil	Uranium	Biomass and WDF <sup>8</sup>
<b>Expanded boundary</b>						
Spain	54.5	100	12.9	17.8	100	100
United Kingdom	45.5	0.0	14.2	0.0	0.0	0.0
United States	0.0	0.0	5.9	0.0	0.0	0.0
Mexico	0.0	0.0	63.8	82.2	0.0	0.0
Brazil	0.0	0.0	3.2	0.0	0.0	0.0
Other countries	0.0	0.0	0.0	0.0	0.0	0.0

## Aspect: Energy

### G4-EN3 Energy consumption within the organization

Fuel consumption (GJ)	2016	2015	2014
Spain	357,133,305	357,769,516	344,305,029
United Kingdom	82,202,552	144,349,186	147,168,361
United States	20,396,131	21,898,280	18,693,345
Mexico	268,503,578	260,484,235	269,052,206
Brazil	14,098,785	10,872,353	14,010,479
<b>Expanded boundary</b>	<b>742,334,351</b>	<b>795,373,571</b>	<b>793,228,398</b>

Energy consumption in buildings (GJ) <sup>9</sup>	2016	2015	2014
Spain	165,637	177,606	148,667
United Kingdom	121,327	118,290	121,787
United States	519,317	312,010	270,016
Mexico	911	627	606
Brazil	46,099	83,953	91,087
Other countries <sup>10</sup>	1,218	1,223	486
<b>Expanded boundary</b>	<b>854,509</b>	<b>693,710</b>	<b>632,650</b>

<sup>8</sup> WDF: Waste Derived Fuel (WDF). Some cogeneration plants in Spain can partially operate with this fuel.

<sup>9</sup> Data has been changed from MWh to GJ with respect to the table from last year.

<sup>10</sup> Other countries: Greece, Romania, and Hungary.

## Aspect: Water

### G4-EN8 Total water withdrawal by source

#### Water use in thermal generation

The following shows the withdrawal of water at the thermal generation facilities (coal, combined cycle, nuclear, and cogeneration) in 2016.

Water use (hm <sup>3</sup> )	Withdrawal			Discharge	
	Total withdrawal	Withdrawal process and standby services	Withdrawal for cooling	Evaporation of water used for cooling	Discharge into receptor environment
Spain	1,352.85	4.45	1,348.40	57.51	1,317.38
United Kingdom <sup>11</sup>	447.54	447.54	0.00	0.01	432.04
United States	3.50	3.36	0.14	1.79	1.52
Mexico	54.96	5.78	49.18	22.73	26.52
Brazil	0.09	0.09	0.00	0.00	0.00
<b>Expanded boundary<sup>12</sup></b>	<b>1,858.94</b>	<b>461.22</b>	<b>1,397.72</b>	<b>82.04</b>	<b>1,777.46</b>

#### Water consumption at offices and control facilities

Water consumption at offices and facilities <sup>13</sup> (m <sup>3</sup> )	2016	2015	2014
Spain	84,693	85,614	96,416
United Kingdom	93,375	126,707	103,429
United States	139,385	123,995	73,218
Mexico	1,000	1,246	996
Brazil	89,576	84,384	89,841
Other countries	901	1,826	4,192
<b>Expanded boundary</b>	<b>408,930</b>	<b>423,770</b>	<b>368,092</b>

<sup>11</sup> The cooling systems in the United Kingdom are open circuits or air condensers, and therefore it is estimated that the volume of evaporated water is practically zero, except for steam from cogeneration. The data include the Daldowie thermal drying facility and the Hatfield gas storage facility.

<sup>12</sup> The total discharge figure includes the return from cooling, the return of water used in processes, and rainwater collected at some thermal facilities without an independent storm sewer system.

<sup>13</sup> Includes offices, substations, and control buildings at wind farms.

**Aspect: Emissions, effluents, and waste****G4-EN15 Direct greenhouse gas emissions. Scope 1 (per GHG Protocol)**

CO <sub>2</sub> emissions (t)	2016	2015	2014
<b>Spain</b>	<b>5,268,737</b>	<b>6,036,503</b>	<b>4,102,756</b>
Generating plants	3,912,787	4,737,368	2,898,266
Cogeneration	1,355,950	1,299,135	1,204,490
<b>United Kingdom</b>	<b>4,512,945</b>	<b>9,933,933</b>	<b>11,315,840</b>
Generating plants	4,496,453	9,917,776	11,315,840
Cogeneration	16,492	16,157	0
<b>United States<sup>14</sup></b>	<b>1,040,335</b>	<b>1,111,020</b>	<b>920,579</b>
Generating plants	N/A	N/A	N/A
Cogeneration	1,040,335	1,111,020	920,579
<b>Mexico</b>	<b>13,543,570</b>	<b>13,979,392</b>	<b>13,051,669</b>
Generating plants	12,598,910	13,091,776	12,288,192
Cogeneration	944,660	887,616	763,477
<b>Brazil</b>	<b>678,562</b>	<b>526,946</b>	<b>674,807</b>
Generating plants	533,928	383,630	525,933
Cogeneration	144,633	143,320	148,874
<b>Expanded boundary</b>	<b>25,044,149</b>	<b>31,587,793</b>	<b>30,065,651</b>
<b>Generating plants</b>	<b>21,542,079</b>	<b>28,130,547</b>	<b>27,028,231</b>
<b>Cogeneration</b>	<b>3,502,070</b>	<b>3,457,246</b>	<b>3,037,420</b>

**G4-EN16 Indirect greenhouse gas emissions. Scope 2 (per GHG Protocol)**

Emissions associated with the consumption of energy at offices	CO <sub>2</sub> (kt)
Spain	7.92
United Kingdom	13.89
United States	62.53
Mexico	0.12
Brazil	1.08
Other countries <sup>15</sup>	0.00
<b>Expanded boundary</b>	<b>85.54</b>

<sup>14</sup> Klamath cogeneration facility and Enstor.

<sup>15</sup> Not taken into account to calculate the Carbon Footprint as it entails less than 0.1% of the internal energy consumption of the group.



## G4-EN21 NO<sub>x</sub>, SO<sub>x</sub> and other significant air emissions

NO <sub>x</sub> emissions (t)	2016	2015	2014
<b>Spain</b>	<b>12,172</b>	<b>14,121</b>	<b>12,096</b>
Generating plants	5,013	8,660	7,070
Cogeneration	7,159	5,462	5,026
<b>United Kingdom</b>	<b>5,363</b>	<b>15,218</b>	<b>18,651</b>
Generating plants	5,363	15,218	18,651
Cogeneration	N/A	N/Av.	N/Av.
<b>United States<sup>16</sup></b>	<b>152</b>	<b>146</b>	<b>123</b>
Generating plants	N/A	N/A	N/A
Cogeneration	152	146	123
<b>Mexico</b>	<b>2,583</b>	<b>2,572</b>	<b>2,426</b>
Generating plants	2,325	2,275	2,214
Cogeneration	258	296	212
<b>Brazil</b>	<b>276</b>	<b>250</b>	<b>269</b>
Generating plants	93	78	95
Cogeneration	183	172	173
<b>Expanded boundary</b>	<b>20,546</b>	<b>32,306</b>	<b>33,564</b>
<b>Generating plants</b>	<b>12,794</b>	<b>26,230</b>	<b>28,031</b>
<b>Cogeneration</b>	<b>7,752</b>	<b>6,076</b>	<b>5,533</b>

<sup>16</sup> Klamath cogeneration facility and Enstor.

<b>Sulphur dioxide (SO<sub>2</sub>) emissions (t)</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>
<b>Spain</b>	<b>3,277</b>	<b>5,986</b>	<b>3,592</b>
Generating plants	2,744	5,845	3,483
Cogeneration	533	141	109
<b>United Kingdom</b>	<b>3,384</b>	<b>11,182</b>	<b>17,934</b>
Generating plants	3,384	11,182	17,934
Cogeneration	N/A	N/Av.	N/Av.
<b>United States<sup>17</sup></b>	<b>6</b>	<b>5</b>	<b>5</b>
Generating plants	N/A	N/A	N/A
Cogeneration	6	5	5
<b>Mexico</b>	<b>398</b>	<b>410</b>	<b>383</b>
Generating plants	370	384	361
Cogeneration	28	26	22
<b>Brazil</b>	<b>9</b>	<b>8</b>	<b>9</b>
Generating plants	5	4	5
Cogeneration	4	4	4
<b>Expanded boundary</b>	<b>7,074</b>	<b>17,592</b>	<b>21,923</b>
<b>Generating plants</b>	<b>6,503</b>	<b>17,415</b>	<b>21,782</b>
<b>Cogeneration</b>	<b>571</b>	<b>177</b>	<b>140</b>

<sup>17</sup> Klamath cogeneration facility and Enstor.

Particulate emissions (t)	2016	2015	2014
<b>Spain</b>	<b>305</b>	<b>388</b>	<b>309</b>
Generating plants	259	366	292
Cogeneration	46	22	17
<b>United Kingdom</b>	<b>88</b>	<b>302</b>	<b>534</b>
Generating plants	88	302	534
Cogeneration	N/A	N/Av.	N/Av.
<b>United States<sup>18</sup></b>	<b>19</b>	<b>18</b>	<b>15</b>
Generating plants	N/A	N/A	N/A
Cogeneration	19	18	15
<b>Mexico</b>	<b>774</b>	<b>799</b>	<b>746</b>
Generating plants	720	748	702
Cogeneration	54	51	44
<b>Brazil</b>	<b>9</b>	<b>8</b>	<b>16</b>
Generating plants	N/A	N/A	N/A
Cogeneration	9	8	16
<b>Expanded boundary</b>	<b>1,195</b>	<b>1,515</b>	<b>1,620</b>
<b>Generating plants</b>	<b>1,067</b>	<b>1,416</b>	<b>1,528</b>
<b>Cogeneration</b>	<b>128</b>	<b>99</b>	<b>92</b>

<sup>18</sup> Klamath cogeneration facility and Enstor.

## G4-EN23 Total weight of waste by type and disposal method

Hazardous waste generation (t) <sup>19</sup>	2016			2015			2014		
	Produced (Total)	Deposited and/or incinerated	Recovered, recycled, reused	Produced (Total)	Deposited and/or incinerated	Recovered, recycled, reused	Produced (Total)	Deposited and/or incinerated	Recovered, recycled, reused
Spain	5,418	849	4,539	19,828	16,158	3,626	15,552	9,693	5,815
United Kingdom	3,568	482	2,161	2,775	547	2,196	9,630	1,633	7,996
United States	1,183	601	478	591	141	451	699	302	315
Mexico	126	126	0	149	149	0	84	84	0
Brazil	184	38	139	1,258	39	1,213	3,523	3,491	241
Other countries	50	15	35	33	7	27	119	25	66
<b>Expanded boundary</b>	<b>10,529</b>	<b>2,111</b>	<b>7,352</b>	<b>24,635</b>	<b>17,041</b>	<b>7,512</b>	<b>29,607</b>	<b>15,229</b>	<b>14,433</b>

Generation of non-hazardous waste (t) <sup>19</sup>	2016			2015			2014		
	Produced (Total)	Deposited and/or incinerated	Recovered, recycled, reused	Produced (Total)	Deposited and/or incinerated	Recovered, recycled, reused	Produced (Total)	Deposited and/or incinerated	Recovered, recycled, reused
Spain	208,680	129,179	79,512	438,413	326,811	111,340	333,781	288,694	44,588
United Kingdom	387,924	189,641	155,103	185,790	28,174	157,013	158,848	68,603	33,571
United States	338,276	107,134	231,038	66,377	52,210	14,196	55,487	48,273	6,799
Mexico	16,449	16,449	0	13,901	13,901	0	15,469	15,469	0
Brazil	17,794	1,036	5,141	34,314	3,086	29,287	73,779	4,833	68,530
Other countries	3	3	0	0	0	0	0	0	0
<b>Expanded boundary</b>	<b>969,126</b>	<b>443,442</b>	<b>470,794</b>	<b>738,795</b>	<b>424,182</b>	<b>311,836</b>	<b>637,365</b>	<b>425,872</b>	<b>153,487</b>

<sup>19</sup> Liquid waste has been converted into kg using a density of 1.3 kg/m<sup>3</sup>.

## **C.** **Social Dimension**

## C1. Labour Practices and Decent Work<sup>20</sup>

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<sup>20</sup> As the percentage interests in certain companies may not be 100%, the sums added may not correspond to the total presented due to rounding.

## Aspect: Employment

## G4-LA1 New employee hires and employee turnover

New hires by region, gender, and age group												
	Spain			United Kingdom			United States			Mexico		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>Total workforce</b>	<b>10,395</b>	<b>10,569</b>	<b>10,838</b>	<b>6,373</b>	<b>6,696</b>	<b>6,856</b>	<b>6,849</b>	<b>6,889</b>	<b>5,057</b>	<b>874</b>	<b>801</b>	<b>736</b>
<b>By gender</b>												
Men	244	193	131	261	179	233	369	268	266	146	166	181
Women	93	89	63	81	51	86	126	116	116	31	41	38
<b>By gender (%)</b>												
Men	2.90	2.24	1.48	6.10	3.92	5.00	7.63	5.57	7.54	19.84	25.00	29.19
Women	4.68	4.56	3.18	3.87	2.39	3.92	6.27	5.58	7.59	22.46	29.93	32.76
<b>By age group</b>												
<b>Men</b>												
Up to 30 years old	121	99	60	112	119	128	141	130	149	72	74	78
Between 31 and 50 years old	116	85	63	109	54	99	181	110	107	67	85	91
More than 50 years old	7	9	8	40	6	6	47	28	10	7	7	12
<b>Women</b>												
Up to 30 years old	35	24	17	25	25	39	37	41	55	17	19	20
Between 31 and 50 years old	55	59	46	52	25	45	75	62	48	14	22	18
More than 50 years old	3	6	0	4	1	2	14	13	13	0	0	0
<b>By age group (%)</b>												
<b>Men</b>												
Up to 30 years old	30.17	24.03	11.72	18.51	20.70	20.95	27.87	24.90	39.95	39.13	52.86	62.40
Between 31 and 50 years old	2.65	1.92	1.40	5.01	2.32	4.01	8.24	5.04	6.59	13.70	18.48	20.87
More than 50 years old	0.19	0.24	0.21	2.67	0.36	0.38	2.20	1.33	0.65	11.11	10.94	20.34
<b>Women</b>												
Up to 30 years old	39.77	28.57	16.24	11.90	10.50	13.73	22.98	21.47	35.03	44.74	47.50	55.56
Between 31 and 50 years old	4.02	4.35	3.35	3.70	1.75	3.03	7.89	6.24	6.25	14.74	23.40	23.08
More than 50 years old	0.56	1.00	0.00	1.00	0.00	0.00	2.00	1.00	2.00	0.00	0.00	0.00

## New hires by region, gender, and age group

	Brazil			Other countries			Basic boundary			Expanded boundary		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>Total workforce</b>	<b>3,742</b>	<b>3,747</b>	<b>3,745</b>	<b>162</b>	<b>158</b>	<b>155</b>	<b>28,395</b>	<b>28,860</b>	<b>27,387</b>	<b>30,591</b>	<b>30,938</b>	<b>29,597</b>

## By gender

Men	244	252	305	13	18	7	1,277	1,076	1,123	1,481	1,275	1,309
Women	72	89	79	0	3	5	403	389	387	472	473	442

## By gender (%)

Men	7.58	7.79	9.38	9.77	14.63	6.14	5.91	4.89	5.34	6.36	5.40	5.75
Women	13.90	17.32	15.99	0.00	8.57	12.20	5.95	5.68	6.10	6.47	6.45	6.44

## By age group

## Men

Up to 30 years old	164	183	214	1	5	0	611	610	629	738	744	758
Between 31 and 50	79	69	89	9	12	7	561	415	456	637	475	511
More than 50 years	1	0	2	3	1	0	105	51	38	106	56	40

## Women

Up to 30 years old	54	63	59	0	0	2	168	172	192	209	226	225
Between 31 and 50	18	25	19	0	3	3	214	196	179	242	225	201
More than 50 years	0	1	1	0	0	0	21	21	16	21	22	16

## By age group (%)

## Men

Up to 30 years old	17.23	18.07	19.40	11.11	50.00	0.00	23.00	22.83	23.01	23.80	24.31	24.43
Between 31 and 50	3.87	3.47	4.63	8.04	11.54	7.14	4.93	3.61	4.13	5.22	3.87	4.32
More than 50 years	0.43	0.00	0.89	25.00	11.11	0.00	1.39	0.65	0.52	1.33	0.68	0.51

## Women

Up to 30 years old	27.00	29.72	28.23	0.00	0.00	50.00	24.03	22.43	24.19	24.76	24.84	24.56
Between 31 and 50	6.04	8.90	7.22	0.00	9.68	8.82	5.17	4.68	4.49	5.43	5.03	4.69
More than 50 years	0.00	4.76	4.55	0.00	0.00	0.00	1.08	1.11	1.03	1.05	1.12	0.97



Persons leaving the Company by region, gender, and age group												
	Spain			United Kingdom			United States			Mexico		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>Total workforce</b>	<b>10,395</b>	<b>10,569</b>	<b>10,838</b>	<b>6,373</b>	<b>6,696</b>	<b>6,856</b>	<b>6,889</b>	<b>6,889</b>	<b>5,057</b>	<b>801</b>	<b>801</b>	<b>736</b>
<b>By gender</b>												
Men	452	443	450	516	264	432	320	327	292	95	120	136
Women	66	108	108	119	110	415	172	160	109	18	22	14
<b>By gender (%)</b>												
Men	5.38	5.14	5.07	12.06	5.79	9.27	6.61	6.80	8.28	12.91	18.07	21.94
Women	3.32	5.54	5.46	5.69	5.16	18.92	8.55	7.70	7.13	13.04	16.06	12.07
<b>By age group</b>												
<b>Men</b>												
Up to 30 years old	6	7	12	33	39	57	69	51	84	30	29	52
Between 31 and 50 years old	74	83	87	173	119	192	89	97	99	55	75	79
More than 50 years old	372	353	351	310	106	183	162	179	109	10	16	5
<b>Women</b>												
Up to 30 years old	3	2	8	9	19	48	30	22	16	8	11	6
Between 31 and 50 years old	32	61	45	58	65	180	61	56	54	10	11	8
More than 50 years old	31	45	55	52	26	187	81	82	39	0	0	0
<b>By age group (%)<sup>21</sup></b>												
<b>Men</b>												
Up to 30 years old	1.50	1.70	2.24	5.45	6.78	9.33	13.64	9.77	22.52	16.30	20.71	2.24
Between 31 and 50 years old	1.69	1.87	1.95	7.95	5.12	7.78	4.05	4.44	6.10	11.25	16.30	1.95
More than 50 years old	10.23	9.35	9.05	20.69	6.37	11.55	7.59	8.50	7.12	15.87	25.00	9.05
<b>Women</b>												
Up to 30 years old	3.41	2.38	7.39	4.29	7.98	16.90	18.63	11.52	10.19	21.05	27.50	7.39
Between 31 and 50 years old	2.34	4.50	3.27	4.12	4.55	12.22	6.42	5.64	7.03	10.53	11.70	3.27
More than 50 years old	5.83	8.81	11.19	10.92	5.59	42.79	9.00	9.17	6.46	0.00	0.00	11.19

<sup>21</sup> Of the headcount of this group at year end.

**Persons leaving the Company by region, gender, and age group**

	Brazil			Other countries			Basic boundary			Expanded boundary		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>Total workforce</b>	<b>3,742</b>	<b>3,747</b>	<b>3,745</b>	<b>162</b>	<b>158</b>	<b>155</b>	<b>28,395</b>	<b>28,860</b>	<b>27,387</b>	<b>30,591</b>	<b>30,938</b>	<b>29,597</b>

**By gender**

Men	256	271	296	11	16	11	1,650	1,441	1,617	1,756	1,637	1,780
Women	65	68	68	5	5	12	445	473	726	489	531	762

**By gender (%)**

Men	7.95	8.38	9.10	8.27	13.01	9.16	7.63	6.55	7.68	7.54	6.92	7.82
Women	12.50	13.23	13.77	17.24	14.29	27.91	6.57	6.91	11.44	6.71	7.17	11.13

**By age group****Men**

Up to 30 years old	69	101	121	0	1	3	207	228	329	225	248	354
Between 31 and 50 years old	140	129	142	10	13	7	541	516	606	565	567	660
More than 50 years old	47	41	33	1	2	1	902	697	682	966	821	766

**Women**

Up to 30 years old	34	36	40	0	0	3	84	90	121	92	98	127
Between 31 and 50 years old	27	26	26	5	5	8	193	224	321	212	244	339
More than 50 years old	4	6	2	0	0	1	168	159	284	185	186	296

**By age group (%)<sup>22</sup>****Men**

Up to 30 years old	7.25	9.97	10.97	0.00	10.00	33.33	7.79	8.53	12.01	7.26	8.10	11.42
Between 31 and 50 years old	6.87	6.48	7.38	8.93	12.50	7.14	4.75	4.49	5.50	4.63	4.62	5.58
More than 50 years old	20.35	17.90	14.67	8.33	22.22	14.29	11.91	8.88	9.36	12.09	9.92	9.78

**Women**

Up to 30 years old	17.00	16.98	19.14	0.00	0.00	75.00	12.02	11.73	15.22	10.90	10.77	13.88
Between 31 and 50 years old	9.06	9.25	9.89	20.00	16.13	23.53	4.66	5.35	8.04	4.76	5.46	7.93
More than 50 years old	18.18	28.57	9.09	0.00	0.00	33.33	8.67	8.39	18.21	9.28	9.49	17.91

22 Of the headcount of this group at year end.

### G4-LA2 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation

Benefits offered	2016					
	Life insurance	Medical insurance	Disability insurance	Maternity/paternity leave	Pension fund	Shares
<b>Basic boundary</b>						
Spain	All	All	All	All	All	N/A
United Kingdom	All	All	N/A	All	All	All
United States	All	All	Full-time	All	All	N/A
Mexico	Full-time	Full-time	All	All	Full-time	N/A
Brazil	All <sup>23</sup>	All	All	All	All	All <sup>24</sup>

All: Includes full-time and part-time employees.

<sup>23</sup> Only for managers/senior specialists/executives and interns.

<sup>24</sup> Only for executives.

## G4-LA3 Return to work and retention rates after parental leave, by gender

### Leaves from and returns to work due to maternity/paternity, by region

	Spain			United Kingdom			United States			Mexico		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>Employees entitled to parental leave</b>												
Men	8,408	8,618	8,870	4,280	4,563	4,662	4,838	3,499	3,528	736	664	620
Women	1,987	1,951	1,968	2,093	2,133	2,194	2,011	1,508	1,529	138	137	116
<b>Total</b>	<b>10,395</b>	<b>10,569</b>	<b>10,838</b>	<b>6,373</b>	<b>6,696</b>	<b>6,856</b>	<b>6,849</b>	<b>5,007</b>	<b>5,057</b>	<b>874</b>	<b>801</b>	<b>736</b>
<b>Employees taking parental leave</b>												
Men	276	345	303	26	0	0	0	0	0	0	0	0
Women	158	197	198	151	142	177	125	47	50	10	8	6
<b>Total</b>	<b>434</b>	<b>542</b>	<b>501</b>	<b>177</b>	<b>142</b>	<b>177</b>	<b>125</b>	<b>47</b>	<b>50</b>	<b>10</b>	<b>8</b>	<b>6</b>

### Leaves from and returns to work due to maternity/paternity, by region

	Brazil			Other countries			Basic boundary			Expanded boundary		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>Employees entitled to parental leave</b>												
Men	3,222	3,233	3,251	133	123	114	21,617	20,700	21,045	23,299	22,287	22,752
Women	520	514	494	29	35	41	6,778	6,278	6,342	7,292	6,769	6,845
<b>Total</b>	<b>3,742</b>	<b>3,747</b>	<b>3,745</b>	<b>162</b>	<b>158</b>	<b>155</b>	<b>28,395</b>	<b>26,978</b>	<b>27,387</b>	<b>30,591</b>	<b>29,056</b>	<b>29,597</b>
<b>Employees taking parental leave</b>												
Men	132	129	119	0	0	0	434	474	422	434	474	452
Women	18	26	21	1	3	6	463	423	458	464	424	484
<b>Total</b>	<b>150</b>	<b>155</b>	<b>140</b>	<b>1</b>	<b>3</b>	<b>6</b>	<b>897</b>	<b>897</b>	<b>880</b>	<b>898</b>	<b>898</b>	<b>936</b>

## Aspect: Occupational health and safety

### G4-LA5 Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes

Employees represented on health and safety committees, by region (%)	2016	2015	2014
Spain	95.89	96.48	96.69
United Kingdom	94.68	94.64	95.25
United States	99.40	96.98	99.76
Mexico	48.97	84.27	53.40
Brazil	99.17	99.09	99.15
Other countries	66.05	25.95	0.00
<b>Basic boundary</b>	<b>95.28</b>	<b>95.74</b>	<b>95.52</b>
<b>Expanded boundary</b>	<b>94.24</b>	<b>95.20</b>	<b>94.58</b>

### G4-LA6 Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender

#### Number of accidents by region and gender

	Spain			United Kingdom			United States			Mexico		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>By gender</b>												
Men	83	84	102	74	105	113	154	70	113	6	0	2
Women	8	8	9	27	26	35	20	21	14	0	0	0
<b>Total</b>	<b>91</b>	<b>92</b>	<b>111</b>	<b>101</b>	<b>131</b>	<b>148</b>	<b>174</b>	<b>91</b>	<b>127</b>	<b>6</b>	<b>0</b>	<b>2</b>

#### Number of accidents by region and gender

	Brazil			Other countries			Basic boundary			Expanded boundary		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>By gender</b>												
Men	47	47	92	1	1	2	365	308	424	380	326	455
Women	2	4	1	0	0	0	57	59	59	60	60	66
<b>Total</b>	<b>49</b>	<b>51</b>	<b>93</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>422</b>	<b>366</b>	<b>483</b>	<b>440</b>	<b>386</b>	<b>521</b>

Number of accidents by type, region, and gender												
	Spain			United Kingdom			United States			Mexico		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>Fatal</b>												
Men	0	0	0	0	0	0	0	0	1	0	0	0
Women	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>With leave</b>												
Men	25	25	33	7	9	6	38	16	20	2	0	0
Women	1	3	5	0	0	0	8	7	5	0	0	0
<b>Total</b>	<b>26</b>	<b>28</b>	<b>38</b>	<b>7</b>	<b>9</b>	<b>6</b>	<b>46</b>	<b>23</b>	<b>25</b>	<b>2</b>	<b>0</b>	<b>0</b>
<b>Without leave</b>												
Men	58	59	69	67	96	107	116	55	92	4	0	2
Women	7	5	4	27	26	35	12	14	9	0	0	0
<b>Total</b>	<b>65</b>	<b>64</b>	<b>73</b>	<b>94</b>	<b>122</b>	<b>142</b>	<b>128</b>	<b>69</b>	<b>101</b>	<b>4</b>	<b>0</b>	<b>2</b>

Number of accidents by type, region, and gender												
	Brazil			Other countries			Basic boundary			Expanded boundary		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>Fatal</b>												
Men	0	0	0	0	0	0	0	0	1	0	0	1
Women	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>With leave</b>												
Men	1	0	3	1	1	2	74	51	64	82	63	86
Women	0	0	0	0	0	0	9	10	10	10	11	15
<b>Total</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>83</b>	<b>61</b>	<b>74</b>	<b>92</b>	<b>74</b>	<b>101</b>
<b>Without leave</b>												
Men	46	47	89	0	0	0	291	257	359	298	263	367
Women	2	4	1	0	0	0	48	49	49	50	50	52
<b>Total</b>	<b>48</b>	<b>51</b>	<b>90</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>339</b>	<b>306</b>	<b>408</b>	<b>348</b>	<b>313</b>	<b>419</b>

Accident rate and absenteeism by region and gender <sup>25</sup>												
	Spain			United Kingdom			United States			Mexico		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>Accident rate</b>												
Number of fatalities - company	0	0	0	0	0	0	0	0	1	0	0	0
Number of fatalities - subcontractor	1	1	0	0	0	0	0	0	0	0	0	0
Number of lost days	998	2,086	2,389	164	1,045	819	1,274	695	504	105	27	1
Injury with leave rate (IR)	0.32	0.34	0.42	0.13	0.12	0.10	0.70	0.47	0.52	0.27	0.00	0.00
Occupational disease rate (ODR)	0.02	0.01	0.00	0.00	0.04	0.02	0.00	0.00	0.00	0.00	0.00	0.00
Lost day rate (LDR)	12.30	25.40	26.63	3.03	13.78	13.20	19.36	14.31	10.06	14.41	3.24	0.13
<b>Absenteeism</b>												
<b>Number of sick leaves per year</b>	<b>2,140</b>	<b>2,398</b>	<b>2,499</b>	<b>2,776</b>	<b>2,932</b>	<b>3,201</b>	<b>4,800</b>	<b>3,698</b>	<b>10,340</b>	<b>153</b>	<b>138</b>	<b>143</b>
Men	1,486	1,735	2,031	1,632	1,748	1,798	3,147	2,433	5,353	116	111	119
Women	654	663	468	1,144	1,184	1,403	1,653	1,265	4,987	37	27	24
<b>Lost days</b>	<b>92,139</b>	<b>91,140</b>	<b>89,824</b>	<b>52,916</b>	<b>51,395</b>	<b>56,352</b>	<b>36,274</b>	<b>23,351</b>	<b>36,149</b>	<b>197</b>	<b>141</b>	<b>399</b>
Men	66,689	67,984	73,701	29,835	29,118	29,305	21,924	13,951	21,008	87	113	253
Women	25,450	23,156	16,123	23,081	22,277	27,047	14,350	9,400	15,142	110	28	146
<b>Number of person equivalents</b>	<b>252.44</b>	<b>249.70</b>	<b>246.09</b>	<b>144.98</b>	<b>140.81</b>	<b>154.39</b>	<b>99.38</b>	<b>63.98</b>	<b>99.04</b>	<b>0.54</b>	<b>0.39</b>	<b>1.09</b>
Men	182.71	186.26	201.92	81.74	79.78	80.29	60.07	38.22	57.55	0.24	0.31	0.69
Women	69.73	63.44	44.17	63.24	61.03	74.10	39.32	25.75	41.48	0.30	0.08	0.40
<b>Absenteeism rate (AR)</b>	<b>10,047.58</b>	<b>8,363.36</b>	<b>7,673.42</b>	<b>7,234.95</b>	<b>6,557.59</b>	<b>6,765.42</b>	<b>4,468.46</b>	<b>4,647.94</b>	<b>6,974.80</b>	<b>361.06</b>	<b>288.38</b>	<b>427.73</b>

<sup>25</sup> Methodology for calculating the indicators (per GRI standard):

- Injury rate (IR) = (number of injuries with missed (absentee) days\*200,000)/hours worked
- Occupational disease rate (ODR) = (number of occupational disease cases/hours worked)\*200,000
- Lost day rate (LDR) = (working days lost per accident/hours worked)\*200,000
- Absenteeism rate (AR) = (missed (absentee) days/days worked)\*200,000

**Accident rate and absenteeism by region and gender<sup>26</sup>**

	Brazil			Other countries			Basic boundary			Expanded boundary		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>Accident rate</b>												
Number of fatalities - company	0	0	0	0	0	0	0	0	1	0	0	1
Number of fatalities - subcontractor	0	0	0	0	0	1	1	1	1	1	1	4
Number of lost days	135	773	963	10	3	24	2,686	4,629	4,700	2,754	4,877	7,375
Injury with leave rate (IR)	0.0	0.00	0.09	0.64	0.86	1.13	0.34	0.25	0.31	0.35	0.28	0.39
Occupational disease rate (ODR)	0.00	0.03	0.00	0.00	0.00	0.00	0.01	0.02	0.00	0.05	0.02	0.01
Lost day rate (LDR)	4.14	24.33	29.46	6.44	2.59	13.59	11.08	18.68	19.28	10.44	18.27	27.98
<b>Absenteeism</b>												
<b>Number of sick leaves per year</b>	<b>1,287</b>	<b>2,865</b>	<b>2,530</b>	<b>3</b>	<b>4</b>	<b>64</b>	<b>11,159</b>	<b>12,035</b>	<b>18,777</b>	<b>12,864</b>	<b>13,992</b>	<b>21,189</b>
Men	863	1,883	1,648	3	3	7	7,247	7,913	10,956	8,342	9,162	12,537
Women	424	982	882	0	1	57	3,912	4,122	7,821	4,522	4,830	8,652
<b>Lost days</b>	<b>3,736</b>	<b>10,724</b>	<b>9,437</b>	<b>26</b>	<b>24</b>	<b>359</b>	<b>185,288</b>	<b>176,775</b>	<b>192,520</b>	<b>193,492</b>	<b>184,648</b>	<b>204,786</b>
Men	2,686	7,866	6,992	26	21	52	121,247	119,053	131,310	126,990	124,019	139,388
Women	1,050	2,858	2,445	0	3	307	64,041	57,722	61,210	66,502	60,629	65,397
<b>Number of person equivalents</b>	<b>10.24</b>	<b>29.38</b>	<b>25.85</b>	<b>0.07</b>	<b>0.07</b>	<b>0.98</b>	<b>507.64</b>	<b>484.32</b>	<b>527.45</b>	<b>530.12</b>	<b>505.88</b>	<b>561.06</b>
Men	7.36	21.55	19.16	0.07	0.06	0.14	332.18	326.17	359.75	347.92	339.78	381.89
Women	2.88	7.83	6.70	0.00	0.01	0.84	175.45	158.14	167.70	182.20	166.11	179.17
<b>Absenteeism rate (AR)</b>	<b>924.48</b>	<b>2,700.66</b>	<b>2,309.65</b>	<b>189.54</b>	<b>121.16</b>	<b>1,585.89</b>	<b>6,319.19</b>	<b>6,220.78</b>	<b>6,319.76</b>	<b>6,071.12</b>	<b>5,993.25</b>	<b>6,211.45</b>

<b>Specific accident rate in Spain</b>	2016	2015	2014
Frequency ratio (Number of accidents with sick leave per million hours)	1.60	1.70	2.46
Incident ratio (Number of accidents with sick leave per one hundred employees)	0.25	0.26	0.38
Seriousness ratio (no standard) (Total number of days lost, actual per thousand hours)	0.06	0.13	0.16

<sup>26</sup> Methodology for calculating the indicators (per GRI standard):

- Injury rate (IR) = (number of injuries with missed (absentee) days\*200,000)/hours worked
- Occupational disease rate (ODR) = (number of occupational disease cases/hours worked)\*200,000
- Lost day rate (LDR) = (days lost per accident/hours worked)\*200,000
- Absenteeism rate (AR) = (missed (absentee) days/days worked)\*200,000



## Aspect: Training and education

### G4-LA9 Hours of training

Total number of training hours by professional category, region, and gender												
	Spain			United Kingdom			United States			Mexico		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>Total workforce</b>	<b>447,075</b>	<b>393,412</b>	<b>457,275</b>	<b>152,271</b>	<b>176,338</b>	<b>171,866</b>	<b>379,200</b>	<b>164,797</b>	<b>147,020</b>	<b>46,382</b>	<b>42,423</b>	<b>39,063</b>
Men	372,244	339,753	406,265	139,262	165,953	160,128	264,353	131,573	98,369	40,992	38,128	34,043
Women	74,831	53,659	51,010	13,009	10,385	11,738	114,847	33,224	48,651	5,390	4,295	5,020
<b>Management team</b>												
Men	12,910	14,564	13,409	3,510	4,121	4,090	1,576	1,543	1,332	544	806	686
Women	3,299	3,323	2,502	141	122	181	587	594	439	522	52	25
<b>Total</b>	<b>16,209</b>	<b>17,887</b>	<b>15,912</b>	<b>3,651</b>	<b>4,243</b>	<b>4,271</b>	<b>2,163</b>	<b>2,137</b>	<b>1,771</b>	<b>1,066</b>	<b>858</b>	<b>711</b>
<b>Middle managers and skilled technicians</b>												
Men	152,006	135,087	135,101	84,433	91,292	86,210	50,698	23,407	31,022	19,703	14,575	17,659
Women	59,571	43,842	39,090	7,589	5,406	5,800	25,100	12,057	21,398	3,709	3,327	3,794
<b>Total</b>	<b>211,577</b>	<b>178,929</b>	<b>174,191</b>	<b>92,022</b>	<b>96,698</b>	<b>92,010</b>	<b>75,798</b>	<b>35,464</b>	<b>52,420</b>	<b>23,412</b>	<b>17,902</b>	<b>21,453</b>
<b>Skilled workers and support personnel</b>												
Men	207,328	190,102	257,755	51,319	70,541	69,828	212,079	106,623	66,014	20,745	22,747	15,698
Women	11,961	6,494	8,618	5,279	4,856	5,757	89,160	20,573	26,815	1,159	916	1,201
<b>Total</b>	<b>219,289</b>	<b>196,596</b>	<b>266,373</b>	<b>56,598</b>	<b>75,397</b>	<b>75,585</b>	<b>301,239</b>	<b>127,196</b>	<b>92,828</b>	<b>21,904</b>	<b>23,663</b>	<b>16,899</b>

**Total number of training hours by professional category, region, and gender**

	Brazil			Other countries			Basic boundary			Expanded boundary		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>Total workforce</b>	<b>166,493</b>	<b>127,278</b>	<b>73,912</b>	<b>2,551</b>	<b>3,659</b>	<b>2,615</b>	<b>1,193,972</b>	<b>907,907</b>	<b>891,750</b>	<b>1,262,813</b>	<b>983,968</b>	<b>1,025,883</b>
Men	147,126	116,158	66,776	2,242	3,062	1,831	966,219	794,628	767,412	1,024,574	859,333	877,106
Women	19,367	11,120	7,135	309	597	784	227,753	113,279	124,338	238,239	124,635	148,777
<b>Management team</b>												
Men	934	243	592	8	61	62	19,482	21,338	20,172	20,661	22,792	21,608
Women	190	124	356	0	98	16	4,739	4,314	3,519	4,747	4,350	3,519
<b>Total</b>	<b>1,124</b>	<b>367</b>	<b>948</b>	<b>8</b>	<b>159</b>	<b>78</b>	<b>24,221</b>	<b>25,652</b>	<b>23,691</b>	<b>25,408</b>	<b>27,142</b>	<b>25,127</b>
<b>Middle managers and skilled technicians</b>												
Men	21,086	6,991	6,495	1,254	1,081	655	329,180	272,433	277,142	375,160	327,681	370,174
Women	8,830	3,618	3,719	280	236	691	105,079	68,486	75,291	114,363	78,109	97,929
<b>Total</b>	<b>29,916</b>	<b>10,609</b>	<b>10,214</b>	<b>1,534</b>	<b>1,317</b>	<b>1,346</b>	<b>434,259</b>	<b>340,919</b>	<b>352,433</b>	<b>489,523</b>	<b>405,790</b>	<b>468,104</b>
<b>Skilled workers and support personnel</b>												
Men	125,106	108,924	59,689	980	1,920	1,114	617,557	500,857	470,098	628,753	508,860	485,324
Women	10,347	7,378	3,060	29	263	77	117,935	40,480	45,528	119,129	42,176	47,329
<b>Total</b>	<b>135,453</b>	<b>116,302</b>	<b>62,750</b>	<b>1,009</b>	<b>2,183</b>	<b>1,191</b>	<b>735,492</b>	<b>541,337</b>	<b>515,626</b>	<b>747,882</b>	<b>551,036</b>	<b>532,653</b>

## Average hours of training per employee trained, broken down by professional category, region, and gender

	Spain			United Kingdom			United States			Mexico		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>Total workforce</b>	<b>44.67</b>	<b>39.11</b>	<b>42.41</b>	<b>35.57</b>	<b>42.56</b>	<b>41.02</b>	<b>56.49</b>	<b>31.28</b>	<b>27.56</b>	<b>87.35</b>	<b>62.02</b>	<b>60.19</b>
Men	45.77	41.23	45.95	39.50	47.98	46.49	55.28	35.50	26.32	87.59	64.84	61.67
Women	39.91	29.50	26.31	17.23	15.18	15.73	59.48	21.26	30.46	85.56	44.74	51.75
<b>Management team</b>												
Men	36.37	36.96	31.06	39.89	46.30	47.01	15.92	16.59	15.32	36.27	31.00	28.58
Women	45.19	46.80	35.04	14.10	13.56	15.08	15.05	20.48	18.27	174.00	13.00	25.00
<b>Total</b>	<b>37.87</b>	<b>38.47</b>	<b>31.63</b>	<b>37.26</b>	<b>43.30</b>	<b>43.14</b>	<b>15.67</b>	<b>17.52</b>	<b>15.95</b>	<b>59.20</b>	<b>28.60</b>	<b>28.44</b>
<b>Middle managers and skilled technicians</b>												
Men	47.00	42.15	39.12	39.02	46.13	44.97	27.27	17.31	23.15	78.19	47.02	63.98
Women	47.77	36.66	32.63	18.93	15.58	16.29	22.86	13.40	23.80	67.45	46.21	54.20
<b>Total</b>	<b>47.22</b>	<b>40.66</b>	<b>37.42</b>	<b>35.88</b>	<b>41.57</b>	<b>40.48</b>	<b>25.63</b>	<b>15.75</b>	<b>23.41</b>	<b>76.26</b>	<b>46.86</b>	<b>62.00</b>
<b>Skilled workers and support personnel</b>												
Men	45.64	40.96	52.00	40.28	50.71	48.49	75.10	47.16	28.58	103.21	90.27	62.29
Women	21.51	11.74	13.37	15.35	14.80	15.23	112.29	32.45	39.78	231.80	45.80	46.19
<b>Total</b>	<b>43.01</b>	<b>37.85</b>	<b>47.55</b>	<b>34.98</b>	<b>43.86</b>	<b>41.58</b>	<b>83.26</b>	<b>43.94</b>	<b>31.11</b>	<b>106.33</b>	<b>87.00</b>	<b>60.79</b>

## Average hours of training per employee trained, broken down by professional category, region, and gender

	Brazil			Other countries			Basic boundary			Expanded boundary		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>Total workforce</b>	<b>43.29</b>	<b>37.17</b>	<b>20.94</b>	<b>8.80</b>	<b>14.18</b>	<b>17.67</b>	<b>46.51</b>	<b>38.09</b>	<b>36.2</b>	<b>46.02</b>	<b>38.62</b>	<b>38.69</b>
Men	44.49	39.94	20.58	8.37	13.43	14.77	47.17	41.54	38.48	46.86	42.18	40.92
Women	35.94	21.55	25.04	14.05	19.90	32.67	43.93	24.06	26.52	42.75	24.41	29.27
<b>Management team</b>												
Men	37.36	11.57	31.17	8.00	15.25	20.67	33.41	34.03	30.95	33.65	34.48	31.35
Women	31.67	20.67	71.2	0.00	49.00	16.00	36.16	35.65	30.76	35.96	35.66	30.76
<b>Total</b>	<b>36.26</b>	<b>13.59</b>	<b>39.51</b>	<b>8.00</b>	<b>26.50</b>	<b>20.5</b>	<b>33.90</b>	<b>34.29</b>	<b>30.92</b>	<b>34.06</b>	<b>34.66</b>	<b>31.27</b>
<b>Middle managers and skilled technicians</b>												
Men	31.80	16.26	14.21	10.63	14.04	14.24	39.71	37.05	37.00	40.23	39.23	43.03
Women	34.49	16.75	18.59	17.50	11.24	36.37	34.19	24.89	27.21	33.80	25.69	31.50
<b>Total</b>	<b>32.55</b>	<b>16.42</b>	<b>15.55</b>	<b>11.45</b>	<b>13.44</b>	<b>20.71</b>	<b>38.22</b>	<b>33.74</b>	<b>34.36</b>	<b>38.52</b>	<b>35.62</b>	<b>39.97</b>
<b>Skilled workers and support personnel</b>												
Men	47.77	44.33	21.56	6.58	13.06	14.85	53.19	44.92	39.83	52.71	44.79	39.98
Women	37.36	25.10	38.25	4.83	37.57	19.25	59.50	22.05	25.20	57.91	21.71	25.44
<b>Total</b>	<b>46.77</b>	<b>42.28</b>	<b>22.03</b>	<b>6.51</b>	<b>14.18</b>	<b>15.08</b>	<b>54.11</b>	<b>41.69</b>	<b>37.89</b>	<b>53.48</b>	<b>41.42</b>	<b>38.05</b>

## G4-LA11 Employees receiving regular performance and career development reviews

Employees receiving performance reviews by region and gender												
	Spain			United Kingdom			United States			Mexico		
	2016	2015	2014	2016	2015	2014	2016	2015 <sup>27</sup>	2014	2016	2015	2014
<b>By professional category</b>												
<b>Men</b>	<b>8,408</b>	<b>8,618</b>	<b>8,870</b>	<b>4,280</b>	<b>4,563</b>	<b>4,662</b>	<b>4,838</b>	<b>3,499</b>	<b>3,528</b>	<b>736</b>	<b>664</b>	<b>620</b>
Management team	424	444	475	111	115	120	104	95	83	22	24	26
Middle managers and skilled technicians	3,435	3,501	3,517	2,576	2,589	2,582	1,856	1,292	1,277	418	389	350
Skilled workers and support personnel	4,549	4,673	4,878	1,593	1,859	1,960	2,878	2,112	2,168	296	251	244
<b>Women</b>	<b>1,987</b>	<b>1,951</b>	<b>1,968</b>	<b>2,093</b>	<b>2,133</b>	<b>2,194</b>	<b>2,011</b>	<b>1,508</b>	<b>1,529</b>	<b>138</b>	<b>137</b>	<b>116</b>
Management team	80	71	69	28	27	34	42	31	22	3	4	3
Middle managers and skilled technicians	1,308	1,275	1,267	1,054	1,011	997	1,097	878	865	110	105	83
Skilled workers and support personnel	599	605	632	1,011	1,095	1,163	872	599	642	25	28	30
<b>Total</b>	<b>10,395</b>	<b>10,569</b>	<b>10,838</b>	<b>6,373</b>	<b>6,696</b>	<b>6,856</b>	<b>6,849</b>	<b>5,007</b>	<b>5,057</b>	<b>874</b>	<b>801</b>	<b>736</b>
<b>Receiving performance reviews (%)</b>												
<b>Men</b>	<b>95.48</b>	<b>94.58</b>	<b>95.40</b>	<b>99.60</b>	<b>98.90</b>	<b>100.00</b>	<b>48.08</b>	<b>20.26</b>	<b>19.61</b>	<b>45.92</b>	<b>95.63</b>	<b>98.71</b>
Management team	100.00	98.20	99.58	98.20	99.13	100.00	100.00	0.00	21.69	4.55	100.00	100.00
Middle managers and skilled technicians	95.81	95.57	97.67	99.42	97.80	100.00	99.57	31.04	28.82	69.62	92.54	97.16
Skilled workers and support personnel	94.64	93.49	93.32	100.00	100.43	100.00	13.00	14.58	14.11	15.54	100.00	99.18
<b>Women</b>	<b>94.71</b>	<b>96.67</b>	<b>98.32</b>	<b>100.00</b>	<b>99.44</b>	<b>99.68</b>	<b>63.45</b>	<b>26.72</b>	<b>11.77</b>	<b>65.94</b>	<b>96.35</b>	<b>96.55</b>
Management team	97.50	100.00	98.55	100.00	100.00	100.00	100.00	6.45	4.55	33.33	100.00	100.00
Middle managers and skilled technicians	95.49	97.10	99.61	100.00	98.81	99.30	99.54	44.19	14.91	73.64	96.19	92.86
Skilled workers and support personnel	92.82	95.37	96.04	100.00	100.00	100.00	16.28	2.17	7.79	36.00	96.43	103.33
<b>Total</b>	<b>95.33</b>	<b>94.97</b>	<b>95.93</b>	<b>99.75</b>	<b>99.07</b>	<b>99.90</b>	<b>52.59</b>	<b>22.21</b>	<b>17.24</b>	<b>49.08</b>	<b>95.76</b>	<b>98.37</b>

<sup>27</sup> The percentage of women with performance reviews for 2015 was changed compared to previous reporting due to revision and update.

## Employees receiving performance reviews by region and gender

	Brazil			Other countries			Basic boundary			Expanded boundary		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>By professional category</b>												
<b>Men</b>	3,222	3,233	3,251	133	123	114	21,617	20,700	21,045	23,298	22,287	22,752
Management team	21	21	25	6	5	3	688	704	732	694	710	753
Middle managers and skilled technicians	458	466	459	75	65	52	8,818	8,301	8,237	9,987	9,416	9,393
Skilled workers and support personnel	2,743	2,746	2,767	52	53	59	12,111	11,695	12,076	12,617	12,161	12,606
<b>Women</b>	520	514	494	29	35	41	6,778	6,278	6,342	7,293	6,769	6,845
Management team	6	6	10	2	2	2	161	141	140	161	141	140
Middle managers and skilled technicians	246	224	201	22	28	28	3,837	3,521	3,441	4,224	3,880	3,808
Skilled workers and support personnel	268	284	283	5	5	11	2,780	2,616	2,761	2,908	2,748	2,897
<b>Total</b>	<b>3,742</b>	<b>3,747</b>	<b>3,745</b>	<b>162</b>	<b>158</b>	<b>155</b>	<b>28,395</b>	<b>26,978</b>	<b>27,387</b>	<b>30,591</b>	<b>29,056</b>	<b>29,597</b>

## Receiving performance reviews (%)

<b>Men</b>	93.45	88.43	86.31	48.87	39.02	19.30	83.42	76.84	81.99	83.71	77.17	81.61
Management team	100.00	95.24	80.00	66.67	60.00	33.33	97.53	84.80	89.90	96.83	84.23	87.65
Middle managers and skilled technicians	96.29	91.20	91.29	61.33	44.62	11.54	96.16	85.45	75.79	96.04	84.73	85.66
Skilled workers and support personnel	92.89	87.91	85.54	28.85	30.19	25.42	73.33	78.82	78.19	73.23	79.23	78.22
<b>Women</b>	85.77	76.46	78.14	37.93	40.00	17.07	85.56	72.27	75.79	85.68	72.75	75.80
Management team	100.00	100.00	50.00	100.00	50.00	50.00	98.14	81.04	80.56	98.14	79.43	80.00
Middle managers and skilled technicians	84.15	82.59	86.57	27.27	32.14	14.29	96.14	82.91	76.58	95.12	82.81	76.65
Skilled workers and support personnel	86.57	71.13	73.14	60.00	80.00	18.18	70.25	73.32	74.61	71.29	73.25	74.49
<b>Total</b>	<b>92.38</b>	<b>86.79</b>	<b>85.23</b>	<b>46.91</b>	<b>39.24</b>	<b>18.71</b>	<b>83.93</b>	<b>81.04</b>	<b>80.56</b>	<b>84.18</b>	<b>81.05</b>	<b>80.26</b>

## Aspect: Diversity and equal opportunity

### G4-LA12 Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity

Total workforce by region, gender, and professional category												
	Spain			United Kingdom			United States			Mexico		
	2016	2015	2014	2016	2015	2014	2016	2015 <sup>28</sup>	2014	2016	2015	2014
<b>Total workforce</b>	<b>10,395</b>	<b>10,569</b>	<b>10,838</b>	<b>6,373</b>	<b>6,696</b>	<b>6,856</b>	<b>6,849</b>	<b>6,889</b>	<b>5,057</b>	<b>874</b>	<b>801</b>	<b>736</b>
<b>By gender</b>												
Men	8,408	8,618	8,870	4,280	4,563	4,662	4,838	4,811	3,528	736	664	620
Women	1,987	1,951	1,968	2,093	2,133	2,194	2,011	2,078	1,529	138	137	116
<b>By gender (%)</b>												
Men	81%	82%	82%	67%	68%	68%	71%	70%	70%	84%	83%	84%
Women	19%	18%	18%	33%	32%	32%	29%	30%	30%	16%	17%	16%
<b>By professional category</b>												
<b>Men</b>												
Management team	424	444	475	111	115	120	104	95	83	22	24	26
Middle managers and skilled technicians	3,435	3,501	3,517	2,576	2,589	2,582	1,856	1,292	1,277	418	389	350
Skilled workers and support personnel	4,549	4,673	4,878	1,593	1,859	1,960	2,878	2,112	2,168	296	251	244
<b>Women</b>												
Management team	80	71	69	28	27	34	42	31	22	3	4	3
Middle managers and skilled technicians	1,308	1,275	1,267	1,054	1,011	997	1,097	878	865	110	105	83
Skilled workers and support personnel	599	605	632	1,011	1,095	1,163	872	599	642	25	28	30
<b>By professional category (%)</b>												
<b>Men</b>												
Management team	4%	4%	4%	2%	2%	2%	2%	1%	2%	3%	3%	4%
Middle managers and skilled technicians	33%	33%	32%	40%	39%	38%	27%	19%	25%	48%	49%	48%
Skilled workers and support personnel	44%	44%	45%	25%	28%	29%	42%	31%	43%	34%	31%	33%
<b>Women</b>												
Management team	1%	1%	1%	0%	0%	0%	1%	0%	0%	0%	0%	0%
Middle managers and skilled technicians	13%	12%	12%	17%	15%	15%	16%	13%	17%	13%	13%	11%
Skilled workers and support personnel	6%	6%	6%	16%	16%	17%	13%	9%	13%	3%	3%	4%
<b>By age group</b>												
<b>Men</b>												
Up to 30 years old	401	412	513	605	575	611	506	522	373	184	140	125
Between 31 and 50 years old	4,370	4,431	4,480	2,177	2,325	2,467	2,197	2,184	1,624	489	460	436
More than 50 years old	3,637	3,775	3,877	1,498	1,663	1,584	2,135	2,105	1,531	63	64	59
<b>Women</b>												
Up to 30 years old	88	84	102	210	238	284	161	191	157	38	40	36
Between 31 and 50 years old	1,367	1,356	1,375	1,407	1,430	1,473	950	993	768	95	94	78
More than 50 years old	532	511	492	476	465	437	900	894	604	5	3	2
<b>By age group (%)</b>												
<b>Men</b>												
Up to 30 years old	4%	4%	5%	9%	9%	9%	7%	8%	7%	21%	17%	17%
Between 31 and 50 years old	42%	42%	41%	34%	35%	36%	32%	32%	32%	56%	57%	59%
More than 50 years old	35%	36%	36%	24%	25%	23%	31%	31%	30%	7%	8%	8%
<b>Women</b>												
Up to 30 years old	1%	1%	1%	3%	4%	4%	2%	3%	3%	4%	5%	5%
Between 31 and 50 years old	13%	13%	13%	22%	21%	21%	14%	14%	15%	11%	12%	11%
More than 50 years old	5%	5%	5%	7%	7%	6%	13%	13%	12%	1%	0%	0%

<sup>28</sup> The breakdown by professional category does not include those for the former UIL Holdings corporation since its merger with Avangrid in the United States on 16 December 2015, as they are not yet included in the corporate systems.

Total workforce by region, gender, and professional category												
	Brazil			Other countries			Basic boundary			Expanded boundary		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>Total workforce</b>	<b>3,742</b>	<b>3,747</b>	<b>3,745</b>	<b>162</b>	<b>158</b>	<b>155</b>	<b>28,395</b>	<b>28,860</b>	<b>27,387</b>	<b>30,591</b>	<b>30,938</b>	<b>29,597</b>
<b>By gender</b>												
Men	3,222	3,233	3,251	133	123	114	21,617	22,012	21,045	23,299	23,599	22,752
Women	520	514	494	29	35	41	6,778	6,848	6,342	7,292	7,339	6,845
<b>By gender (%)</b>												
Men	86%	86%	87%	82%	78%	74%	76%	76%	77%	76%	76%	77%
Women	14%	14%	13%	18%	22%	26%	24%	24%	23%	24%	24%	23%
<b>By professional category</b>												
<b>Men</b>												
Management team	21	21	25	6	5	3	688	704	732	694	710	753
Middle managers and skilled technicians	458	466	459	75	65	52	8,818	8,301	8,237	9,987	9,416	9,393
Skilled workers and support personnel	2,743	2,746	2,767	52	53	59	12,111	11,694	12,076	12,617	12,161	12,606
<b>Women</b>												
Management team	6	6	10	2	2	2	161	141	140	161	141	140
Middle managers and skilled technicians	246	224	201	22	28	28	3,837	3,522	3,441	4,224	3,881	3,808
Skilled workers and support personnel	268	284	283	5	5	11	2,780	2,616	2,761	2,908	2,748	2,897
<b>By professional category (%)</b>												
<b>Men</b>												
Management team	1%	1%	1%	4%	3%	2%	2%	2%	3%	2%	2%	3%
Middle managers and skilled technicians	12%	12%	12%	46%	41%	34%	31%	29%	30%	33%	30%	32%
Skilled workers and support personnel	73%	73%	74%	32%	34%	38%	43%	41%	44%	41%	39%	43%
<b>Women</b>												
Management team	0%	0%	0%	1%	1%	1%	1%	0%	1%	1%	0%	0%
Middle managers and skilled technicians	7%	6%	5%	14%	18%	18%	13%	12%	13%	14%	13%	13%
Skilled workers and support personnel	7%	8%	8%	3%	3%	7%	10%	9%	10%	10%	9%	10%
<b>By age group</b>												
<b>Men</b>												
Up to 30 years old	952	1,013	1,103	9	10	9	2,656	2,672	2,734	3,101	3,060	3,104
Between 31 and 50 years old	2,039	1,991	1,923	112	104	98	11,384	11,495	11,028	12,211	12,259	11,822
More than 50 years old	231	229	225	12	9	7	7,576	7,845	7,283	7,987	8,280	7,826
<b>Women</b>												
Up to 30 years old	199	212	209	2	2	4	699	767	792	844	910	916
Between 31 and 50 years old	298	281	263	25	31	34	4,143	4,185	3,991	4,454	4,470	4,277
More than 50 years old	22	21	22	2	2	3	1,937	1,896	1,560	1,994	1,959	1,652
<b>By age group (%)</b>												
<b>Men</b>												
Up to 30 years old	25%	27%	29%	6%	6%	6%	9%	9%	10%	10%	10%	10%
Between 31 and 50 years old	55%	53%	51%	69%	66%	63%	40%	40%	40%	40%	40%	40%
More than 50 years old	6%	6%	6%	7%	6%	5%	27%	27%	27%	26%	27%	26%
<b>Women</b>												
Up to 30 years old	5%	6%	6%	1%	1%	3%	2%	3%	3%	3%	3%	3%
Between 31 and 50 years old	8%	7%	7%	15%	20%	22%	15%	15%	15%	15%	14%	14%
More than 50 years old	1%	1%	1%	1%	1%	2%	7%	7%	6%	7%	6%	6%



Breakdown of Board of Directors by gender and age group						
Number of members of the Board	2016		2015		2014	
	no.	%	no.	%	no.	%
<b>Men</b>						
Up to 30 years old	0	0%	0	0%	0	0%
Between 31 and 50 years old	1	7%	0	0%	0	0%
More than 50 years old	8	57%	9	64%	9	64%
<b>Women</b>						
Up to 30 years old	0	0%	0	0%	0	0%
Between 31 and 50 years old	2	14%	2	14%	2	14%
More than 50 years old	3	21%	3	21%	3	21%

### Aspect: Equal remuneration for women and men

#### G4-LA13 Ratio of basic salary and remuneration of women to men by employee category, by professional category and region

The table below shows the salary ratio of men to women within the various boundaries, and although the data set forth therein might suggest inconsistency with the management approach for the “Diversity and Equal Opportunity” Aspect and the “Equal Remuneration for Women and Men” Aspect described in the *Sustainability Report 2016*, the differences between the salaries of men and women are a consequence of changes in the structure of the workforce rather than the result of a policy of discrimination, given that each professional category includes:

- different professional levels, with different proportions between men and women, and
- groups from different geographical areas, in different currencies and salary bands.

The ratio of employees by professional category and gender is available in indicator G4-LA12.

Ratio of basic salary of men to women by professional category (%)												
	Spain			United Kingdom			United States			Mexico		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
Middle managers and skilled technicians	110.89	115.70	102.09	115.16	115.00	116.52	122.61	106.20	130.33	126.45	126.00	129.04
Skilled workers and support personnel	104.43	101.00	96.35	125.76	127.90	129.36	128.28	137.30	138.12	78.77	98.10	102.99

Ratio of basic salary of men to women by professional category (%)												
	Brazil			Other countries			Basic boundary			Expanded boundary		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
Middle managers and skilled technicians	131.46	100.80	127.23	140.62	131.10	104.76	113.00	108.70	108.97	106.63	105.50	106.81
Skilled workers and support personnel	120.37	103.30	123.51	92.60	103.60	132.61	100.02	99.00	98.87	99.84	100.70	99.11

## EU15 Percentage of employees eligible to retire in the next 5 and 10 years broken down by job category and by region

Employees eligible to retire in the next 5 years												
	Spain			United Kingdom			United States <sup>29</sup>			Mexico		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>By professional category</b>												
Management team	46	56	89	6	7	7	36	65	60	2	2	3
Middle managers and skilled technicians	303	292	366	300	334	309	685	875	859	14	8	7
Skilled workers and support personnel	606	636	810	320	372	339	726	1,091	1,177	3	1	5
<b>Total</b>	<b>955</b>	<b>984</b>	<b>1,265</b>	<b>626</b>	<b>713</b>	<b>655</b>	<b>1,447</b>	<b>2,031</b>	<b>2,096</b>	<b>19</b>	<b>11</b>	<b>15</b>
<b>By professional category (%)</b>												
Management team	0.44	0.53	0.82	0.09	0.10	0.10	0.53	1.30	1.19	0.23	0.25	0.41
Middle managers and skilled technicians	2.91	2.76	3.38	4.71	4.99	4.51	10.00	17.48	16.99	1.60	1.00	0.95
Skilled workers and support personnel	5.83	6.02	7.48	5.02	5.56	4.94	10.60	21.79	23.27	0.34	0.12	0.68
<b>Total</b>	<b>9.19</b>	<b>9.31</b>	<b>11.68</b>	<b>9.82</b>	<b>10.65</b>	<b>9.55</b>	<b>21.13</b>	<b>40.56</b>	<b>41.45</b>	<b>2.17</b>	<b>1.37</b>	<b>2.04</b>

  

Employees eligible to retire in the next 5 years												
	Brazil			Other countries			Basic boundary			Expanded boundary		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>By professional category</b>												
Management team	1	1	2	1	1	0	92	132	161	93	133	165
Middle managers and skilled technicians	42	60	60	1	1	3	1,345	1,570	1,604	1,591	1,818	1,769
Skilled workers and support personnel	116	119	119	0	0	0	1,771	2,219	2,450	1,869	2,323	2,548
<b>Total</b>	<b>159</b>	<b>180</b>	<b>181</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>3,208</b>	<b>3,921</b>	<b>4,216</b>	<b>3,553</b>	<b>4,274</b>	<b>4,481</b>
<b>By professional category (%)</b>												
Management team	0.03	0.03	0.05	0.62	0.63	0.00	0.32	0.49	0.59	0.30	0.46	0.56
Middle managers and skilled technicians	1.12	1.60	1.60	0.62	0.63	1.94	4.74	5.82	5.98	5.20	6.26	5.98
Skilled workers and support personnel	3.10	3.18	3.18	0.00	0.00	0.00	6.24	8.23	8.95	6.11	7.99	8.61
<b>Total</b>	<b>4.23</b>	<b>4.80</b>	<b>4.83</b>	<b>1.23</b>	<b>1.27</b>	<b>1.94</b>	<b>11.30</b>	<b>14.53</b>	<b>15.39</b>	<b>11.61</b>	<b>14.71</b>	<b>15.14</b>

<sup>29</sup> The change in the United States is due to a change in the calculation standard, which now uses 62 years as the reference age.

Employees eligible to retire in the next 10 years												
	Spain			United Kingdom			United States			Mexico		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>By professional category</b>												
Management team	120	128	179	29	31	29	80	88	82	5	6	4
Middle managers and skilled technicians	809	795	888	823	844	787	1,263	1,192	1,206	26	25	11
Skilled workers and support personnel	1,689	1,723	1,966	739	844	813	1,451	1,474	1,601	15	16	7
<b>Total</b>	<b>2,618</b>	<b>2,646</b>	<b>3,033</b>	<b>1,591</b>	<b>1,719</b>	<b>1,629</b>	<b>2,794</b>	<b>2,754</b>	<b>2,889</b>	<b>46</b>	<b>47</b>	<b>22</b>
<b>By professional category (%)</b>												
Management team	1.15	1.21	1.65	0.46	0.46	0.42	1.17	1.28	1.76	0.57	0.75	0.54
Middle managers and skilled technicians	7.78	7.52	8.20	12.91	12.60	11.48	18.44	17.30	23.81	2.97	3.12	1.49
Skilled workers and support personnel	16.25	16.30	18.14	11.60	12.60	11.86	21.19	21.40	29.44	1.72	2.00	0.95
<b>Total</b>	<b>25.19</b>	<b>25.04</b>	<b>27.98</b>	<b>24.96</b>	<b>25.67</b>	<b>23.76</b>	<b>40.79</b>	<b>39.98</b>	<b>55.00</b>	<b>5.26</b>	<b>5.87</b>	<b>2.99</b>

Employees eligible to retire in the next 10 years												
	Brazil			Other countries			Basic boundary			Expanded boundary		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
<b>By professional category</b>												
Management team	3	5	4	1	1	1	238	259	299	243	264	309
Middle managers and skilled technicians	86	175	98	2	1	3	3,009	3,032	2,993	3,359	3,420	3,477
Skilled workers and support personnel	278	513	278	0	0	0	4,172	4,570	4,665	4,300	4,731	4,917
<b>Total</b>	<b>367</b>	<b>693</b>	<b>380</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>7,419</b>	<b>7,861</b>	<b>7,957</b>	<b>7,902</b>	<b>8,415</b>	<b>8,703</b>
<b>By professional category (%)</b>												
Management team	0.08	0.13	0.11	0.62	0.63	0.65	0.84	0.96	1.09	0.79	0.91	1.04
Middle managers and skilled technicians	2.30	4.67	2.62	1.23	0.63	1.94	10.60	11.24	10.93	10.98	11.77	11.75
Skilled workers and support personnel	7.43	13.69	7.42	0.00	0.00	0.00	14.69	16.94	17.03	14.06	16.28	16.61
<b>Total</b>	<b>9.81</b>	<b>18.49</b>	<b>10.15</b>	<b>1.85</b>	<b>1.27</b>	<b>2.58</b>	<b>26.13</b>	<b>29.14</b>	<b>29.05</b>	<b>25.83</b>	<b>28.96</b>	<b>29.40</b>

## C2. Human Rights

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**Aspect: Supplier human rights assessment****Management Approach****G4-HR10 New suppliers that were screened using human rights criteria****G4-HR11 Human rights impacts in the supply chain**

<b>Volume of general procurement purchases in countries considered to be at risk (%)</b>	<b>2016</b>
Mexico	4.75
Brazil	2.36
Canada	0.97
China	0.07
India	0.04

The standards used to identify countries at risk are the same as those described in the G4-HR9 indicator of the *Sustainability Report 2016*.

## C4. Product Responsibility

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## Electric Utilities Sector Specific Aspect: Access

### EU27 Residential disconnections for non-payment

Residential disconnections for non-payment by region (no.)									
	Spain			United Kingdom			United States		
	2016	2015	2014	2016	2015	2014	2016	2015	2014
Paid up to 48 h after disconnection	103,802	177,854	212,749	0	0	0	64,437	55,115	57,762
Paid between 48 h and one week after disconnection	11,473	24,744	34,035	0	0	0	9,004	9,757	7,547
Paid between one week and one month after disconnection	14,963	36,484	47,319	0	0	0	4,299	4,128	3,365
Paid between one month and one year	11,465	26,093	41,628	0	0	0	2,221	2,515	2,302
Paid after more than one year	0	0	0	0	0	0	0	0	0
Outstanding and unclassified	0	0	0	0	0	0	0	21,534	19,529
<b>Total</b>	<b>141,703</b>	<b>265,175</b>	<b>335,731</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>79,961</b>	<b>93,049</b>	<b>90,505</b>

Residential disconnections for non-payment by region (no.)						
	Brazil			Iberdrola Total		
	2016	2015	2014	2016	2015	2014
Paid up to 48 h after disconnection	1,014,227	737,397	983,686	1,182,466	970,366	1,254,197
Paid between 48 h and one week after disconnection	217,099	270,892	191,280	237,576	305,393	232,862
Paid between one week and one month after disconnection	195,483	173,341	154,420	214,745	213,953	205,104
Paid between one month and one year	174,818	157,314	113,821	188,504	185,922	157,751
Paid after more than one year	0	5	24	0	5	24
Outstanding and unclassified	48,606	31,952	0	48,606	53,486	19,529
<b>Total</b>	<b>1,650,233</b>	<b>1,370,901</b>	<b>1,443,231</b>	<b>1,871,897</b>	<b>1,729,125</b>	<b>1,869,467</b>

**Residential reconnections following payment of unpaid bills, by region (no.)**

	Spain			United Kingdom			United States		
	2016	2015	2014	2016	2015	2014	2016	2015	2014
Less than 24 h after payment	139,706	261,145	322,466	0	0	0	43,262	21,534	54,650
Between 24 h and one week after payment	3,537	7,177	11,724	0	0	0	5,663	12,049	6,025
More than one week after payment	173	386	622	0	0	0	5,296	1,076	5,999
Unclassified	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>143,416</b>	<b>268,708</b>	<b>334,812</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>54,221</b>	<b>34,659</b>	<b>66,674</b>

**Residential reconnections following payment of unpaid bills, by region (no.)**

	Brazil			Total Iberdrola		
	2016	2015	2014	2016	2015	2014
Less than 24 h after payment	1,378,234	1,161,881	1,170,114	1,561,202	1,444,560	1,547,230
Between 24 h and one week after payment	182,132	143,614	156,071	191,332	162,840	173,820
More than one week after payment	96,599	103,999	106,308	102,068	105,461	112,929
Unclassified	14,634	9,156	70,512	14,634	9,156	70,512
<b>Total</b>	<b>1,671,599</b>	<b>1,418,650</b>	<b>1,503,005</b>	<b>1,869,236</b>	<b>1,722,017</b>	<b>1,904,491</b>



## EU30 Average plant availability

The availability of a generation plant consists of the amount of time that it is capable of producing power during a particular period, divided by the amount of time passing during such period, and is calculated using standardised figures. The average availability factors for the Group are based on the availability of each facility and the net installed capacity thereof, as presented in the following table:

Average availability factor (%)												
	Spain <sup>30</sup>			United Kingdom			United States			Mexico		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
Combined cycle	89.94	92.05	91.34	86.63	93.34	84.69	N/A	N/A	N/A	95.32	95.64	95.05
Conventional thermal	85.54	90.69	96.56	N/A	69.65	75.21	N/A	N/A	N/A	N/A	N/A	N/A
Cogeneration	88.90	88.07	96.77	82.00	86.50	87.00	90.00	90.38	88.00	95.17	94.95	96.64
Nuclear	85.98	88.69	92.69	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Hydroelectric	86.00	84.30	84.14	94.00	91.27	91.27	31.21	35.27	59.33	N/A	N/A	N/A
Mini-hydro	95.00	95.41	94.36	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Wind	97.80	98.00	98.00	95.91	96.00	96.00	96.10	96.00	96.00	97.50	N/A	N/A

Average availability factor (%)									
	Brazil			Other countries			Expanded boundary		
	2016	2015	2014	2016	2015	2014	2016	2015	2014
Combined cycle	86.00	72.72	N/A	N/A	N/A	N/A	90.08	93.30	91.89
Conventional thermal	N/A	N/A	N/A	N/A	N/A	N/A	85.54	75.27	80.91
Cogeneration	96.68	98.04	N/A	N/A	N/A	N/A	90.80	90.48	95.51
Nuclear	N/A	N/A	N/A	N/A	N/A	N/A	85.98	88.69	92.69
Hydroelectric	93.00	93.56	N/A	N/A	N/A	N/A	86.30	85.05	84.91
Mini-hydro	N/A	N/A	N/A	N/A	N/A	N/A	95.00	95.41	94.36
Wind	96.30	98.50	97.00	97.90	98.00	98.00	96.85	97.00	96.70

<sup>30</sup> Does not include the Garoña nuclear power plant, which remained on shutdown during 2016 as it is pending cessation of activities.







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