



Sustainability report 2014

Gestamp Solar



Gestamp
Solar

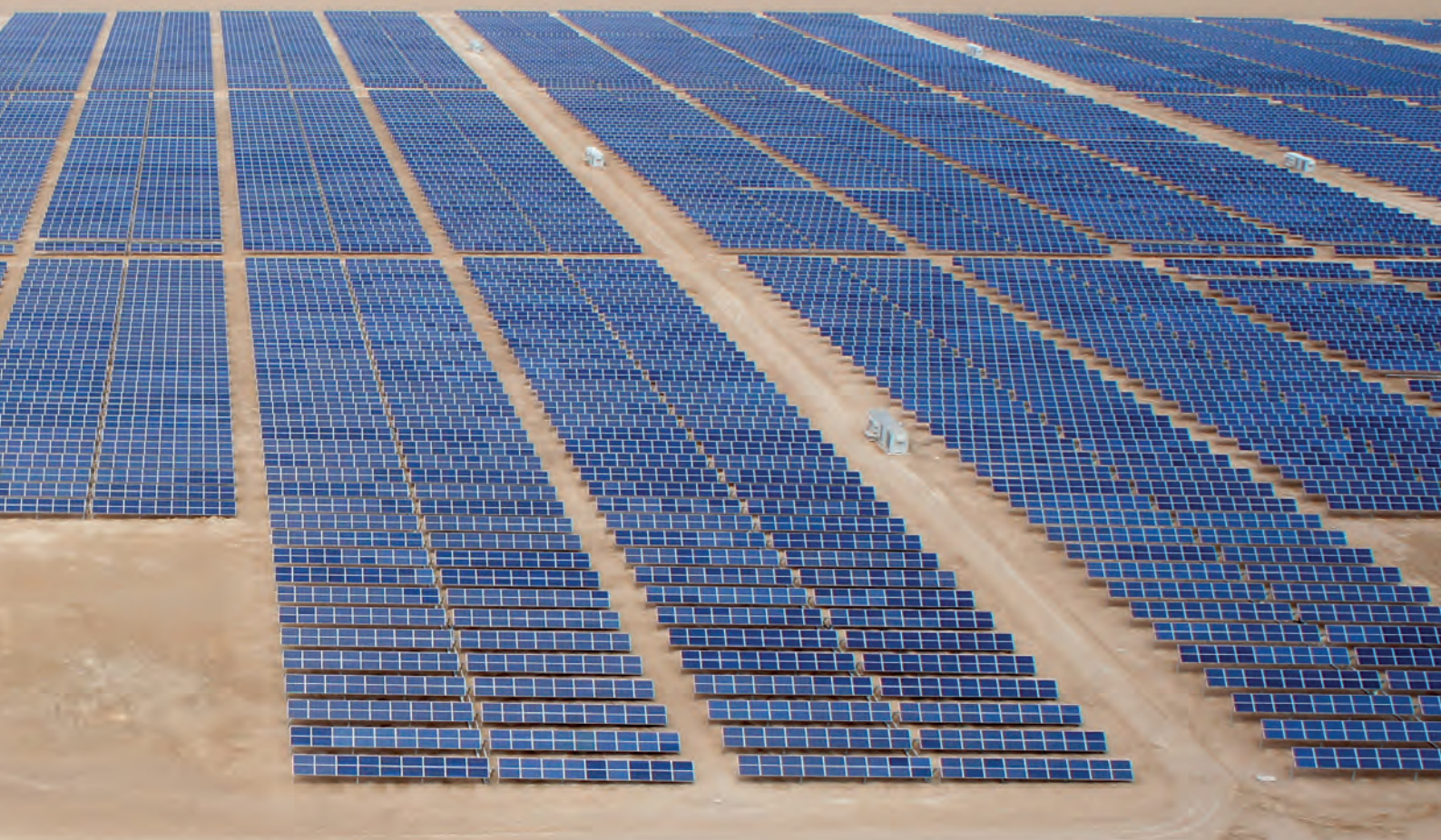
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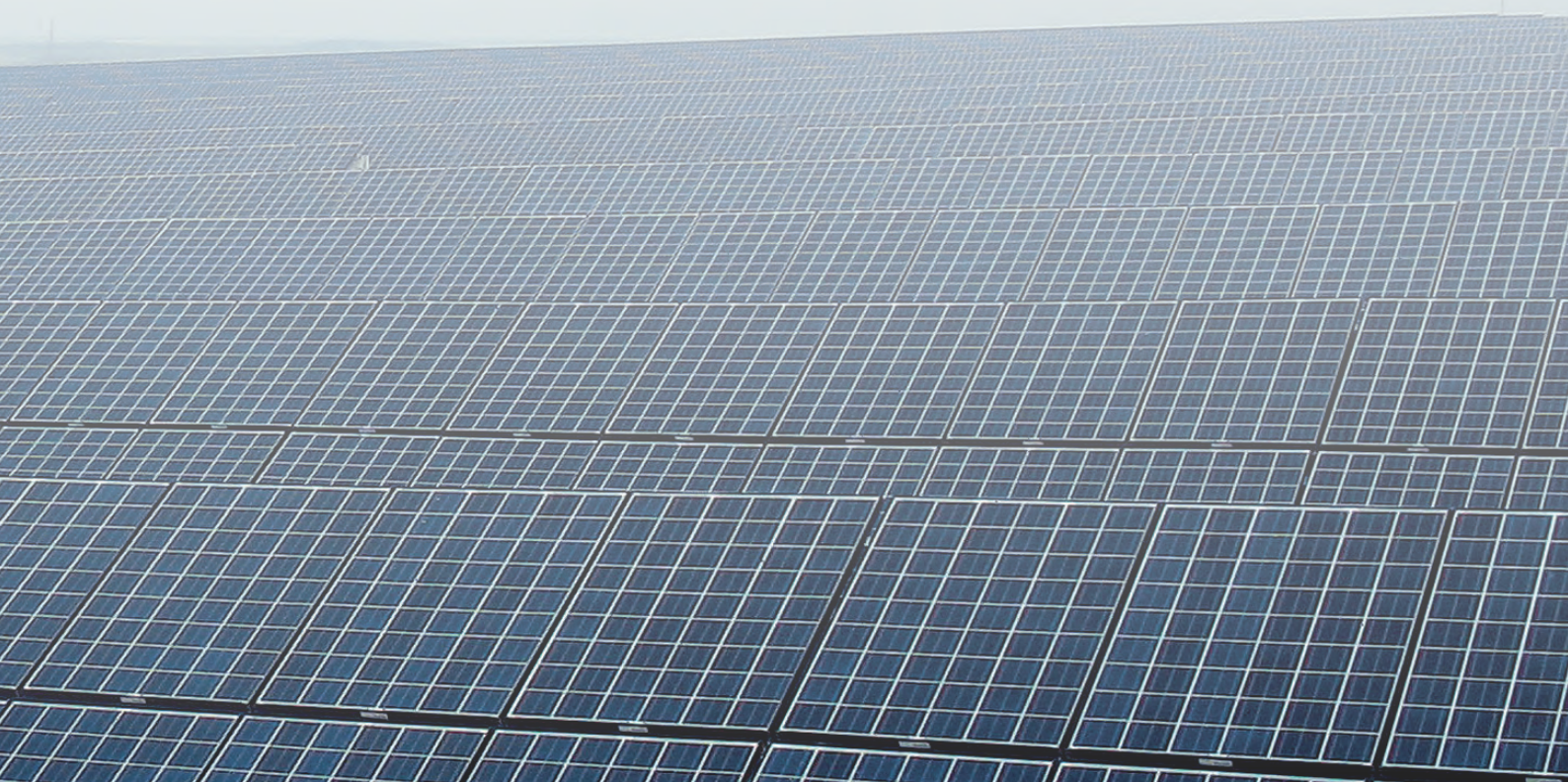


Our mission is to **satisfy the global needs of our clients** by talking into **account** their business activity, **employee security** and **respect for the environment**.



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Letter from the President

Dear reader,

Gestamp Solar is part of Corporación Gestamp group. As part of this multinational corporation and under the Gestamp Renewables umbrella, we are focused on the design, construction, promotion, and generation of renewable energies through our three divisions: Gestamp Solar, Gestamp Wind, and Gestamp Biomass.

We are aware of the importance of adopting an **ethical and transparent** position in the market founded on clear communication with our stakeholders. As proof of this commitment, we hereby deliver our **first Sustainability Report**.

This Report offers a balanced and accurate vision of our financial, environmental and social results in the 2014 financial year. Furthermore, this year we have renewed our backing and support of the **UN Global Compact**.

At present, we are witnessing a worldwide evolution towards **new sustainable energy models** which allow for the supply of the growing global energy demand through environmentally friendly energy sources that have no CO₂ emissions, can be installed in remote locations, and can be operated independently from fossil fuels.

As we establish ourselves in new locations, we attempt to **create value** in local communities through socioeconomic development activities which shall contribute to ward the improvement of life conditions and the future prospects of local communities. We highlight our plans developed in South Africa focused on the region's needs, especially in the case of the most vulnerable groups.

Our highly qualified **professional team** is our company's driving force so this year we have focused on reinforcing our corporate culture, and widening educational initiatives to develop their talent. One of the most outstanding actions was the launch of our **Ethics Code of Conduct** which, along with online training, allowed our employees to get to know it in depth, and formalize their compliance commitment.

Finally, I want to thank your trust and your contribution to the development of this project which we are part of, and I hope you enjoy reading this Report.



Jon Riberas
President



Letter from the CEO

I want to welcome you to **Gestamp Solar's** Sustainability Report.

This Report gathers the most relevant and significant information about the 2014 financial year under the umbrella of our culture, values and principles, with transparent and truthful information about us. Our intention is to publish this document on a yearly basis following the directives established by the Global Reporting Initiative.

At **Gestamp Solar**, we believe that renewable energies, apart from being environmentally necessary, **are increasingly profitable and competitive** through innovation, both in their capacity to generate power and their cost. They are ready to become a disruptive innovation.

With such conviction, we **continue advancing** in a complicated framework from the regulatory standpoint, and also due to the situation of the market which, in the last years, has been affected by a deep economic and moral crisis though it looks like it is starting to pick up.

In this scenario, we have developed, in 2014, **36.7 new MW** thanks to two projects in South Africa and one in Puerto Rico. Besides, we have produced 181,207 MWh of solar energy, and have contributed to the production of 227,413 additional MWh through our management of plants owned by third parties. **Overall, we have avoided the emission of more than 140,000 tons of CO₂** to the atmosphere, contributing actively to the fight against climate change.

Our intention for the year 2015 is to **expand our business activity** to new markets like Central America and the Middle East, with four more projects that add up to a total of 108.40 MW.

Innovation is key to us. We possess powerful software to design, manage and adapt our plants so we can get the highest performance. In this regard, we may highlight our **"Kishoo"** project in Mexico which, through a new software that carries out a simple analysis, can estimate the profitability of introducing photovoltaic systems to generate power at homes and small businesses.

In addition, we have communicated our Ethics Code of Conduct to all **suppliers** that are part of our supply chain with the aim of involving them in the compliance with our principles, which include aspects related to the **observance of human rights** in our approval process.

Our goal is to continue working in the same way, **reinforcing our corporate culture, our ethical commitment to transparency**, as well as the management of our **supply chain**, and promoting **growth in the communities** where we are present.

Finally, I want to acknowledge the effort, commitment and hard work of **our professionals**, to whom I would like to express my warmest gratitude.

For all these reasons, I am very glad to present this Report which I hope you find interesting.



Jorge Barredo
CEO Gestamp Solar



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Our organization and sustainability

[About us](#)

[Gestamp Solar governance](#)

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About us

Corporación Gestamp

We are part of Corporación Gestamp, parent company of:

- **Gonvarri Steel Industries:** a multinational company specialized in steel service centers, automobile part, solar structures and wind parts.
- **Gestamp Renewables:** multinational renewable energy company focused on solar, wind and biomass energy.
- **Gestamp Automoción:** Gestamp is an international group dedicated to the design, development and manufacture of metal automotive components.

Gestamp Solar, S.L.

Gestamp Solar, S.L. develops, builds, finances, operates and maintains photovoltaic power stations, vertically incorporating the necessary components to ensure its success.

Since its creation in 2005, our efforts have been centered on the generation of eco-friendly and profitable solar energy projects, offering customized solutions depending on the needs and mainly basing ourselves on solar plant projects and solar roofing projects.

Gestamp Solar, S.L. has partaken in the promotion, construction, maintenance and operation of production plants that add more than 600 MW:

Gestamp Renewables

Gestamp Renewables has aspired to establish itself as an international leader within the renewable energy sector, using a unique and integrated business model encompassing the development, construction, maintenance and operation of wind, solar and biomass energy projects.

Gestamp Renewables integrates the three renewable energy business units under the brands: Gestamp Solar, Gestamp Wind and Gestamp Biomass.

Main magnitudes. 31 st , 2014	Power
Own Development Connected to the Grid	139.5 mw
Own Development Transferred to Third Parties	220.7 mw
Under construction 2014	108.8 mw
Development for Third Parties	139.5 mw
Total	608.5 mw



Gestamp Solar governance

Gestamp Solar, S.L. belongs to the Gestamp Energías Renovables, S.L. perimeter and its aim is to develop, build and exploit solar photovoltaic power stations in different countries.

On December 31st, 2014, our **corporate structure** is the following one:



*For further information about the remaining corporate percentages, please check our Financial Annual Report.

Governing Bodies

The governing bodies of Gestamp Asetym Solar, S.L. are the General Meeting of Shareholders and the Board of Directors, which acts as the top governing body for supervision, decision-making and control. This structure is replicated, as much as possible, in all the corporate subsidiaries of Gestamp Asetym Solar, S.L., considering the regulatory particularities of the different countries.

The Board of Directors meets within a maximum period of three months from the date of the closing of the financial year in order to formulate the annual accounts, the management report and the proposal for the distribution of profit. They also summon the **Board of Directors** in such meetings to be held within the first six months of each financial year in order to approve or object the corporate management, the accounts from the previous financial year and to resolve the question of the distribution of profit of the financial year.

The remaining meetings shall take place and, if so, shall be summoned according to the operative needs and the business of the company, as long as it is requested by a Director or if agreed by the President or whomever acts on his/her behalf, to whom this task is also assigned.

The Board of Directors shall be duly constituted when most of its members attend the meeting, being each Director able to be represented by another Director by means of a document signed by the represented party which shall be special for each session.

The agreements in the aforesaid board shall be adopted by supermajority of those who attend the meeting. In the event of a draw, the quality vote from the President shall decide.

Our Organization: The Statutes

The statutes provide different alternatives to organize the administration:

- **A sole Director**, upon whom the power to represent the Company is bestowed.
- **Joint and several Directors**, up to a maximum of five, upon whom the power to represent the company is bestowed.
- **In the event of several joint directors**: the power of representation shall be jointly exercised by, at least, two of them.
- **A Board of Directors**, formed by three members minimum and eleven members maximum to whom the representation of the Company is given collectively.

Up to the present date, December 31, 2014, the Administration of the Company is ruled by a Board of Directors.

The **Board of Directors** was chosen by the General Meeting in accordance with the statutes.

On the other hand, the Board of Directors exclusively possesses the capacity and the competence to appoint and/or dismiss members of the Administrative Body of the Company.

The **headquarters** are located at:

S/ Ombú 3, 2nd floor
28045 Madrid
Spain

Composition and Duties of the Board of Directors

At Gestamp Asetym Solar, S.L, the **Board of Directors** is formed by three members:

Executive Chairman	Mr. Jon Riberas Mera
Member	Mr. Jorge Barredo López
Secretary	Mr. Francisco José Riberas Mera

Mr. Jon Riberas Mera and Mr. Francisco José Riberas Mera, are joint and several CEOs to whom all the power entrusted to the **Board of Directors** is delegated, save those which are nondelegable by Law or by the Statutes.

It is necessary to point out that the **Chairman of the company holds an executive position. None of the members** of the Board of Directors **receives any remuneration** whatever due to their task as members. There is **no formal committee** within the Board of Directors.

The Board of Directors shall meet, in order to delegate its authority regarding any matter (financial, environmental, corporate, etc.), so to approve decisions and actions to be carried out on behalf of the company, as well as to delegate and empower any member of the Board and/or special representative for such purpose.

The permanent delegation of any power of the Board of Directors bestowed on CEOs and the appointment of members of the Board who are to take over these positions, shall require, for its validity, the favorable vote of two-thirds of the members of the Board and shall not be valid until its registration in the Companies Registry.

The Board of Directors prevents and manages possible **conflicts of interest** in accordance with the Law (Art. 229 Companies Law).

The Board of Directors shall duly summon the General Meeting when so requested by one or several members that represent, at least, five percent of the share capital, and shall be empowered to do so if they consider it necessary or convenient for the interest of the company.

Corporate agreements shall be adopted at the General Meeting by majority of validly cast votes as long as they at least represent a third of the votes corresponding to the company shares into which the share capital is divided. Each share entitles to one vote. Blank votes shall not be counted.

As an exception to the provision in the paragraph above, the agreements relating to the following matters shall be adopted in compliance with the majority systems described below:

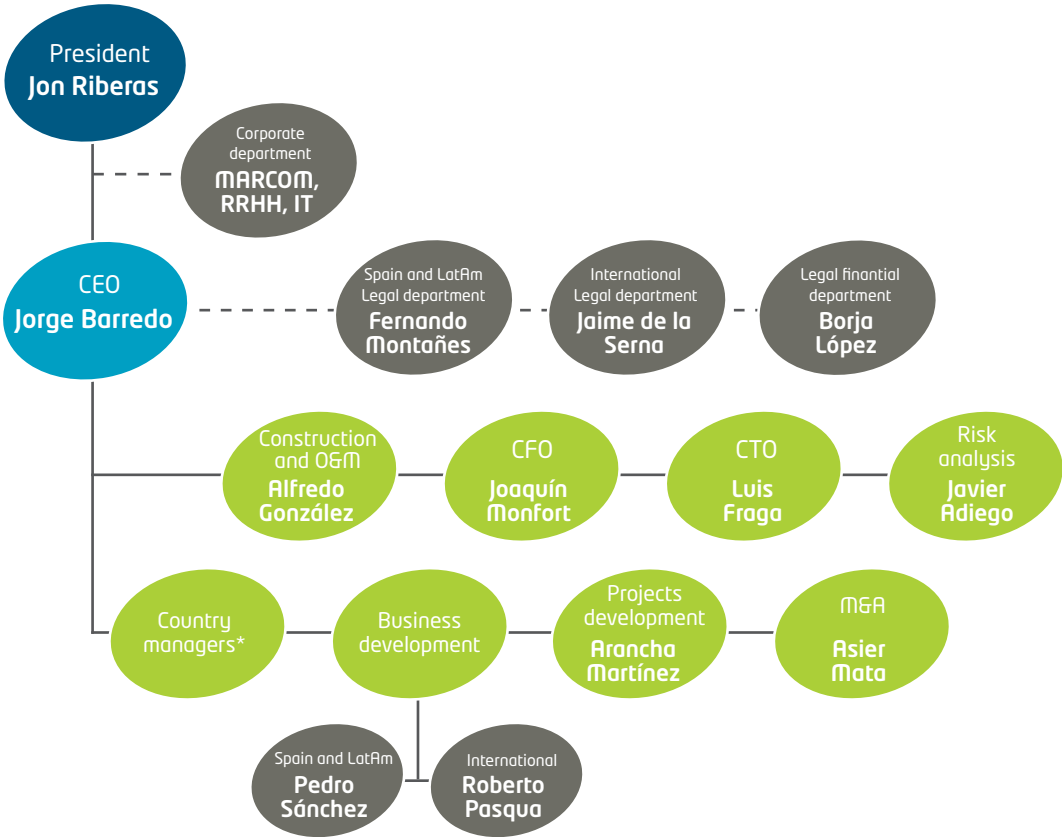
- **The increase or decrease of capital, the dissolution by agreement of the General Meeting or any other modification of the corporate Statutes** that does not require a qualified majority, and the option for whatever ways of administration as established by the Statutes, shall require the favorable vote of more than half of the votes corresponding to the shares into which the share capital has been divided.
- **The transformation, merger or split of the Company, the elimination of the preemptive right in capital increase, the exclusion of shareholders and the authorization** to Administrators so they can dedicate themselves to it on their own or on behalf of third parties, similar or complementary to the activities that constitute the corporate object, shall require the favorable vote of, at least, two-thirds of the votes corresponding to the shares into which the share capital is divided.

This does not affect the cases in which the Law requires the consent of all the shareholders.



Functional organization chart

Our functional organization chart is shown below:

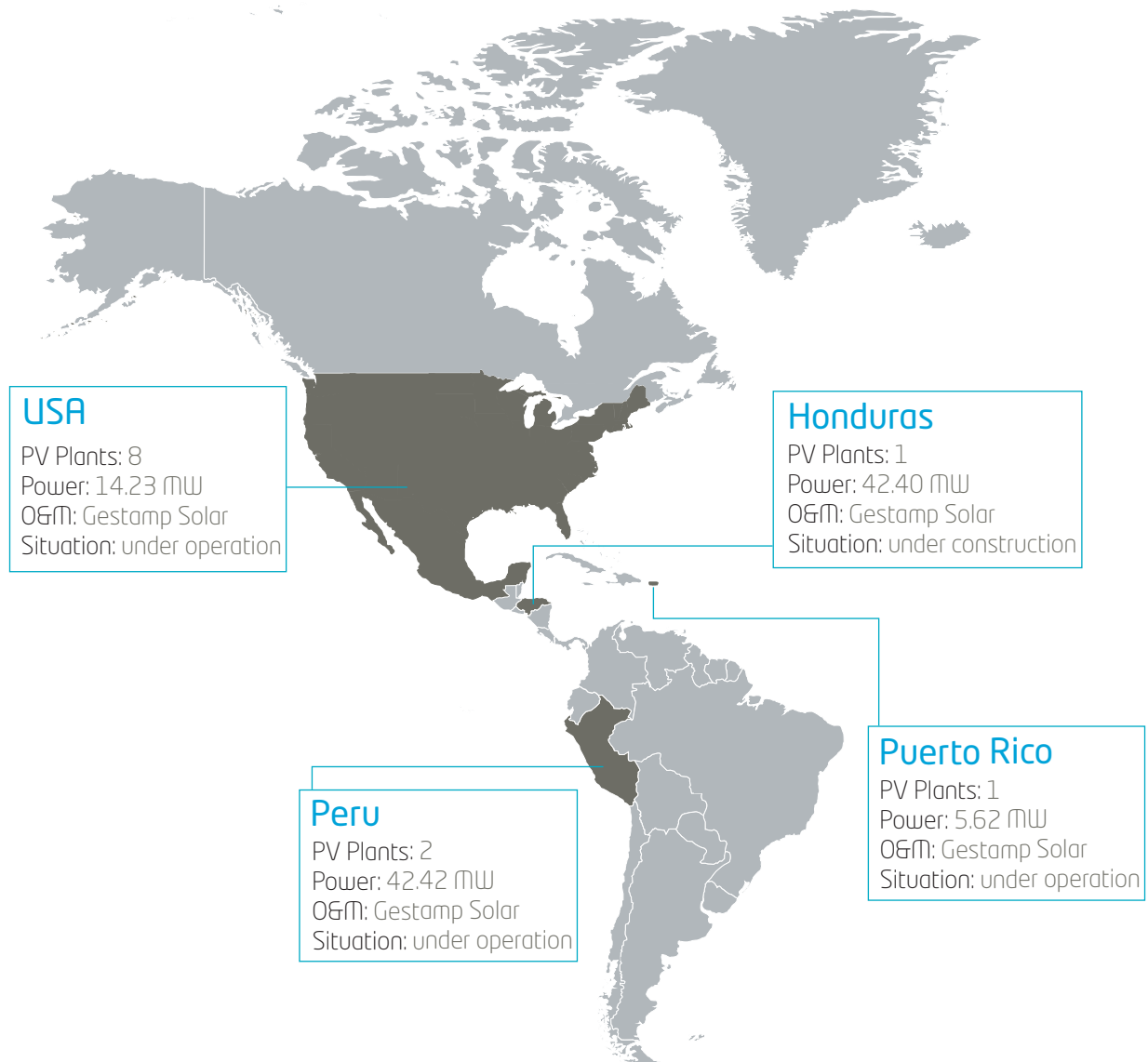


*Country managers: Ran Bujanover (USA); Jose Ángel Pérez (South Africa); Fernando Micó (Chile); Roberto Pasqua (Italy, Middle East, North Africa and India) and Keji Yasuoka (Japan).



Global presence

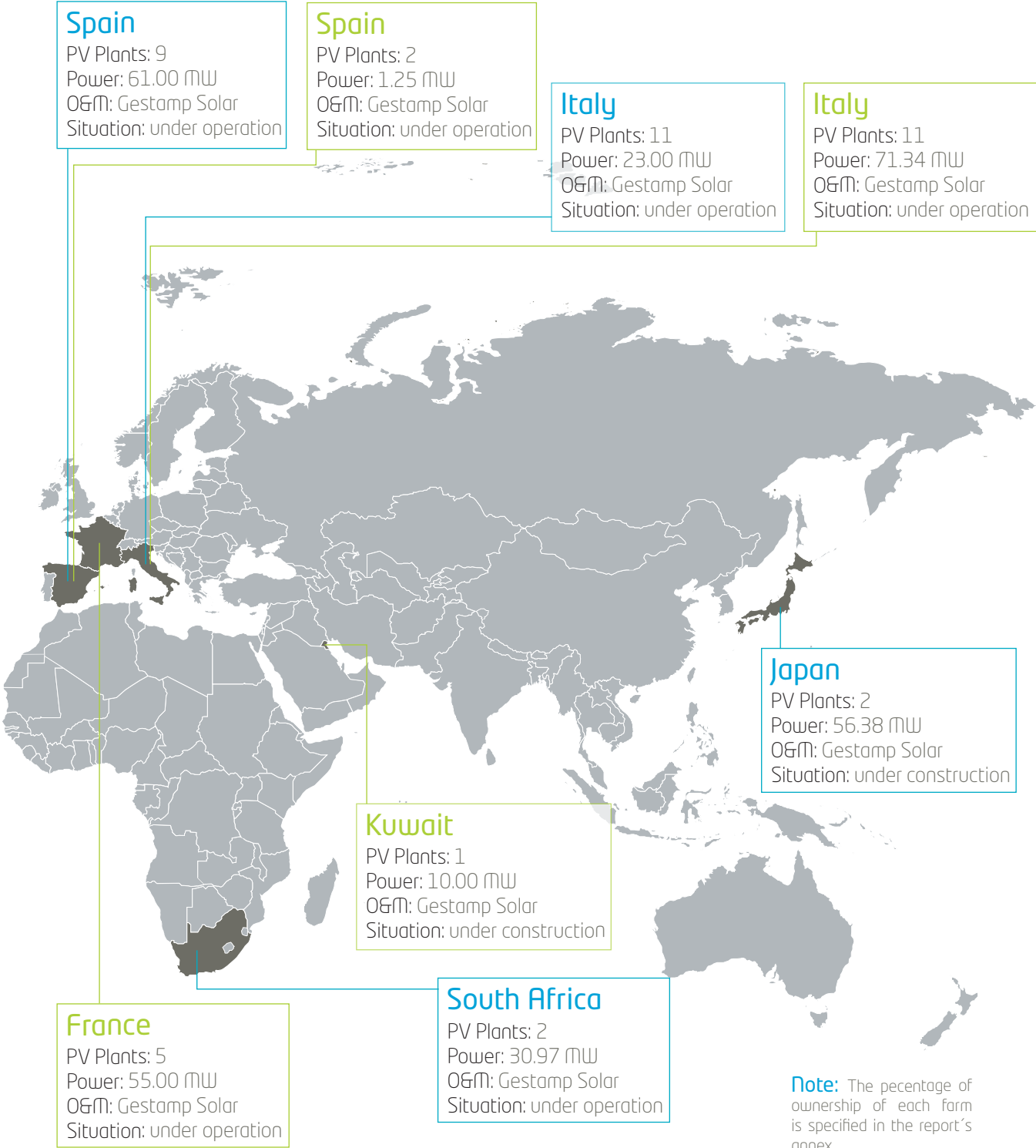
Our staff is composed by **150 highly qualified professionals** in USA, Italy, Spain, South Africa, Chile, Peru, Mexico, Honduras, Puerto Rico and Japan.



● Own plants under operation or construction

● Plants managed and constructed by Gestamp Solar. Owned by third parties





Our corporate culture

We want to be a leading multinational company in the field of solar energy through our commitment to value creation, competitiveness, efficiency, safety and respect for the environment.

Our commitment is to act sustainably in all the countries where we are present as well as to keep expanding our business activity into all those which meet the conditions of security, climate and growth necessary for the viability of the projects in the long term.

For this purpose, we rely on a global corporate culture that preserves the same values and principles from our very beginnings though adapting to the local needs of each country, to the current market conditions and to the demands of our stakeholders.

Our strategy is based on the triple bottom line: performance (financial), planet (society and the environment) and people (talent and persons), always keeping our Ethics Code of Conduct as reference, and leaning on different plans, procedures and manuals related to the different vectors of sustainability.

The organization of sustainability is coordinated by the Sustainability management (CSR) which is part of the Corporate Direction of Communication, Marketing and Sustainability. Its task is transversal within the organization so we provide coverage to the different companies in the Corporate Group.

The responsibility relating to CSR within Gestamp Solar is integrated in Quality, Safety and Health and Environment department, which coordinates the initiatives and actions related to these matters. It also works along with the Corporate Department in the execution of the Business Project.



Our mission

Our mission is to satisfy the global needs of our clients by taking into account their business activity, employee security and respect for the environment.

Our vision

We are leaders in PV service, striving toward continuous improvement and implementing technological innovation in all our projects.

Our values



Our principles

1 Clients

The communities where we implement our projects are the center of our business

Our goal is to improve our environment and environmental conditions for future generations. We want to generate electricity without harming the environment, without polluting, and in a sustainable way. Our costs have to be reasonable and stable in the long-term, while being efficient, competitive and profitable.

Through our business activity, we allow the electricity consumers of the markets in which we operate to have access to consume clean and renewable energy.

2 People

We encourage the advancement of our professionals

Honesty, humility, tenacity and work have characterized our project since its commencement. These values allow us to establish trust with all those with whom we work with.

We are convinced that business in the 21st century is based on the advancement of the innovation and the use of initiatives by its professionals. For this reason we promote the ideas of our collaborators and their capacity to carry them out. We also promote dialogue between our team and the members of all the implicated communities by sharing objectives, values and beliefs.

3 Leadership

We lead the change

We are living in a moment of profound change in the social and economic contexts that demands a re-thinking of processes and a new focus on the chain of values of our industry.

Innovation has formed a part of our DNA since our earliest beginnings and characterises our management philosophy. This has helped us to confront the different and always complex circumstances of the markets in which we operate.

This management philosophy, united with a strong commitment to the use of new information and communication technologies when working with our groups of interest makes us active participants in the Third Industrial Revolution.

4 Sustainability

Economic, social and environmental

We know that the sustainability of our business depends on our capacity to offer positive economic, social and environmental results.

We have designed a development strategy that integrates environmental management into all our activities. We consider environmental management as a basic component of the up and coming industrial advances of the near future. Responsible progress will be the only possible permissible progress.

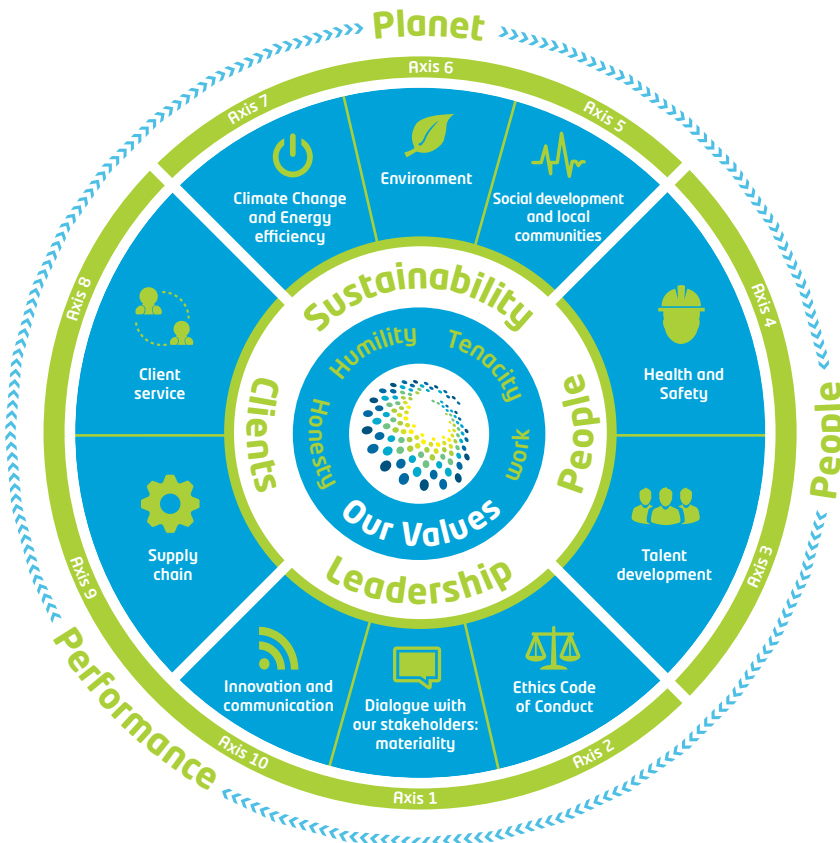
We believe that constant re-investment and innovation are the key to maintaining competitively in any business. For this reason we dedicate our resources to the continuous improvement of our services, our range of solutions and to our manner of supplying them, making our suppliers participants in our initiatives and principles.



Sustainability Master Plan








In order to respond to the demands of our stakeholders, and to support the sustainable development of our company, Gestamp Solar has developed a Corporate Master Plan in terms of Sustainability.

It is formed by 10 axes which try to guide our actions before the challenges and opportunities that surround us such as Climate Change and the rise of renewable energies, population growth, new business opportunities and worldwide expansion.



Our objectives

2014	2015
Axis 1. Dialogue with stakeholders. Materiality	
Carry out a materiality study corresponding to the 2013 financial year. <input checked="" type="checkbox"/>	Increase the reach of the materiality study with the opinion of more stakeholders and customize it for the countries where we are present.
Axis 2. Ethics Code of Conduct Gestamp Solar	
<ul style="list-style-type: none"> Approval of new Ethics Code of Conduct. Online training of the Code via the "Welcome Pack" for all the employees. <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Raise awareness about the most relevant aspects of the Ethics Code as well as the harassment guidelines and the acceptance of gifts. Increase the percentage of employees that join the Code to 100%.
Axis 3. Pride of belonging, talent retention, no discrimination	
Develop the corporate university with new courses at the Language School. <input checked="" type="checkbox"/>	Increase training activities and the number of students.

2014	2015
Axis 4. Safety and health	
<p>Increase in 3% the percentage of workers that pass the annual medical examination as compared to the previous financial year.</p> <p></p>	<p>Improve knowledge as regards H&S by establishing 2 awareness actions at least.</p>
Axis 5. Social development and local communities	
<ul style="list-style-type: none"> Contribute to local development and value creation in the countries where we are settling in. Planning and startup of the two socioeconomic development plans in South Africa. Planning and startup of actions to be taken in Honduras. <p></p>	<p>Continue advancing with the socioeconomic projects defined in 2014 and develop new projects adapted to the new locations.</p>
Axis 6. Environment	
<p>Definition of 3 individual goals in order to apply positive results to future projects.</p> <ol style="list-style-type: none"> Optimize and improve the management of toner waste. Optimize and improve the management of the waste from the "pruning and weeding" at the Marcovia site. Optimize and improve the management of the waste created by the aerosols used in the Fukuroda project. <p></p>	<p>Develop and improve waste management and set new goals, e.g., fluorescent lights at offices.</p>
Axis 7. Climate change and energy efficiency	
<p>Set up 30 MW of renewable energy.</p> <p></p>	<p>Set up 100MW of renewable energy.</p>
Axis 8. Clients and quality	
<p>Improve communication with outsourcing by reducing by 8% the resolution time for reported incidents on site as compared to the estimated one.</p> <p></p>	<p>Set up a pilot project of improvement measures aimed at reducing by 5% the delivery period as compared to what was contracted at Iwate PV plant.</p>
Axis 9. Chain of supply and Human Rights	
<p>Introduce aspects related to the compliance with Human Rights into the processes of hiring and the approval of main suppliers.</p> <p></p>	<p>Spread this goal to the EPCs and other suppliers according to the risk they present.</p>
Axis 10. Communication and innovation	
<p>Collect all the necessary information to elaborate the 2014 Gestamp Solar Sustainability Report following the requirements of the "Global Reporting Initiative" (GRI).V3.1 guide.</p> <p></p>	<p>Collect all the necessary information to publish a second Gestamp Solar Sustainability Report 2015, adapted to the requirements of the new GRI.G4 guide. (2015-2016 objective).</p>

Our stakeholders

We believe that establishing solid relationships with our stakeholders is key to the success of our projects.

For this reason, we keep an active and transparent dialogue with them which gives us the opportunity to learn about their expectations and the impact our activities have on all the areas. It also allows us to respond more swiftly and more efficiently to the trends and needs of our social context.

Below, we offer a description of **our stakeholders** identified as all those collectives and organizations that can influence or being significantly influenced by our company, and the specific communication channels used:



Employees

We think our employees are the center of our business. That is why we launch measures to improve their well-being and to respond to their needs.

Communication channels

- Our corporate intranet: Leading the Change.



Shareholders

They are the main proprietors of Gestamp Solar and are represented in the Board of Directors.

Communication channels

- The CEO presents the company's results regularly in the quarterly Board of Directors meetings.



Electric Companies

Electric companies are in charge of distributing the energy we generate.

Communication channels

- As established in the regulation of each country.
- Define the information and communication requirements.
- Conditions for grid-connection.



Banks and Financial Entities

Communication channels

- Meetings.
- Financing agreements.
- Periodic reports.



Public Administrations and Regulatory Agencies

They are in charge of establishing the energy policies for each country as well as the energy fees, subsidies, bonuses and grants for renewable energies, so they have quite a relevant voice in our business.

Communication channels

- Periodic meetings.
- Licenses, permits, and authorizations.
- Sovereign guarantee.



Energy Consumers and Local Community

The local communities where we set up our projects are generally the recipients of the generated energy. Besides, our presence can stimulate the economic development of the region.

Among our clients, there are also companies that assign us the design, installation and/or operation and maintenance of their plants.

Communication channels

- Periods of open forum during the Environmental Impact Assessment.
- Involvement in social activities.
- Agreements with local administrations.





Suppliers and Outsourcing

The outsourced personnel gives us support at the plants (construction and maintenance) as well as at the offices (consulting and advising, maintenance and cleaning).

Communication channels

- Specifications of procurement offers.
- Subcontractor selection criteria.
- Supervision by the plant Asset Manager.
- Performance Monitoring.
- Periodic meetings.



The Media

The media and the social media because of their impact on companies.

Communication channels

- Press room (available on our website).
- Press releases.
- Website and social channels.

Materiality

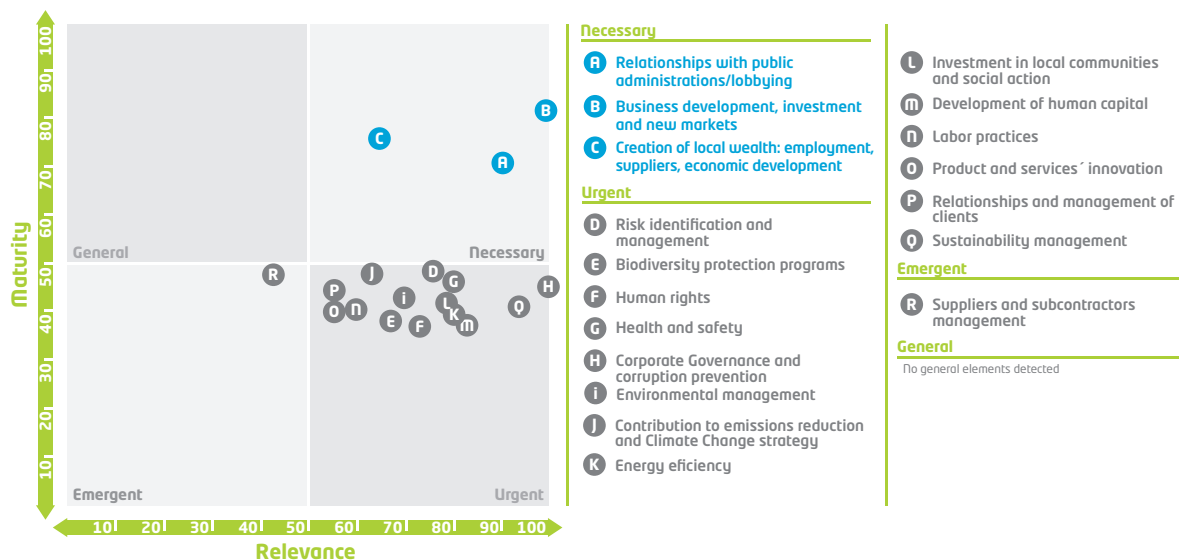
At Gestamp Solar we want to respond to the aspects that our stakeholders consider as the most relevant, responding to their expectations with clarity and transparency. To that end, we have carried out a materiality study.

There has been an in-house identification and selection of the stakeholders after analyzing the companies from the industry under a process of reflection and consultation where the people in charge of the sustainability vectors in the company have participated, having as result those previously identified.

In order to determine the materiality of each aspect, we have considered the importance that the different issues have in the solar energy industry (their maturity) and the attention that our stakeholders pay to each aspect.

As regards relevance, several materiality related surveys have been carried out among our employees (27% of the total staff), outsourcers and clients. Besides, we have considered the issues treated by sector associations and press news have been analyzed after considering their relevance as the most relevant issues to the whole of society.

The result of this study is presented in the following figure:



Three out of the eighteen identified relevant aspects are considered material and are explained in more detail in the following chapters:

Performance: Projects	Business development (B)
Planet: Creating value for society	Creation of wealth in the local community (C)
Planet: Relationships with public administrations and lobby activities	Relationships with public administrations and lobby activities (A)

2



Performance

Global context of solar energy

Our business model

Balance sheet

Our growth in 2014

Quality and innovation

Clients and suppliers

Our focus: risk management

Global context of solar energy

Photovoltaic energy is experiencing a significant growth thanks to the worldwide launch of a new sustainable energy model and to the reduction in production and manufacturing costs. According to a recent study from the UBS, an 85% reduction of photovoltaic solar panels is estimated as compared to 2007.

In 2013, a world record was achieved for installed photovoltaic power, reaching 140 GW; and, in 2014, this was increased by 45 GW, reaching the installed capacity of 185 GW according to IHS estimates.

In 2014, the generation of solar energy went over 160,000 GWh worldwide which represents around 0.85% of the demand in our planet during the present financial year (UNEP, 2014). This fact, though modest, reveals how solar energy is already being part of the world's energy mix having a high development potential.

Besides, the decrease of costs, triggered by technological improvements and economies of scale, makes this sort of energy more competitive though its growth broadly depends on the policies and regulations in the different countries.

Japan

The Asia-Pacific region has led the photovoltaic development rankings during the last years with 21 newly installed GW in 2013, **being Japan among the most important countries with 6.9 new GW** according to the data presented by the UNEP. The reduction in production costs and the new feed-in tariffs have boosted, among other things, its dynamism.

Japan has historically been, right after China, the Asian country with the highest photovoltaic growth. The nuclear crisis at the Fukushima plant in 2011 brought a tendency change and triggered other energies such as solar energy.

Middle East

Kuwait is positioning itself as a significant market for the industry mainly due to the growing consumption needs of its population (domestic demand of electricity doubled between 2003 and 2013). For this reason, Kuwait Institute for Scientific Research (KISR) has launched an ambitious plan whose goal is to install 2 GW of renewable sources in 2030 which equals 15% of the electricity demand.

Europe

Europe has lost its worldwide leadership, going from representing 74% of all the new photovoltaic installations, down to less than 30% in 2014 (Source: EPIA European Photovoltaic Industry Association).

This deceleration is due, in great part, to the decrease of political support given to the photovoltaic industry in some countries, and to the modifications in the remuneration systems for renewables, which does not help their growth.

These changes have undermined investors' trust due to the lack of legal certainty in spite of technological improvements and increased competitiveness in this industry.

Currently, photovoltaic energy in Europe covers 3% of the electric demand and 6% of the peak demand, being the second source of renewable production in generation capacity right after wind power (Source: EPIA European Photovoltaic Industry Association).



USA

The presence of renewable energies in the USA energy mix is currently about 7.5% (Source: IRENA International Renewable Energy Agency).

The solar industry is experiencing a quick growth in this field with increasingly affordable and accessible installations thanks to the political support received from initiatives such as "SunShot", which was created in 2011 to lower the cost of this energy source.

Each state in the USA has autonomy to outline its own energy policy regarding renewables, and producers make deals with electric companies or individuals to sell their electricity at a given price via a contract called Power Purchasing Agreement (PPA). Despite this growth, the energy industry market in the USA is led by gas due to its low price. This situation has slowed down the growth of renewables.

However, the last report from the International Renewable Energy Agency (IRENA) shows that the United States already has enough **technical and cost-effective conditions to triple the presence of renewables up to 2030, thus reaching a presence of 27% over its energy mix.**

South Africa

In the last years, South Africa has positioned itself within the "top 10" countries as regards solar growth due to the successful strategic energy plan IRP (Integrated Resource Program) and to the public-private energy program REIPPPP (Renewable Energy Independent Power Producers Procurement Programme).

This national 20 year-long plan specifies the energy needs of the country as well as the plans for energy generation up to 2030, which include an extra 8,4GW of solar origin.

It also intends to increase the country's energy capacity 170% with the **progressive introduction of renewable energies until they cover 30% of the total generation.**



Latin America and the Caribbean

Renewable energies have great potential in this region as it possesses high performance factors and competitive alternatives in terms of electric power generation costs. According to the data from the European Photovoltaic Industry Association (EPIA), **a 3.5 GW growth is expected by 2016**. Chile, Brazil, Mexico and Peru stand out as leaders of the photovoltaic market in the region thanks to their regulations and policies that are fostering renewables.

Mexico

The law for Use of Renewable Energies and for the Financing of Energy Transition has set an ambitious goal for the year 2024: 35% of all the generated electric power will come from renewable energy.

Photovoltaic energy presents a quite favorable scenario due to the high radiation levels in the country and the significant production of solar panels, though the push this market experienced at the start of the year has slowed down.

Peru

Around half the consumed energy comes from oil and natural gas combustion plants so the government intends to increase the production of renewable energy, especially of hydroelectric origin. The goal, by 2015, is to get 5% of the electric production from renewable sources (Source: Ministry of Energy and Mines of Peru).

Honduras

Honduras has an ambitious energy development plan whose goal is to cover 60% of the demand through renewable sources by the year 2022 (Source: AHPER Honduran Association of Renewable Energy Producers).

On the other hand, in 2013, the National Congress of the Republic of Honduras published the Decree number 138-2013 where it particularly mentioned projects of solar energy generation establishing the most favorable conditions for the entry of private investment in Honduras.

Chile

Chile is experiencing a moment of great expansion in the field of renewable energies fostered by its National Energy Strategy 2012-2013, the high cost of electricity and the high levels of radiation in the north of the country.

The law 20,698 enacted in 2013, sets a goal by the year 2025 where 20% of all the marketed energy must come from non-conventional renewable sources and introduces tender mechanisms to award blocks for such energies in order to promote their compliance.

In the financial year 2014, Chile led Latin America in the construction of photovoltaic facilities. In March that same year, the country already counted on more than 150 MW of installed power (Source: GTM-Green Tech Media).

Puerto Rico

Puerto Rico's legislation promotes and facilitates the development of energy sources of renewable origin in order to reduce the high energy cost on the island and its associated dependence on fossil fuels (Source: Puerto Rico's Chamber of Commerce).

In the following years, a significant growth is expected in Puerto Rico's photovoltaic market as, besides the current market of small and medium installations, the development of large solar plants will be promoted by means of power purchase and sales agreements.



2. Performance

Dominican Republic

The energy industry obstacles economic growth in the country as it largely depends on oil imports.

In order to reduce this dependence, Law number 57-07 for Incentives to Develop Renewable Energy Sources was approved.

It promotes initiatives for renewable energy production and its goal, by 2020, is to have 20% of domestic consumption covered by this kind of energy. Besides, the country has high solar potential but there is a complicated load of bureaucracy to obtain incentives and subsidies.



Our business model

Planning and development

1. Identifying locations

At this phase we assess whether the conditions are appropriate for the plant's location. It studies, among other aspects, the quality of the solar resource (radiation), environmental data analysis and connections to the grid, by means of an in-house elaborated software.



2. Viability of the project

At this phase we determine whether to go on with the project or not by analyzing different variables such as local energy policies, possible power purchase and sales agreements, government and utility stability, tax policies, etc.



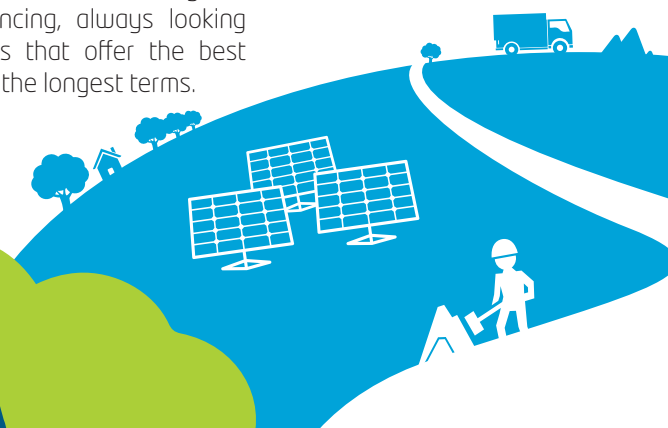
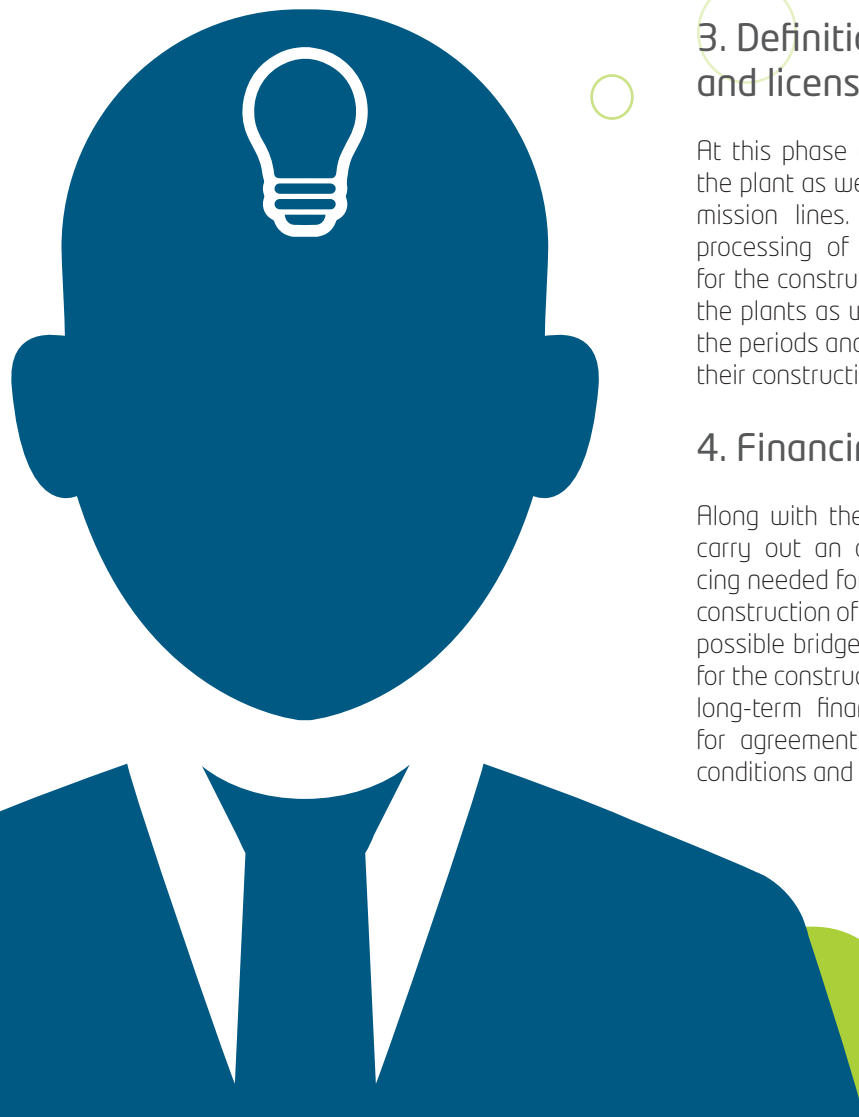
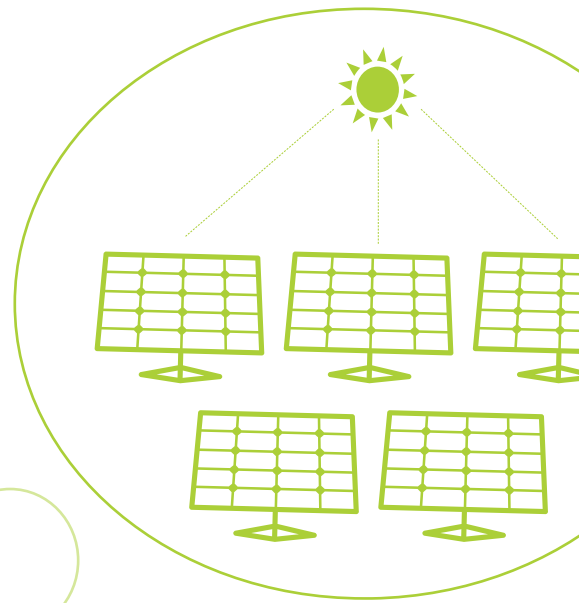
3. Definition of the project and license processing

At this phase we define and design the plant as well as the power transmission lines. It also includes the processing of permits and licenses for the construction and operation of the plants as well as the planning of the periods and resources needed for their construction.



4. Financing

Along with the previous phases, we carry out an analysis of the financing needed for the development and construction of the plant that includes possible bridge financing agreements for the construction, tax financing and long-term financing, always looking for agreements that offer the best conditions and the longest terms.



2. Performance

Construction

At the construction phase we carry out different activities until the plant starts up.

We include earthmoving, foundations, structure design and assembly, cells, wiring and connections, as well as the civil works needed for the proper access to the plant (road improvement, assembly of industrial units, sheds, etc.). The estimated time is between six months and a year.

During construction, we pay special attention to suppliers and outsourcing so to avoid incidents or accidents that may affect the project's development and the security of our facilities.

We also follow the process required for the legalization of the facilities and the required procedure relating to environmental and social matters.

Start-up, exploitation and maintenance

At this phase we include activities needed for the plant's start-up, the control and measuring of energy production and the maintenance tasks up to the end of its service life.

We also prepare and present regular in-house reports for the banks, investors and competent bodies.



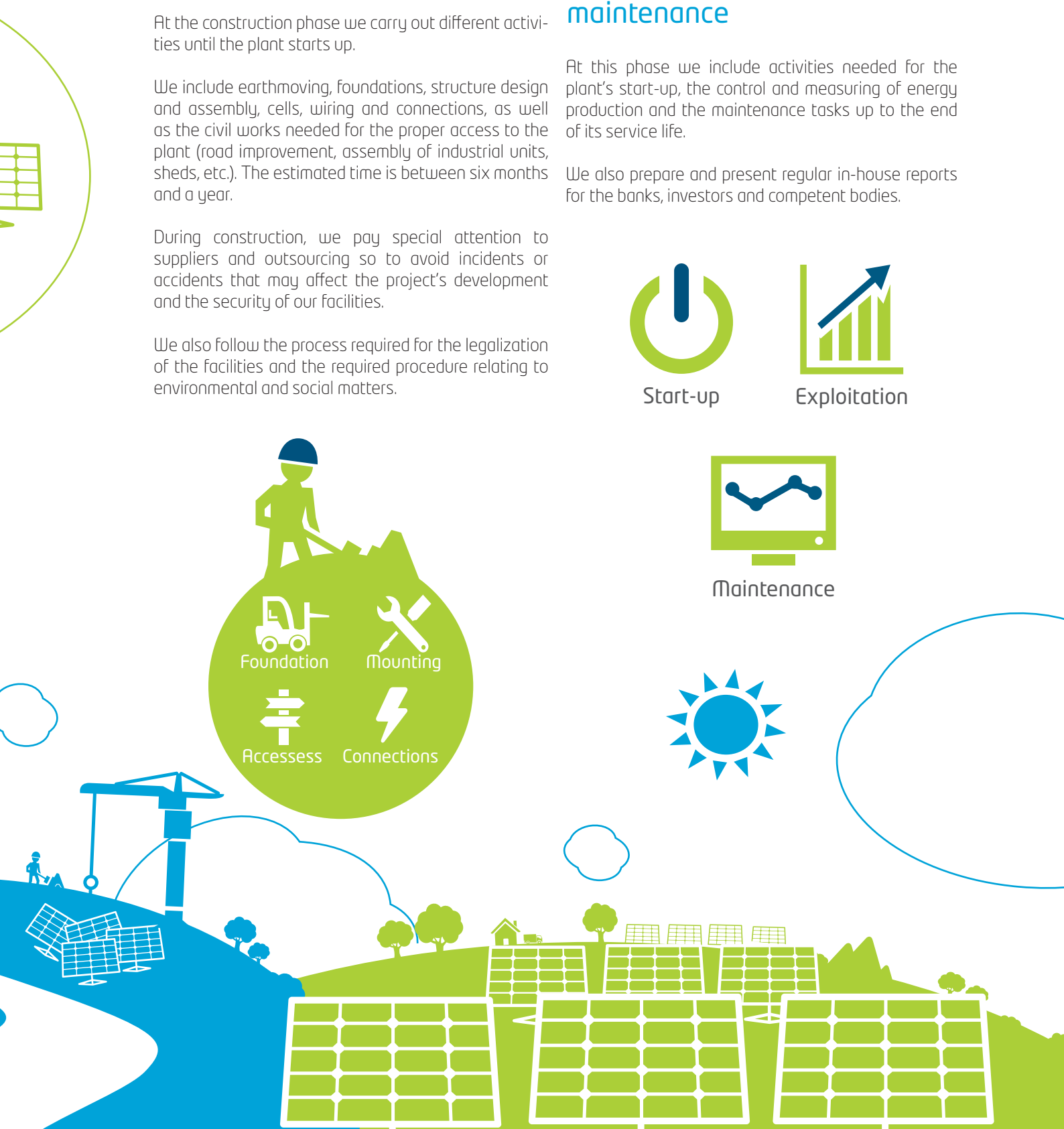
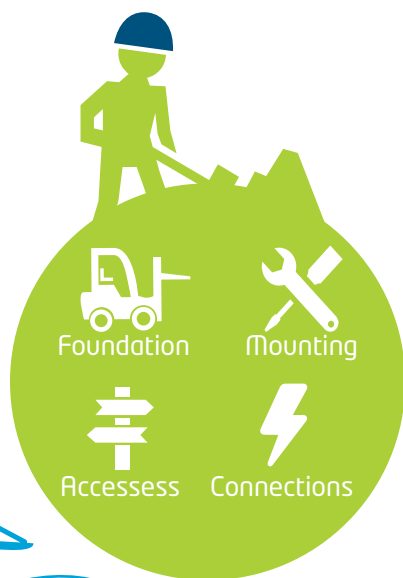
Start-up



Exploitation



Maintenance



Key investment highlights



Proven development and operational track-record

Strong momentum for clean energies. Wind and solar to account for 15% annual growth rate over the next 5 years.

Source: BNEF

- Success in developing and operating Premium projects with attractive returns: 0.609 GW in solar with €1 bn of monetized assets.
- High quality assets with predictable and stable cash flows.
- Relatively newly constructed portfolio comprised of Tier 1 equipment.
- Operating fleet average age of under 3 years results in newest technologies with the highest efficiencies.
- Weighted average contract life of 19 years.



Robust growth engine

- Visible and secured short-term growth: 0.5 GW backlog.
- Solid future growth guaranteed: 2.2GW developed pipeline (exbacklog).
- Additional Potential Growth: 8.5 GW of identified opportunities.
- Lower risk profile from geographical/regulatory and technological diversification.



Operational Excellence

- Consistently improving contractual plant availabilities outperforming industry averages.
- Highly skilled team with state-of-the-art technology.
- Proven ability to efficiently monitor and manage global portfolio.



Experienced Management team

- Dynamic and highly qualified team with over 10 years of experience in the sector.
- Highly capable teams with expertise in developing, arranging financing, and monetizing renewable energy projects.



Financial safety

- Leading industrial group with over €11bn in sales and over 39,000 employees.
- Best-in-class profitability targets and returns with sound and prudent financial policies.

Balance sheet

Gestamp Solar continues to make progress towards our goal of generating clean, secure and competitive energy, increasing our international presence and creating value in the communities in which we operate.

In 2014 we own 33 plants under operation and we manage 18 plants for third parties. In 2015 we will continue our expansion into new markets such as Central America, Japan and Middle East with four projects totaling 108.40 MW.

Our main economic results of the period 2014 are summarized below:

The economic value created amounts to a total of 165,764 thousand euros, and it is distributed as follows:

Economic Value Created (thousands of euros)

	2014
Revenues	165,521
Financial income	243

The economic value distributed is 574,465 thousand euros, as summarized below:

Economic Value Distributed (thousands of euros)

	2014
CAPEX	424,241
Staff costs	7,516
Payment to providers of capital	20,220
Operating cost	115,025
Payment to Public Administrations	7,463

Finally in 2014 the retained economic value amounts to 15,336 thousand euros. Also, at the yearend our revenues was €165,521 M, with an EBITDA of €38,539 M and a net worth of €138,662 M. Our capitalization was 36%.

Regarding emission rights we have registered at the United Nations our plants in Peru and South Africa under the scheme of "Clean Development Mechanism" (CDM), as described in the chapter Planet, but we have not sold the rights of emission derivatives thereof.

For any further information, see the 2014 Report on Financial Statements.

Direct employment



Employeement remuneration

7,516 thousand euros
146 direct employees



Taxes

7,462 thousand euros

Indirect employment



30 employees/month

for maintenance activities



Economic created value

165,764 thousand euros



Average number of employees/ month for the construction phase

180 at Fukuroda PV plant
500 at Marcovia PV plant



Local supplier expenses

70,170 thousand euros

Our growth in 2014

In 2014 financial year, Gestamp Solar has completed three new projects: two in South Africa and one in Puerto Rico, totaling 36.7 MW.

Besides, by 2015 we intend to expand our activity to new markets as Central America, Japan and the Middle East, with four projects that add up to a total of 108.4 MW.

Lastly, we want to highlight the creation of “Kishoa” in Mexico, a subsidiary company oriented to the installation of photovoltaic systems at homes and small companies.

Below, we present a summary of the new solar plants whose start-ups were carried out in 2014:

South Africa

Photovoltaic power plant of “De Aar” (Northern Cape)

The photovoltaic power plant of De Aar has 10 MW of nominal power, 43,008 modules of 240 watts and 10 transformer stations. This photovoltaic power plant was built with the support of Cofides (Compañía Española de Financiación del Desarrollo).

Main magnitudes:

- **Power:** 10 MW nominal (10.3219 MW peak).
- **Total investment:** >27 million dollars.
- **Jobs created** (construction phase): 280 jobs during the 8 months of construction.
- **Jobs created** (operation phase): 40 jobs for maintenance tasks.
- **Approximate production:** 18,400 MWh/year.
- **Avoided emissions:** >13,000 tons of CO₂. Equaling the annual electric consumption of 4,482 homes.



Photovoltaic power plant of “Prieska” (Northern Cape)

Prieska lies on a terrain located at 3,280 feet above sea level and has 86,016 polycrystalline solar panels of 240 watts and 20 transformer stations. This photovoltaic power plant was built with the support of Cofides (Compañía Española de Financiación del Desarrollo).

Main magnitudes:

- **Power:** 20 MW nominal (20.6438 MW peak).
- **Total investment:** >54.5 million dollars.
- **Jobs created** (construction phase): 230 jobs during the 8 months of construction.
- **Jobs created** (operation phase): 40 jobs for maintenance tasks.
- **Approximate production:** 38,300 MWh/year.
- **Avoided emissions:** >24,700 tons of CO₂. Equaling the annual electric consumption of 8,517 homes.



Puerto Rico

Photovoltaic power plant at “Puerto Rico’s Convention Centre”

This 5 MW power plant was opened on Friday, December 27, 2013.

It has more than 17,000 installed solar panels on the parking lots located on both sides of the convention center and another 2,000 on the roof of the center.

Main magnitudes:

- **Power:** 5.6 MW nominal (5.619MW peak).
- **Total investment:** >20 million dollars.
- **Jobs created** (construction phase): 125 jobs during the 8 months of construction.
- **Jobs created** (operation phase): 25 jobs for maintenance tasks.
- **Approximate production:** 8,000 MWh/year.
- **Avoided emissions:** >5,000tons of CO₂. Equaling the annual electric consumption of 1,068 homes.

At the end of 2014 and the start of 2015, we have begun the construction of four plants, two in Japan, one in Honduras and another one in Kuwait. The latter is not property of Gestamp Solar.

Below, we present a summary of the solar plants whose construction will end in 2015:

Honduras

“Marcovia” photovoltaic power plant

This is the first Gestamp Solar project in Central America. It is situated in the Department of Choluteca and it is expected to be finished in 2015. It has 48.98 MW of power. It will have 136,720 modules of 310 watts located over a surface of 252 hectares.

Main magnitudes:

- **Power:** 35 MW nominal (42.3832 MW peak) in phase 1 (scheduled for 2015).
- **Total investment:** >92 million dollars.
- **Jobs created** (construction phase): 350 jobs during the 12months of construction.
- **Jobs created** (operation phase): 40 jobs for maintenance tasks.
- **Approximate production:** 72,867 MWh/year.
- **Avoided emissions:** >43,000tons of CO₂. Equaling the annual electric consumption of 93,478 homes.



Japan

“Fukuroda” Photovoltaic power plant

Fukuroda will have 26 MW of power generated by 126,000 modules. A production of 37,000 MWh/year is estimated, so it will prevent an emission of approximately 24,000 tons of CO₂/year. These projects are our company's first venture in the Japanese market and are expected to be finished by 2015.

Main magnitudes:

- **Power:** 26 MW nominal (31.45 MW peak).
- **Total investment:** >117.5 million dollars.
- **Jobs created** (construction phase): 250 jobs during the 13 months of construction.
- **Jobs created** (operation phase): 40 jobs for maintenance tasks.
- **Approximate production:** 33,337MWh/year.
- **Avoided emissions:** > 24,000 tons of CO₂. Equaling the annual electric consumption of 4,705 homes.

“Iwate” Photovoltaic power plant

Iwate will have 23 MW of power generated by 81,863 modules of 365 watts. A production of 27,837MWh/year is estimated so it will prevent an emission of 38,000 tons of CO₂ per year. As in the case of Fukuroda, it is expected to be finished by 2015.

Main magnitudes:

- **Power:** 23 MW nominal (24.785 MW peak).
- **Total investment:** >91 million dollars.
- **Jobs created** (construction phase): 230 jobs during the 8 months of construction.
- **Jobs created** (operation phase): 40 jobs for maintenance tasks.
- **Approximate production:** 27,837 MWh/year.
- **Avoided emissions:** >18,095 tons of CO₂. Equaling the annual electric consumption of 3,548 homes.



Kuwait

“Gudair Field” Photovoltaic power plant

This is the first Gestamp Solar project in the Middle East and it is expected to be finished by the middle of 2015. Built for third parties, it will have 10 MW of power, more than 32,000 modules and 12 transformer stations. An annual production of 17,600 MWh/year is estimated thus reducing emissions by 9,100 tons of CO₂/year.

Main magnitudes:

- **Power:** 9.6 MW nominal (10.06 MW peak).
- **Total investment:** Not available
- **Jobs created** (construction phase): 180 jobs during the 6 months of construction.
- **Jobs created** (operation phase): 20 jobs for maintenance tasks.
- **Approximate production:** 17,600MWh/year.
- **Avoided emissions:** 9,100 tons of CO₂. Equaling the annual electric consumption of 868 homes.



Best Practice

Kishoo, the sun that saves

In 2014 Gestamp Solar started a new project in Mexico called "Kishoo" whose goal is to promote **installations of distributed energy generation at homes and small and medium-sized businesses.**

Kishoo uses solar energy and the most advanced technology to offer systems interconnected to the Mexican electrical grid; that is, it allows users, by using the space available on the roof of their homes, **to generate energy autonomously.**

Therefore, these installations **save** significant money on the electric bill and **reduce CO₂ emissions** deriving from energy consumption, especially those users with the DAC rate (High Consumption Household Rate), thus allowing them to save up to 65% on their annual CFE bill (Comisión Federal de Electricidad).

For these reasons and as a result of the intensive work carried out during 2015 first quarter, Kishoo has successfully completed the two first installations in Mexico City.

Kishoo offers a professional service through its qualified technicians as well as solar panel kits fully developed for its installations. Besides, all the installations are **certified and validated by the CFE.**

Kishoo's website (www.elsolqueahorra.com) also offers a simulator that quickly and easily calculates energy saving for potential clients who want to know about the benefits of this system.



Kishoo



EL SOL QUE AHORRA



Quality and innovation

At Gestamp Solar, we design and develop our plants with state-of-the-art technology, always meeting our high quality standards.

We count on an **Integrated Management System** (Sistema Integrado de Gestión) which includes **quality management under the UNE-EN ISO 9001:2008 standard for "Engineering, Construction and Start-up" activities**.

We have the team and the experience needed to guarantee that the design and construction of our plants as well as the service we provide to our clients, fulfill their expectations of profitability, maintenance, control, and grid connection.

We carry out a thorough monitoring and control of our plants via the CCS where we read about 9,000 devices in real time that provide us with 380,000 variables, thus obtaining more than 3.5 million daily records that are filed in our database every two minutes.

Our goal is to optimize the operation of our plants and manage information, data, alarms and incidents in real time, 24 hours a day, 365 days a year, thus facilitating an expeditious and effective link with our plant maintenance teams.

At Gestamp Solar, we have profited from our intimate knowledge of the industry to design software adapted to our activities in order to optimize decision-making and do our job more efficiently.

Owing to the multiple functionalities of our activities, these systems are focused on different areas such as production estimates, financial conditions or aspects relating to our plants in order to improve their performance according to different models and technologies.

All this enables us to have higher precision, especially in the preliminary phase and the study of financial viability.

Best Practice

Battery Optimization Program

At Gestamp Solar, we have designed and set up a special software to calculate energy saving via a system of batteries that allows us to accumulate energy surpluses during the periods of **low consumption** so they can be used in periods of higher demand.

This system is mainly designed for those remote locations that require high energy consumption at occasional periods and whose connections do not suffice to cover the energy demand. It consists of **replacing the regular auxiliary equipment**, which uses diesel or

other fuels, with a system of batteries in order to cover these demand peaks.

These batteries can also be connected to a solar power installation providing the necessary energy permanently and avoiding supply cuts.

This software and battery system afford **higher independence** (smart grids and saving on fossil fuels) and a more efficient functioning of the installations, industries or locations, especially those located in **remote places** with a deficient connection to the grid.



Clients and suppliers

Our clients

Gestamp Solar's priority is to provide quality service to **fulfill the needs of our partners and clients**.

We keep a **close relationship** with them and inform them regularly about aspects relating to the integral management of their plants in order to develop a **service that responds to their needs with accuracy and flexibility**.

Our clients' profile mainly includes:

- **Infrastructure funds and partners** from our solar plants.
- **Clients** to whom we provide operation and maintenance services at their plants.
- **Companies of electric generation or distribution** (utilities), **governmental or local entities**, or large end users, with whom power purchase contracts like the "Power Purchase Agreement" (PPA) are signed.

Information about our plants' status is available to us in **real time** via our **control center** so we can communicate possible incidents quickly and efficiently.

This information is summarized and transferred monthly to predefined reports which are presented to our clients so they can learn about the status of their plants and investments.

Gestamp Solar is **certified under the ISO 9001 standard** which gathers our methodology to receive, analyze and respond to all sorts of incidents and claims from our clients via our quality department. It also provides an efficient service with respond capacity to fulfill the established periods.

We also carry out **customer satisfaction surveys among our clients**. The goal of these surveys is to know the level of satisfaction with the service we provide as well as to learn about their suggestions and expectations in order to improve our service.

The results from the 2014 surveys are **quite satisfactory**. From the analysis of the obtained answers, it is observed that almost 50% have the highest score (very acceptable), being the rest above average as well. Negative assessments have not been included, nor improvement recommendations on the part of any of the survey respondents.

Through the results of the surveys and the annual follow-up of incidents and claims, we set up annual continuous improvement plans and programs.



Our supply chain

We believe the supply chain is a key element to the success of our company. That's why we keep a fair and solid relationship with our outsourcers and suppliers with the goal of achieving the highest quality.

Management of suppliers

Our main purchases are related to photovoltaic modules and solar structures so to develop our projects.

The proper functioning and performance of our installations is paramount to Gestamp Solar. By operating with **solar modules with the highest "Tier 1" accreditation**, we make sure suppliers are assessed under rigorous criteria among which we specially value the requirements of R&D investment, essential to have the best technology.

This, on one hand, reduces the number of our suppliers to those who enter this category and, on the other hand, ensures the proper financing of our plants and the solvency of the companies we collaborate with.

We develop our projects under the **EPC scheme** (Engineering, Procurement and Construction) according to which, save for the solar modules, the contractor is responsible for all the purchases save for the solar modules.

Regarding the purchase of solar structure, we either purchase directly or previously define this in the EPC contract so our plants fulfill our in-house requirements and have the necessary accreditations and regulations according to the country where we are present.

Ethics and Human Rights

Regarding our purchase criteria relating to ethics and human rights, we have defined, in 2014, a clause to be integrated in our contracts where a commitment of compliance with our Code of Ethics and Conduct is established as integral part of the contract. This goal will be introduced in 2015.

We have also designed a questionnaire related to sustainability and human rights matters which we will gradually be requesting from our main suppliers in order to assess them in these areas.

At the end of 2014, we have sent this questionnaire to module and structure suppliers with whom we have collaborated during the financial year. In all the cases, they meet the minimum established requirements.

Besides, in 2015 we will start a project to re-design our website in which we will introduce our actions in terms of sustainability.

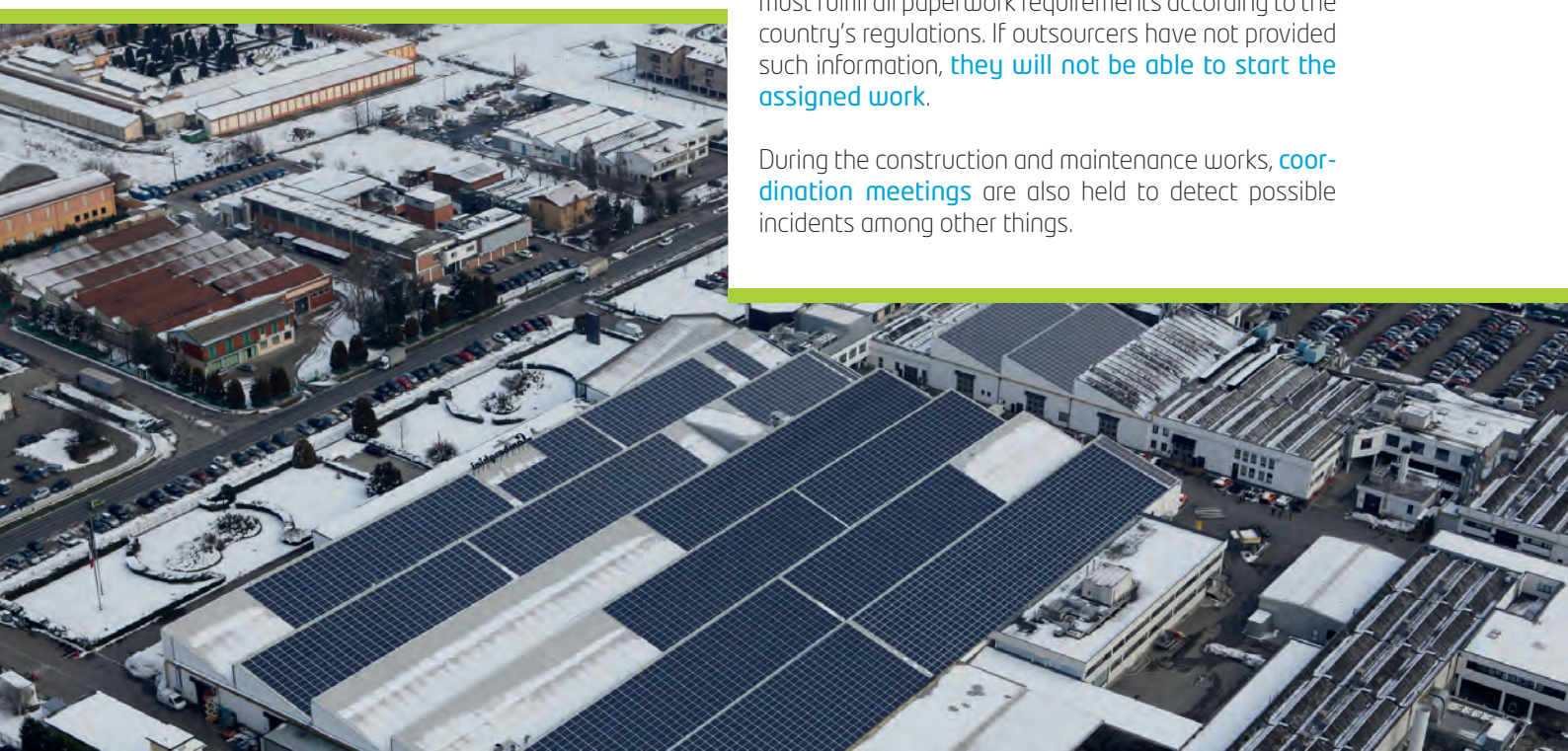
Finally, and along with our Code of Ethics, we will introduce information about reporting channels through which our suppliers will be able to file (if needed) their reports. These reports will be received by the Committee of Ethics for its analysis in order to strengthen the fight against corruption and promote transparency.

Outsourcing

We give great importance to workplace risk prevention at our facilities and demand the same safety requirements from both, our employees and outsourcers.

Before beginning work, all our outsourced companies must fulfill all paperwork requirements according to the country's regulations. If outsourcers have not provided such information, **they will not be able to start the assigned work**.

During the construction and maintenance works, **coordination meetings** are also held to detect possible incidents among other things.



Local Suppliers

At Gestamp Solar, our plants are built under the scheme of EPC projects and the purchase of materials is directly done by the EPC's selected outsourcer.

The photovoltaic modules are an exception as their purchase is centralized in Spain. The purchase of these modules is limited to those suppliers who meet the requirements of the accreditation "Tier 1", so in most cases they can't be performed locally.

At the operation and maintenance phase, we promote hiring local suppliers and outsourcers in order to create

value in the places where we operate, as long as they meet our quality requirements and adapt to the design and needs of our plants.

In some of the countries where we operate, local policies promote this practice by means of incentives as it has been the case in South Africa in 2014, and Honduras in 2015.

In 2014, the estimated expenditure on local suppliers amounted to 70,179 thousand euros. The outlay on local suppliers during the financial year 2014 is summarized as follows:

Spending distribution on local suppliers (thousand euro)

Country	Spending on suppliers	Spending on local suppliers	% local suppliers
Chile	682	682	100%
Spain	27,228	8,168	30%
Costa Rica	3	3	100%
France	112	112	100%
Italy	2,925	2,925	100%
India	34	34	100%
South Africa	22,890	22,890	100%
Mexico	769	769	100%
Japan	31,873	17,530	55%
Honduras	5,811	2,905	50%
USA	14,161	14,161	100%
Total	106,488	70,179	



Our focus: risk management

We believe that companies must go beyond legal compliance by becoming a benchmark of ethics through the decisions and positions taken by their members and reaching the highest standard of quality, safety, health and environmental care.

At Gestamp Solar, we always take into account any possible risk that is presented to us, adopting the precautionary principle and integrating risk management into our corporate strategy. We also rely on the necessary mechanisms to fulfill these expectations. Among these, we highlight the following:

Ethics and sustainability

Ethics Code of Conduct

During 2014 we have approved, translated (into all the languages of the countries where we operate) and spread our new **Ethics Code of Conduct**. It is applicable to all our offices and it is expected to guide the actions of all Gestamp Solar personnel. During the months of January and February, a communication plan for the code was developed to reach all the employees.

Due to the worldwide scope of our company, there could be some cases where the interpretation and application of some parts of the Code may be conditioned by local customs and culture. In order to resolve this sort of cases, two development guides have been designed: the **"Guide for Harassment Prevention"** and the **"Protocol to Fight Against Corruption"**, which are available on our Intranet.

The **Committee of Ethics** was created to resolve all the cases that do not comply with the Code or generate doubts about the Code's compliance. To contact it, there are three available communication channels: by e-mail, by telephone and by a report form.

Since its approval, intensive communication and spreading work has been done to reach all Gestamp Solar employees as regards the Code. Its acceptance and compliance commitment is at 78%. By 2015 first quarter, the compliance commitment will get to 100%.

During the financial year 2014, the Committee of Ethics received and resolved two reports related to unlawful use of position or development of inappropriate behavior.

Integrated Management System

Gestamp Solar possesses an Integrated Management System according to the **UNE-EN ISO 9001:2008**, **EN ISO 14001:2004** rules, and the **OHSAS 18001:2007 standard**, for activities of "Engineering, Construction and Start-up."

Through our **Integrated Management System**, we monitor legal compliance and our **Policy of Quality, Environment and Occupational Hazards**, reducing environmental impact and diminishing or eliminating hazards for our employees and outsourcers. This Policy is available at our website.



Precautionary principle

Both our Ethics Code of Conduct and our Integrated Policy observe the **precautionary principle** as part of our commitment to protect the environment and to continuous improvement.

Regulatory framework and investments

We operate in those markets that offer a **stable and safe regulatory framework**. Though there is always some uncertainty associated with this aspect, regulatory stability is paramount to attract the interest of large investors.

Gestamp Solar minimizes this risk as it has a project portfolio in several countries with a more stable and attractive regulatory framework. This allows us to compensate for these changes, both at our operating plants and for our future project portfolio.

Investments in developing countries

Particularly when investing in developing countries, when the requested loans bring a capital cost of \$50 million or more, it is necessary to comply with the Equator Principles in order to grant them.

The **Equator Principles are founded on the policies and directives of the International Finance Corporation (IFC)**, a branch of the World Bank dedicated to investment in the private sector. Its aim is to ensure the socio-environmental regularity of the financed projects. In order to implement them, banks have established internal policies and procedures which are coherent with these principles and grant loans only to those projects whose sponsors can prove their compliance with them.

Projects are classified as A, B or C (high, medium and low social or environmental risk). Solar plants are classified as B; that is, projects with potential risks and/or limited adverse environmental and social impact, which are few in number, generally located in specific sites, mainly reversible and easy to address through mitigation measures, so it requires **Environmental and Social Management Plans**.

In 2014, Prieska and De Aar plants in South Africa and Marcovia plant in Honduras, were developed under the framework of these principles.



The Equator Principles

Principle 1

Review and Categorization

Principle 2

Environmental and Social Assessment

Principle 3

Applicable Environmental and Social Standards

Principle 4

Environmental and Social Management System and Equator Principles Action Plan

Principle 5

Stakeholder Engagement

Principle 6

Grievance Mechanism

Principle 7

Independent Review

Principle 8

Covenants

Principle 9

Independent Monitoring and Reporting

Principle 10

Reporting and Transparency

Financial and business risks

At Gestamp Solar, we try to **control and minimize risks** by means of integrated mechanisms within all the organization. Corporate risk policies are established by the Committee of Financial Risks of the Gestamp Group and approved by the Group's administrators.

We still want to develop in those markets where energy demand is strong which also offer regulatory security to develop our activities, and access to long-term financing.

We have established a series of procedures and controls that **enable us to identify, measure and manage risks** deriving from the business activity with financial instruments. To analyze the viability and development in the different countries where we operate or intend to operate, our business model establishes guidelines to be followed and the distribution of necessary tasks to gather all the necessary information about potential development and investment risks.

Following, we present a **brief summary of identified risks in our business activity**:

Credit risk

It occurs due to the possibility of not getting back the financial assets in the recorded amount and within the established period. In order to minimize this risk, our company makes distinctions among the financial assets originated by operative activities, and establishes a credit limit for each client with a thorough follow-up of each pending balance whose collection may be transferred to the Department of Legal Advisors if it exceeds a period of 6 months.

Investment activities are also established by the Group's Treasury Department, being, for the most part, balances with such companies.

Market risk

It occurs due to the possible loss caused by variations in the fair value or in future cash flows of the financial instruments due to changes in market prices, interest rates or other price risks which have little importance nowadays.

Regarding the **exchange rate risk**, though we do most of our operations in euros, as we are settling in more countries, the amount of our transactions in other currencies is increasingly significant.

Liquidity risk

It occurs due to the possibility that the company may not have liquid funds or access to these in the required amount and at the appropriate cost, in order to fulfill our payment obligations at all times. Our goal is to keep the necessary liquidity available.

We have our liquidity needs covered at all times thanks to the loans and credit lines we keep with the Group, and self-financing.

We only make use of financing through credit institutions for documentary credits and short-term loans to pay foreign suppliers.

Confidentiality and privacy

We believe that information nowadays has become a **strategic asset** for businesses and people. For this reason, our company has established the necessary mechanisms to ensure the privacy of information and the protection of client and supplier data, as well as to manage and properly treat documents according to their relevance.

In order to reinforce security, information security procedures are reviewed periodically.

In September 2014, the **new Security Information Policy was launched as well as an Information Security Plan** with measures that will be gradually introduced and monitored to guarantee continuous improvement.



Best Practice

Information security

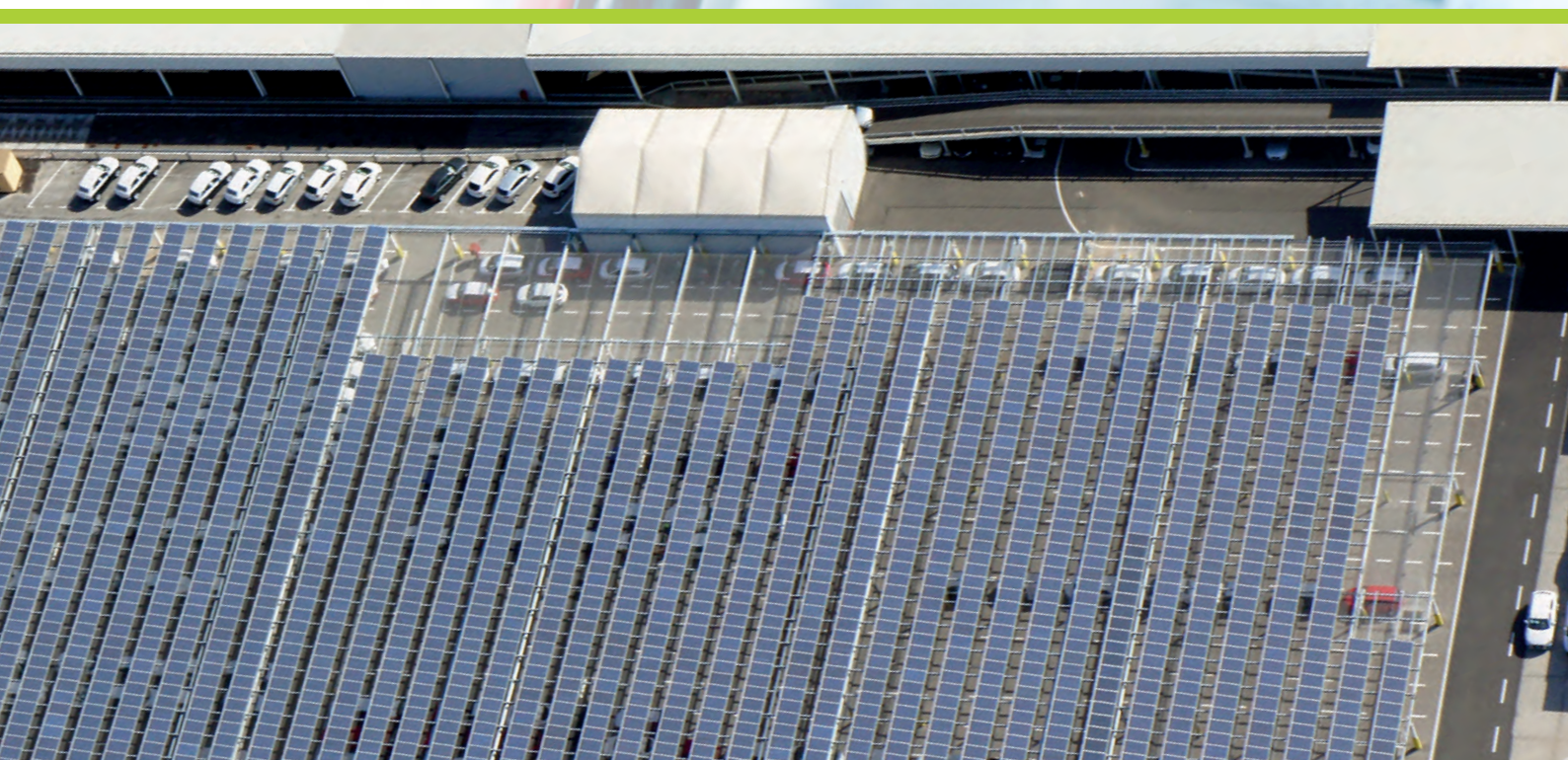
Under the motto “**Information Is One of Our Main Assets, Protect It!**”, and as part of the Information Security Plan, a guide was designed in 2014 which summarizes the general and specific directives which must be complied with by **all company’s employees as security is everybody’s responsibility**.

This guide gathers all recommendations and the best practices that we must know and apply to our daily routine.

It also includes a Security Policy which must be complied with by all our professionals.

Security decalogue

1. Use the **resources provided** by the Group only with professional purposes.
2. **Sign out and block the device** (computer or mobile phone) when you are not using it
3. **Access only** to the information systems that **you are authorized to**.
4. **Protect the passwords**, keeping them in secret and choosing something that is not in the dictionary.
5. Check that your **antivirus is turned on**, do not open messages from unknown senders and do not run non-requested information attached.
6. **Do not install or use software** not provided by the Group.
7. **Know the Security Regulation** that is in Intranet.
8. Be aware of **who accesses or connects to your computer**, and know **the reason** why that person is doing it.
9. **Safe the information** properly in order to avoid non-authorized people to use it.
10. **Report any security suspicion** or incident to the IT team by a Call.



3



Society

A boost for local economy

Creating value in the local communities

Relationships with local administrations



A boost for local economy

A boost for local economy

Our business activity is developed at locations where local needs and impacts are diverse. Our intention is to contribute to life quality improvement and the welfare of the communities where we develop our projects.

As a multinational corporation, we have a global strategy we put into practice locally in order to bring the benefits of our business activity to society as efficiently as possible.

Contribution to a more sustainable energy model

A sustainable energy model must satisfy current needs without jeopardizing future resources and possibilities.

At Gestamp Solar **the main energy source is the sun:** an inexhaustible and independent resource which does not send emissions to the atmosphere. The Earth gets enough radiation in one hour to satisfy the global energy demand of one year (EPIA 2012).

Job creation

Solar energy is a source of employment all along the entire value chain: development, production, construction, operation, maintenance and recycling. Depending on the utilized technology, it is estimated that for each produced MW, between 15 and 27 jobs are created directly and indirectly (EPIA 2012, SUSTAINABILITY OF PHOTOVOLTAIC SYSTEMS: Job Creation).

By the year 2035, it is estimated that the world's demand of electricity will have grown 84% so if the photovoltaic power industry keeps up its current growth, job creation in this sector will increase notably.

At Gestamp Solar, we count on **146 direct professionals** in 2014 who coordinate the different activities and travel frequently to our plants to support local teams at both, the construction phase and the operations phase.

Promoting local employment

A clear example of this is our **Marcovia Project** in Honduras currently at the planning phase. In order to carry it out, we signed an agreement with the local government to select, hire and train unqualified personnel from the neighboring communities of Chamboroto, Piedra Parada, Lomas de Renacer, El Aterrizaje and La Gervacia.



As regards indirect employment, the number of employees varies according to the different phases of the project:

- **For the maintenance of our plants, we estimate an average of 30 indirect employees.**
- **During the construction phase in 2014, we have hired around 680 professionals** for our plants in Fukuroda, with 180 employees, and Marcovia, with 500 employees.

Besides, many countries have their own legislation which favors local employment both at the construction and development phase and the operation and maintenance phase.

The creation of local jobs is an important driving force for economic growth and has a direct impact on communities.

Contributions to local communities

In the financial year 2014, Gestamp Solar gave more than € 7,462 thousand euros to the regions where our plants are located thus contributing to the improvement of life quality and services in the communities where we are present.

A summary of the benefits contributed to each country is presented below:

Taxes

Country	Thousand euros
Spain	4,041
USA	315
Italy	1,932
France	8
Chile	5
South Africa	962
Honduras	190
Japan	7
Others*	2
Total	7,462

*Costa Rica, Republica Dominicana, Mexico and India.

We develop our plants taking the interests of the local communities into account. We create wealth in these regions by means of rental and concession agreements we make with the Administrations and the landowners where we build our plants by means of long-term rental agreements that last more than 20 years.

The plants in South Africa are a good example of these benefits. There, we have rented the land for a percentage amount depending on the plants' gross income. The rental is done through a family Trust which guarantees these families a high income during the next 20 years, period which may be extended depending on the plants' life cycle.

The De Aar and Prieska plants occupy an area of 17 Ha and 34 Ha respectively. However, the rented lands are 1,000 Ha and 6,000 Ha. The space left over will be released when the land is segregated so the proprietor can use it for other purposes.



Creating value in the local communities

Contribution to social development

At Gestamp Solar, we believe that, for a business to be sustainable, it is important that it adapts to the customs and characteristics of the places where we establish.

Before commencing a plant's construction, and depending on local requirements, we carry out an initial diagnosis where relevant aspects relating to the local community and our stakeholders are gathered. By doing this, we can contribute to value creation in an effective way. In addition, during the construction and operation phases, we carry out specific actions to benefit the communities where we settle.

Dialogue with the local community

At Gestamp Solar, our main goal is to establish an active dialogue with the communities where we settle as it brings direct benefits to both parts.

Prior to the installation of our plants, we carry out an Environmental Impact Assessment or a required environmental report, whose reach varies depending on the country's requirements and the status of our plants.

These assessments start a process of participation and public opinion by means of interviews and surveys in the communities that are near our locations in order to inform those possibly concerned about the project's key aspects and gather their opinions.

It must be pointed out that none of our plants has received any claims regarding the rights of indigenous people nor relating to environmental, social or economic incidents or impacts.

Within these actions, we highlight those carried out at our plants in Honduras and South Africa as summarized below:

An example of these actions is Gestamp Solar's collaboration with the **municipal government of Marcovia** to improve existing infrastructures in the region.

In 2014, the construction of a perimeter wall for the primary school and the supply tank of Las Gervacias was financed, and a quite deteriorated stretch of road was restored.



In 2014, during the **construction phase of De Aar and Prieska plants** in South Africa, under the Renewable Energy IPP Procurement Programme framework and together with our local partner, required Economic Development Plans were carried out.

With these, we have developed actions which are mainly focused on challenges relating to fighting against unemployment, low education rate and low qualifications among the active population.

Gestamp Solar's goal is to have our strategy go hand in hand with the region's economic transformation, which is a long-term commitment.



Best Practice

Keys to the social transformation planned for South Africa

1. Empowerment

Support to the companies that comply with the "Black Economic Empowerment" program via our purchases and, thus, to contribute to achieving equity and affirmative action at work.

Example

Prieska and De Aar plants allocate respectively 37% and 39% of their budget of total purchases to BEE certified local suppliers. In addition to this, the EPC contract was signed with a company whose stock is 10% BEE owned.

2. Collaboration

With suppliers, employees and shareholders in order to make beneficial and sustainable agreements for all the parts involved.

Example

Agreements with the local population via a Community Trust that enables them to possess 20% of each plant's property. Its goal is to promote the participation of collectives that have historically been discriminated within the local community, thus facilitating dialogue and the knowledge of the needs of the poorest, worst communicated population. They are also responsible for managing all the funds and activities of the community Development Plan.

Besides, our projects in South Africa employ too black women (according to the BEE) in high management positions. Additionally, Gestamp Solar's office in South Africa has a local hiring policy and, in 2014, it had two BEE employees: a man and a woman. With this, we intend to support quality employment among disadvantaged groups as it happens with the historically disadvantaged BEE segment, especially the female population.

3. Local contribution

We contribute, through our business activity, to the growth of local employment and community development plans. Gestamp Solar's plants in South Africa allocate 1.5% of their gross income to local socioeconomic development plans.

Example

For the Community Development Plan, we collaborate with a local independent service company specialized in social development. As a first step, it carried out an analytical, consultation process with our stakeholders so to detect local socioeconomic needs and, thus, enable an effective action plan.

The diagnosis determined that the two regions where our plants are located, are rural areas with significant social problems such as unemployment and low qualifications among the population.

Due to substance abuse, many children suffer disorders associated with fetal alcohol syndrome or are traumatized by domestic violence ignited by alcohol.

It was agreed that the most effective local contribution on the part of our company would be a multidisciplinary focus on education, health, sports and leisure.

The developed projects are summarized hereafter:



Scholarship financing plan

Each year scholarships are granted to the best ten students from Gariep High School in Prieska so they can continue their studies at the university. These scholarships include the cost of the classes, lodging, and school material during the four years of studies.



Collaboration with Karoo Eisteddfod Trust (KET)

KET is a non-profit organization with headquarters in De Aar, centered on the development of activities for children in deprived settings. It provides school tutoring, a sports and leisure school (with 91 children) and an arts, music and dance school (with 200 children). In addition, 10 scholarships were granted in 2014 so gifted high school students could continue their studies at the university.



Dialogue with local community



Empilisweni Youth Multi-function Center

Training center in Prieska where 30 unemployed youth acquire basic computer and craftwork knowledge. It also has a school tutoring service and a community kitchen which services 40 children daily.



With these projects, we, at Gestamp Solar, want to develop self-esteem among the youth as well as to boost their talent and contribute to the community's prosperity by means of education and the fight against the social problem of substance abuse.

4. Sustainable innovation and development

Promote innovation and support local development.

Example

A part of the obtained gross income during the plants' exploitation phase is allocated to entrepreneurs and the promotion of local businesses.

De Aar and Prieska plants particularly allocate 0.5% of their gross income to business development in the area. This 0.5% is additional to the 1.5% socio-economic development so, in total, 2% of the gross income is used as direct aid for the improvement of the local community.

Corporate Social Action

We are aware that our obligation as a company goes beyond our financial results so, besides local actions, **we support the following initiatives:**

What Really Matters Foundation (LQDVI)

LQDVI foundation's goal is to promote the development and communication of universal human, ethical and moral values.



Word Central Kitchen (WCK)

WCK is an NGO whose mission is to find sustainable solutions to end food insecurity and malnutrition thanks to sustainable food and local prosperity, centering on areas that suffer humanitarian catastrophes.



Global Compact

The UN Global Compact is an international initiative that promotes the introduction of 10 universally accepted principles in the areas of human rights, labor regulation, environment, and the fight against corruption in the activities and business strategies of companies.

In January, 2014, Gestamp Renewables, Gestamp Solar's parent company, joined the UN Global Compact complying with all the necessary requirements to carry out the renewal of our commitment in 2015 financial year.



Juan XXIII foundation for the disable

This foundation was created to improve the quality of life of adults with intellectual disability and to promote their social integration.

Its main actions are aimed at organizing activities so that people with intellectual disability can learn how to develop and interact in their place of residence, as well as managing an adapted vocational training center and job hunting for disable people.



Association for the Study of Spinal Cord Injuries (AESLEME)

Its aim is to prevent accidents and their serious consequences, social awareness as to the problems people face after an accident as well as to improve their quality of life, and provide psychological and legal support. It also offers support to multidisciplinary research of spinal cord injuries and other neurological lesions.



Relationships with local administrations

At Gestamp Solar, we disinterestedly collaborate with public bodies establishing relationships with total transparency as it is dictated by our Code of Conduct.

Our relationship with both, governments and local administrations, has special relevance as they are the ones who establish the energy policies in each country as well as the subsidies, bonuses and aids for each type of energy. Renewable energy producing companies have an important role due to their contribution to the advancement toward a more sustainable energy model.

We highlight below the [associations related to the solar energy industry](#) where we are present:

Spanish Photovoltaic Union (UNEF)

Chaired by our CEO, Jorge Barredo, its mission is the institutional representation and promotion of the solar photovoltaic industry nationwide and worldwide. Among the association's strategic lines, it stands out "the recuperation of legal certainty as a critical line of action as well as the promotion of self-consumption and the internationalization of associated companies".



Spain and Southern Africa Renewable Energy Consortium

This consortium's aim is to promote the Brand Spain in the field of renewable energies and to support activities from the renewable industry in the region of Southern Africa; though, recently, it is also expanding its business activity to the region of Northern Africa and the Middle East.



South African Photovoltaic Industry Association (SAPVIA)

It is a non-profit organization encompassing companies with an active role, presence and investment in South Africa's photovoltaic market.

This association promotes the growth of the solar photovoltaic energy market (PV) as part of the country's development of renewable energy.



4



People

Our team

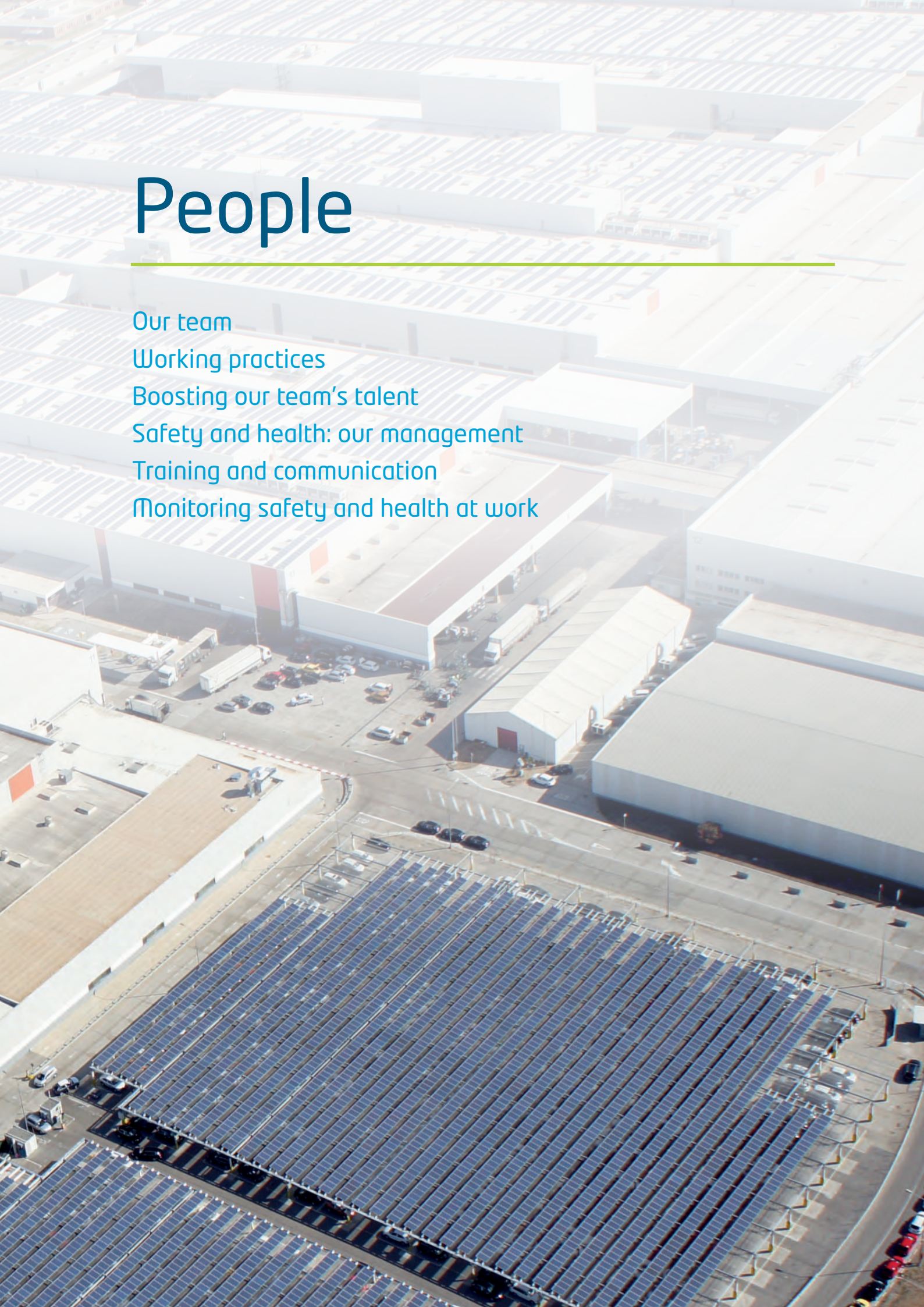
Working practices

Boosting our team's talent

Safety and health: our management

Training and communication

Monitoring safety and health at work



Our team

Our professionals are the **driving force of our company** since accomplishing our mission and vision successfully depends entirely on them.

The management model of human resources is centered on people and its goal is to create **quality employment** by promoting communication and professional development as means to achieve our goals of competitiveness and corporate efficiency.

Our team is made up of professionals who share our values and aims in an **international work setting**.

Diversity and equal opportunities

Geographic distribution



our team
69% men 31% women

In 2014, our staff is made up of **146 professionals** distributed in eight countries, though 53% are concentrated in Spain where our headquarters are located and from where our teams frequently travel to other locations.

Staff distribution by region and gender

Country	Men	Women
USA	8	6
Spain	50	27
Italy	23	5
Peru	3	0
Japan	13	2
Chile	1	1
South Africa	2	3
Total	101	45

Our teams carry out tasks of design, coordination, maintenance, monitoring and control of the plants.

For their maintenance, we have operative teams in the regions where we are present which jointly work with the headquarters team.

Construction tasks are carried out through **outsourcing**. Indirect employment is quite relevant in our industry though it presents considerable variations depending on the number of plants under construction and their characteristics (project's extension, site's location, periods, etc.).

A summary of the estimated **indirect employment** for our projects in Japan and Honduras is presented below.

Indirect employment created

Country	Project	Employees
Honduras	Marcovia	500
Japan	Fukuroda	180



Distribution by age and gender

82% of our professionals are between 31 and 50 years-old and 11% are under 30 years-old so we count on a **balanced staff** that allows us, on one hand, to benefit from their dynamism and, on the other hand,

to profit from their experience. As regards the **society's direction**, 100% are local men between 31 and 50 years old.

A description of the distribution of our team by gender is shown below.

Staff distribution by age

Country	≤30 years old			>30≤50 years old			>50 years old		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
USA	2	2	4	6	4	10	0	0	0
Spain	7	2	9	37	25	62	6	0	6
Italy	1	1	2	22	4	26	0	0	0
Peru	1	0	1	2	2	0	0	0	0
Japan	0	0	0	9	2	11	4	0	4
Chile	0	0	0	2	0	2	0	0	0
South Africa	0	0	0	2	3	5	0	0	0
Total	11	5	16	80	40	120	10	0	10

We believe that a way to show how much we trust our team is ensuring the **stability** of their jobs.

In the financial year 2014, 89% of our staff has an indefinite contract (89 men and 41 women). The remaining 11% corresponds to 1 men and 4 women with temporary contracts.

All our employees work full-time save for 10 women in Spain who are working on a reduced work schedule. The distribution per category, gender and age of our staff is described below:

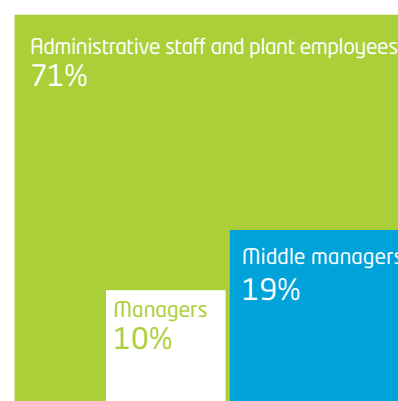
Staff distribution by gender and occupation

Professional category	Men	Women
Managers/ Heads of department	13	1
Middle managers and supervisors	23	5
Administrative staff and solar plant employees	66	36

Staff distribution by age and occupation

Professional category	≤30 years old	>30≤50 years old	>50 years old
Managers/ Heads of department	0	13	1
Middle managers and supervisors	0	26	2
Administrative staff and solar plant employees	17	80	7

Staff distribution by occupation



Working practices

Selection processes

The **principles of non-discrimination and equal opportunities** are gathered in our Ethics Code of Conduct.

Our **selection process** is based on achievements, experience and knowledge of candidates, ensuring participation in a non-discriminatory way during this process. In addition, local employment is promoted as it contributes to strengthening the dialogue with local communities and offer us the opportunity to have a more precise knowledge of the settings we establish in.

In 2014, 97% of our team was local, as it is described below. Besides, we have a female employee between 30 and 50 years of age who has a physical disability.

Staff distribution by category and gender

Professional category	Men	Women
Managers/ Heads of department	92%	100%
Middle managers and supervisors	100%	100%
Administrative staff and solar plant employees	98%	95%

In Italy one of our females employees, who is between 31 and 50 years-old, suffers a physical disability.

Our **hiring conditions** are gathered in different collective agreements and the regulations applied in each geographic location. Gender discrimination is in no case allowed.

In the event of such situation taking place, Gestamp Solar puts at its team's disposal the reporting channels gathered in the Ethics Code of Conduct. In the financial year 2014, no claims have been registered as regards working practices, human rights or discrimination.

Selection process: Kishoa

At Gestamp Solar, we take into account the different cultures and requirements in the countries where we are present. Added to this fact is the importance attached to our values and principles as well as the integrity and ethical behavior of our professionals. This concern is reflected on our selection process.

We would like to point out, as an example, the recruiting system used in Mexico for the Kishoa project. We reinforced our personnel selection process with a tool that assesses the integrity and working ethics of our candidates thanks to different algorithms based on pre-defined response patterns.

This system expedites the selection process in order to quickly obtain the results relating to ethics and integrity. Thanks to this, our selection process is more complete and adapts to Mexican regulations, standards and culture.

Communication

Communication and exchange of ideas are an **essential element** for the proper management of our teams. Due to the fact that our business integrates a team located in eight different countries and that it also requires frequent travelling, we have adopted a 2.0 corporate communication model.

In order to facilitate this task, since 2012 we count on "**Leading the Change**", our corporate intranet whose goal is to foster dialogue between the management and all the employees via a social media with applications to share and acquire information and knowledge, thus facilitating teamwork and promoting pride of belonging.

This setting is used by the HR department to communicate data of interest such as organizational changes, working calendar, training schedules, etc. E-mail is also used complementarily. On the other hand, employees have at their **disposal communication channels** with the Committee of Ethics created with the goal to inform about any possible incidents or infractions regarding our Code of Ethics and Conduct.

Minimum period of prenotice regarding organizational changes

Currently, we do not have a formal procedure establishing a **minimum prenotice period** to communicate our employees about operative changes.

However, upon any relevant change, we proceed to inform the affected group with sufficient time to guarantee a proper response on their part, always in compliance with the applicable legislation.

Best Practice

Management of information about sustainability

Our company is present in several countries and this gives way to different procedures and systems to report information.

During the planning phase, it was found necessary to create a tool that could collect, homogenize, and consolidate information and necessary data relating to our financial, social, and environmental results in a proper way.

In order to respond to this necessity, in 2014 the sustainability team, in collaboration with the CBI consulting, adapted their reporting platform to our needs, defining specific indicators for our business activity. This platform also facilitates the collection and consolidation of data by means of an attractive interface, and allows to attach evidence so it expedites posterior processes of independent revision.

In January 2015, those in charge of reporting information and data attended training on this platform. The training showed us a practical way to use this tool, and to have information available for different purposes.

Balancing professional and family life

Balance between our employees' professional and personal life is important for their health and well-being. That's why our schedule is flexible so it can adapt to the personal situation of our professionals.

In the present financial year, 4 men and 5 women exercised their right to **paternity and maternity leave** respectively. All of them returned to their positions when it was finished and are still working in the company. Besides, 10 women with young children enjoy a reduced work schedule.

Rights and information for our professionals

The rights and obligations of all our professionals are formally gathered in all the countries where we operate.

The information is collected in different ways depending on the legislation and local requirements. In countries like Spain and Italy, we have the corresponding **collective agreement** and for those countries that do not have a similar formula, we formally collect this information in the so-called "**Handbooks**" adapted to local legislation and customs.

Collective agreements

All our professionals are protected by sectoral **collective agreements** or similar agreements in conformity with local legislation, customs and practices.

Handbook

Our professionals in such countries as Japan, South Africa and the United States, have their corresponding **Handbook**.

These guides gather working conditions, contain behavior standards adapted to the context and the legal requirements of each location, indicating the rights and duties of employees regarding selection processes, schedules, leaves, salaries, social benefits, vacations, etc.



Social benefits

We want our company to contribute to **improving life quality** for our professionals, so they receive social benefits according to the needs of each location.

Some examples of these benefits are:



Life and accident insurance

All our workers in Spain are covered by a life and accident insurance with a coverage above the limit established by local legislation.



Retirement plan and pension plan

A full retirement plan is offered to all our employees in Japan. In addition, an employee in Italy is benefiting from a pension fund.



Commutation allowance

In Japan, a sort of financial support is offered that is called "Commutation Allowance" in order to cover transportation expenses to go to work.

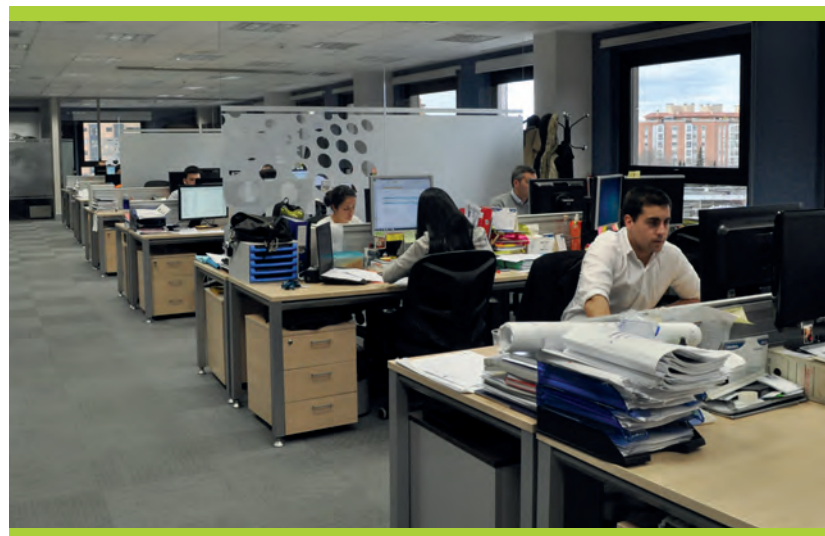


Canteen service

This is offered to all our employees in Italy.

Additionally, in Spain all our employees are offered the possibility to join the **Flexible Remuneration Plan (PRF)**. The PRF offers the chance to introduce different products into the remuneration package that offer fiscal and labor advantages, allowing each individual to adjust these to his/her personal needs.

Currently, the offered services are: day care vouchers, restaurant vouchers, transportation voucher and vouchers for computer equipment purchase. In 2014, 29 employees joined PRF.



Boosting our team's talent

Training

We believe that **training** is a basic element to motivate and develop our employees, and to improve efficiency.

In 2014, there have been a total of **3,189 hours** of training, which equals an average of 21.8 hours per employee. Training is distributed in specific competences, safety and health, computer skills and languages.

Regarding training in 2014, we highlight the following:

Ethics Code of Conduct

At the start of the year, a powerful training and communication campaign was launched via a specific online course which develops the information contained in the Ethics Code of Conduct.

Thanks to these actions, 78% of our personnel accepted and committed to formally comply with the Code's requirements. In 2015 first quarter, 100% of the staff did it. In order to complete the course, an average of one hour and a half is estimated so the training hours relating to ethics and human rights in 2014 add up to a total of 147 hours.

Language school

The language commonly used at our company is English. A significant effort is made so our employees have a solid language training.

A pilot project of online English classes has been launched this year, a format that allows more flexibility as regards schedules, and a personalized content for each user.

Opportunities for young talents

We count on a **scholarship program**, managed through agreements with important universities so young professionals can do their internships at our facilities and acquire experience.

Once this period is over, and if their performance has been satisfactory and adjusts to the needs of production, they are offered the possibility to continue developing their business activity at our company.

Selection and turnover

Our **selection process** is either done telematically (job banks and other available online tools) or directly (with the collaboration of specialized consulting firms).

In the present financial year, 31 workers have become part of our Company. Our **average turnover** rate in 2014 is 1.4 %, being quite variable in the different countries. For instance, this rate is negative in Peru (owing to the reduction of our property percentage), and in South Africa (where qualified personnel turnover is high), in contrast with the more favorable results in Spain and the new incorporations in countries where we are increasing our presence (Chile and Mexico).

On the other hand, the highest increase of personnel has occurred in Japan where we are developing two new projects and in Spain, for having there our headquarters from where all our activities and projects are coordinated.

Hires in 2014*

Country	Men	Women	Total
USA and Puerto Rico	3	2	5
Spain	6	3	9
Mexico	1	1	2
Japan	10	2	12
Chile	1	0	1
South Africa	1	1	2
Total	22	9	31

*No hires have been registered in 2014 in Italy and Peru.

The HR department carries out an **"exit interview"** to all professionals that, for one reason or another, leave our company. Our goal is to know the reasons that motivated their departure so we can design strategies to make our company more attractive, thus retaining talent.

In the financial year 2014, 29 **resignations** were tendered at our company. Most reasons for departure were voluntary resignations and dismissals, being 18% and 41% respectively.

Resignations in 2014*

Country	Men	Women	Total
USA and Puerto Rico	6	2	8
Spain	3	1	4
Italy	1	3	4
Japan	3	4	7
Peru	2	0	2
South Africa	3	1	4
Total	18	11	29

*No resignations registered in Mexico and Chile during 2014.

4 hired professionals also abandoned the company in 2014 during the same financial year, as it is summarized in the attached table:

Resignations of staff hired in 2014

Country	Men	Women	Total
Spain	1	1	2
Japan	1	0	1
South Africa	1	0	1
Total	3	1	4



Health and safety: our management

At Gestamp Solar the health and safety of our professionals is especially important to us as well as the safety and health of all those people present in our work settings.

The management bases for this are found in our Code of Ethics and Conduct and our policy of Quality, Health Safety and Environment (QHSE), that develop through the **Integrated Management System** in accordance with the OHSAS 18001:2007 standard for activities of **engineering, construction and start-up**. This enables us to keep a safe work atmosphere and comply with the conditions established by the applicable legislation.

Additionally, we have specific work procedures and instructions that establish the system to execute processes in a coherent way as regards our company's policy, goals and aims. E.g.: the use of personal protective equipment, training on safety, claim mechanism, and structures for problem solving.

Besides, we provide the necessary tools to eliminate or minimize risks associated with activities that are carried out at our facilities, thus benefiting employees and outside workers that collaborate with us.

Planning of preventive actions

Before starting to execute a project, a **health and safety plan** is elaborated which identifies, organizes and controls each business activity to be carried out from the prevention standpoint, informing about risks and measures to be taken.

This plan includes required paperwork and safety and health instructions relating to outside personnel that is working on site (contractors and outsourcers, and are formally handed in writing.

On the other hand, there is **personal protective equipment** (PPE's) for all the workers, adapted to the sort of activity they are going to carry out, complying with all associated legal demands and our safety standards.

Risk assessment

Risk assessment is carried out at least every twelve months and where there is a modification in work conditions, new damages or risks are identified, or when the introduces measures prove to be insufficient.

Risks are carried out according to their probability-severity, assessing aspects related to:

- **Physical safety** (falls, concussions, etc.).
- **Hygiene** (exposure to pollutants, noise, etc.).
- **Ergonomics** (excessive physical load, inappropriate tools...).
- **Psychosocial factors** (mental load, job content...).

This assessment considers the presence of particularly sensitive workers both for their personal traits and for their biological state (e.g., pregnant workers), indicating whether there are specific risks for this group at each workplace.

It is necessary to point out that our workers do not have occupations that present a high risk/incidence when it comes to getting specific diseases, so no measures had to be taken in this respect.



Best Practice

Online approval system for contractors and outsourcers

In order to expedite **supplier approval** as regards health and safety, Gestamp Solar has introduced, in 2014, an online platform that allows to introduce and manage the required paperwork for this process.

Thanks to this system, an automatic record of information is **created in real time**, organization is improved, and incidents deriving from document exchange by e-mail are eliminated.

The **four essential steps** of the recording process for the approval of a contract in terms of safety and health are the following:

- **Register:** Contract users must register the companies, workers and machinery that will access each plant.
- **Check-List:** The system generates a check-list regarding safety, health and environment in accordance with the paperwork requirements applicable in that country in particular which must be completed by the contractor at least 48 hours before the beginning of the business activity.
- **Automatic check:** With notices that indicate if the presented documents are correct.
- **Conformity:** The person in charge of health and safety reviews the process results so to give his/her conformity.

Access is to the site denied to companies that have not previously obtained conformity.

Training and communication

Training on health and safety

All Gestamp Solar employees have received proper training on safety and health relating to their workplaces. In the financial year 2014, a total of 115 training hours were completed.

Communication of risks

Communication of risks and health and safety instructions are carried out by means of in-house memos, training and the bulletin board. Besides, the people in charge of contractors/outsourcers receive a written copy of the health and safety instructions for the activities that will be carried out at our plants.

Additionally, there is a **claims and suggestions box** at our sites enabling communication of non-identified risks or any situation involving modifications of risk assessment.

The received requests are handled by the people in charge of safety and health who study them and present measures to minimize possible risks.

Notification of accidents

Internal communication of accidents is done by informing, in the first place, the site manager and, later, the person in charge of health and safety who will investigate the accident and inform about it by means of an **"Incident/Accident Investigation Report"**.

The notification of accidents to the corresponding local authorities is done following the periods and mechanisms established for such purpose.

For accidents or leaves of outside personnel, the company in charge must initiate the necessary process to notify these to the local authorities and send an accident report to Gestamp Solar to proceed with its investigation and keep an updated record of accidents.

Monitoring health and safety at work

Health surveillance

The health of employees is an essential factor for Gestamp Solar as it is a key element for their well-being and working performance. For this reason, an initial medical check-up is performed on new arrivals, on those to whom tasks with different risks are assigned, and on people who have had a long absence from work for health-related reasons.

Monitoring

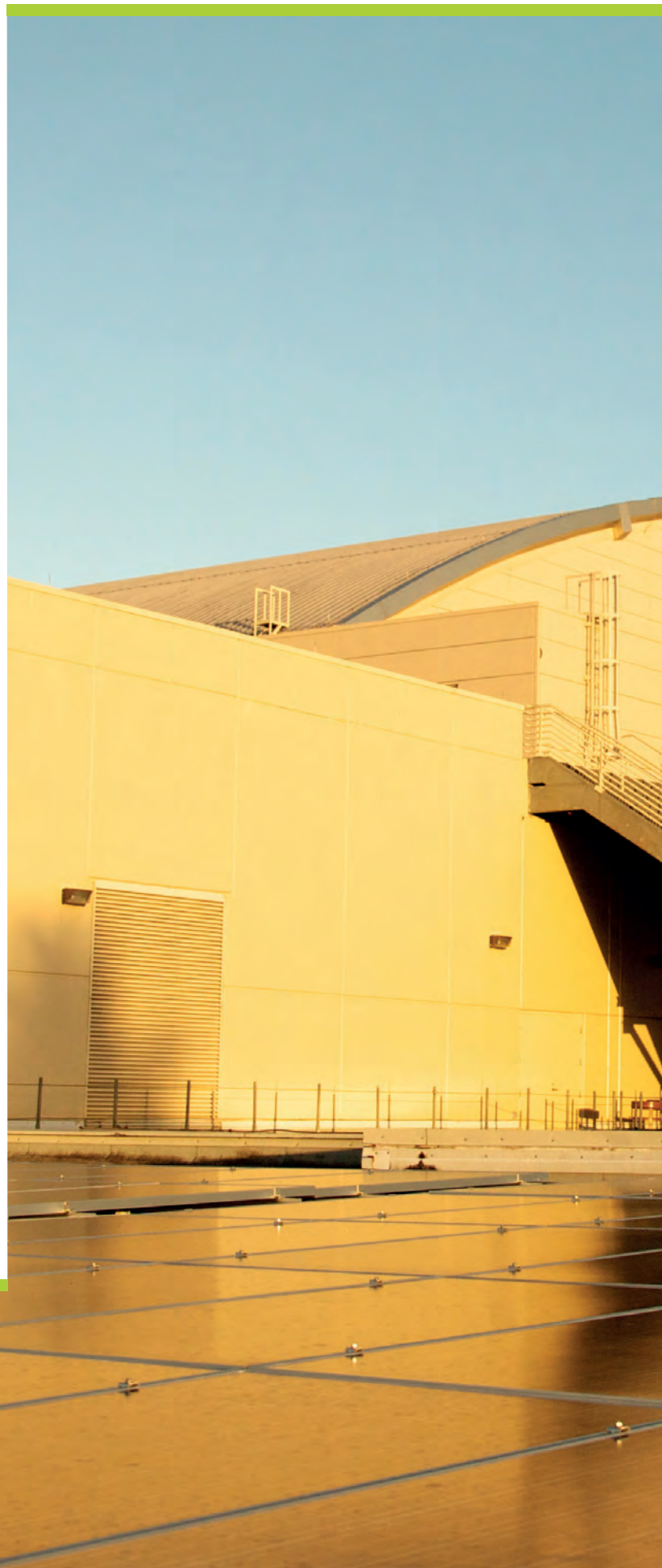
Gestamp Solar elaborates **technical instructions** for each country about operational control to carry out inspections in order to measure and control activities of health surveillance, personal protective equipment, competent safety and health technicians/personnel, and safety inspections.

These **inspections** are carried out on site at least once a month in order to accurately identify practices or habits that can pose a risk, determine training needs, and check if work methods are appropriate.

Besides, coordination meetings are periodically held to monitor safety aspects. These meetings are attended by Gestamp Solar personnel in charge of safety and health, and competent personnel from contractors/outsourcers.

On the other hand, contractors and outsourcers report to us monthly about accidents, incidents, and hours worked by each one of them.

These measures allow us to accurately and regularly monitor safety and health conditions in our operations, and accurately identify and solve possible failures in the management system so to take measures about it.



Health and safety indicators

In the year 2014, **none of Gestamp Solar employees has suffered any kind of occupational disease or work accident**, with or without leave.



Occupational disease
rate: 0



Rate of days of absence
due to accidents: 0



Accident rate: 0

As regards **outsourcers**, the following accidents have been recorded:

Outsourcers' accidents

Country	With leave	Without leave
Honduras	1	1
Japan	1	0

*All accidents were suffered by men.

Absenteeism

As regards **absenteeism**, the following table shows the average number of days away from work per employee:

Average days of absenteeism per employee and country*

Country	Media
Spain	3,62
Italy	0,42
Japan	2,80
South Africa	2,80
Mexico	1,13
Chile	7,06

*Data not available for USA and Peru.

5



Planet

Our environmental management

Management of natural resources and raw materials

Waste, water disposal and spills

Biodiversity and environmental impact

Energy

Climate change and emissions



Our environmental management

We believe that all the companies should aim at the conservation and respect of environmental conditions and conserve them for future generations. For this reason, the care of our planet is paramount to Gestamp Solar.

We have a rigorous environmental management system in accordance with the [UNE-EN ISO 14001:2004 standard for design, construction and start-up activities of solar photovoltaic power stations](#). In addition to this, we include environmental criteria in our material purchase contracts and in our selection of out-sourcers.

We also collaborate with local administrations in regions where we are present offering, among other things, support in their plans of environmental education, in

landscaping projects, or carrying out small restorations in areas where it is requested.

One example of these collaborations is the project of environmental education developed at schools in the communities of Chamboroto, Las Piletas, Piedra Parada and El Tizate, which are associated with Marcovia Plant (Honduras).

Environmental expenses

In 2014, our main environmental expenses are those deriving from consulting and auditing activities (maintenance of management systems, environmental impact studies, monitoring and measuring plans of the plants), and their estimated amount is €25,000.

Best Practice

Climate Station in Antofagasta (Chile)

Before starting the construction of a plant is necessary to check if environmental conditions are appropriate for it.

To this end, it was found necessary to build a climate station in Antofagasta, a Chilean region where our company is planning two projects.

In this same region the **Corporación GEN** is located. It is an association created 30 years ago with the aim of making the Atacama Desert inhabitable by combining traditional methods such as "fog collection" with studies, technologies, initiatives and innovative projects like wind power development, or the conservation of cactus species in danger of extinction.

Due to the needs of both parts, a collaboration agreement was established by which **Gestamp Solar built a climate station with the commitment to maintain it and transfer the obtained data to the Corporación GEN** at no cost, in exchange for the concession of the space needed for its installation.



Management of natural resources and raw materials

Consumption of raw materials

The management and acquisition of raw materials is concentrated on the construction phase so, in 2014, the data refer to the plants in South Africa (De Aar and Prieska), Honduras (Marcovia), and Japan (Fukuroda).

A summary of the consumptions of the main raw materials in 2014 is presented below.

Consumption of raw materials in 2014

Tons	South Africa	Honduras	Japan
Steel	7,000	10,500	7,000
Silicon	150	200	150
Aluminium	2,850	4,000	3,500
Copper	130	180	130
Arid	2,000	20,000	5,000

Water consumption

In our business activity the water that is used is differentiated between the phases of operation and construction.

At the **construction phase**, water is mainly used for road watering. In 2014, the consumption at the plants in Japan (De Aar and Prieska projects) and Honduras (Marcovia Project) is summarized below:

Water consumption in construction (m³)

Country	Consumption in construction
Honduras	41.6
Japan	114.0
Total	155.6

At the **maintenance and operation phase**, water has an industrial and sanitary use

Water has a mainly industrial use. It is used to clean solar panels and to eliminate particles (dust, pollen, etc.) that deposit on the surface and reduce their performance.

Cleaning water has special characteristics with a hardness below 50 ppm. It mainly comes from the public water supply network. When it is not available or does not have enough quality, it is obtained by means of tank trucks.

Water consumption varies in each country according to the cleaning requirements of each plant, legal requirements, and established discounts depending on its performance.

Water is also used for sanitary purposes (in septic tanks), and for consumption at the control centers, though in both cases the quantity is irrelevant.

Water consumption is summarized as follows:

Water consumption: O&M (m³)

Country	Sanitary	Industrial
USA	0.0	18.4
Spain	90.0	468.0
France	ND	ND
Italy	95.0	1,897.0
Peru	11.0	96.0
South Africa	3.2	0.0
Total	199.2	2,479.4



Waste, water disposal and spills

Waste

The Environmental Management System gathers, in its procedures, the guidelines to be followed in production, segregation, management, monitoring and measuring of the waste produced at our plants and offices.

Most of our waste is produced during the plants' construction phase so we have duly designated areas for its proper segregation, as well as specific instructions for its storing, control and removal through authorized agents.

Waste production in Japan during 2014 is described below.

Waste in Japan 2014*

Waste (Ton)	Japan
Urban waste	94.17
Uncontaminated containers	0.54
Paper and board	0.32
Wood	15.70
Pruning and clearing residues	7.40
Construction and demolition	2,615.00
Sprays and aerosols	0.01
Asbestos	0.03

*In 2014 we just have data about Japan available. In South Africa waste was managed in 2013, and work in Honduras is just starting, so we will report information in 2015.

As regards waste generated during the maintenance phase, it is not significant, and is managed by depositing it at a recycling center for posterior treatment.

On the other hand, waste produced by offices such as paper byproducts and toner cartridges, is segregated and sent for recycling.

One example of improvement in waste management is the **initiative carried out by the Marcovia project**. Due to the region's characteristics, during the ground conditioning works for the construction of this plant, a high volume of "pruning and weeding" waste was generated.

In order to select the most appropriate management method for this sort of waste, an analysis of different alternatives was carried out, finally choosing an option which **benefited the local people by donating this waste for domestic use**.

Water disposal

Water disposal is quite reduced at our plants and it is done for sanitary reasons (in septic tanks). Its maintenance is carried out through an accredited outsourced company.

Spills

Monitoring and control of spills are carried out as established by our management system where the response protocol is defined. In the financial year 2014, no spills have occurred from Gestamp Solar business activity.



Biodiversity and environmental impact

Environmental impact

We carry out the corresponding **environmental impact assessment (EIA) or environmental reports** as established by the requirements of the countries where we operate. These assessments help us to find out about our impact, indicate the measures we should take, and allow us to minimize possible risks.

Once the plant is in full operation, we carry out **monitoring plans** that allow us to monitor our environmental impact by following the specifications from our environmental management system, and the obligations established by the different local or regional administrations.

Upon the end of their service life, plants are dismantled so that the area can be easily restored. Besides, most components from solar panels and support structures can be recycled allowing the recovery of certain semiconductor materials, glass for the most part, and significant quantities of ferrous and non-ferrous metals.

However, we cannot deny there are certain aspects of our business activity that have a negative impact on the environment. In order to reduce these negative consequences from our business activity, we have outlined numerous **mitigation measures**, as it is summarized below:



Landscape

This is generally the most significant impact as its reach spreads beyond the plant's limits. Therefore, its mitigation is complicated.

This aspect is quite relevant during the location selection phase. Landscape studies are elaborated in an attempt to select areas with reduced visual connections, less visible from other points.

As a corrective measure, we revegetate the plant's limits, creating "eco-screens" that allow the photovoltaic power installation to blend in the surrounding landscape.



Dust and noise

They are produced due to the transit of trucks and the use of machinery during the construction phase. In order to mitigate these effects, we measure the particles and dust issued, and keep these at the appropriate level by watering the ground.

In order to mitigate the noise, the construction period is expedited as much as possible, and the use of heavy machinery is concentrated during the daytime hours to reduce disturbances. Later on, energy production is carried out silently, without additional emissions, so no supplementary mitigation measure is applied.



Damage to soil and hydric conditions

Soil preservation measures are concentrated at the plant's construction phase. When doing earth-moving, the soil's surface layer or "top soil" is preserved so it can be used in a posterior conditioning thus preserving the soil's fertility.

In order to control erosion, measures for the preservation of the soil's natural drainage are established to avoid disturbing, as much as possible, surface runoff. For this reason, works are normally cancelled during intense rain periods to reduce sediment dragging.



Impact on vegetation

We do not have plants located in natural spaces of special interest. During the construction phase, ground conditioning is carried out where high vegetation is eliminated to install solar panels so solar rays can easily reach them.

To this end, it is analyzed whether there are protected species, or species of special interest, in the area to avoid installing modules near it. Besides, cutting and weeding are done following all the specifications defined by the local authorities.

If needed, reforestation is carried out as a compensatory measure.



Wildlife disturbance

The installation of a solar plant can bring the invasion of some species' habitat.

In order to reduce this impact, we make sure, with prior-to-construction studies, that the location does not have any biological value, and that our business activity does not significantly alter the habitat of species of interest.

During the operation phase, wildlife is monitored according to the criteria indicated by the local administration.

In the next section, we summarize the protected species found in our plants' surrounding areas.



Other impacts

Two less significant impacts are land occupation and damage to archaeological legacy. At a social level, the land required to install a photovoltaic system is medium-sized and does not have a great impact. In addition to this, some of our installations are placed on the rooftops of structures that are used for other purposes as is the case of "SEAT AL SOL" in Martorell, where the solar modules are installed on the planting lot's rooftop.

At an archaeological level, a previous study is carried out to guarantee that the plants are not built on top of any remains of interest. It is also necessary to point out that, as our anchorage structures do not go too deep, they do not represent a major problem to possible buried remains.

Best Practice

Tree planting in Marcovia (Honduras)

Marcovia solar plant is situated in the south of Honduras. This region presents abundant vegetation called "Jicaros Savannah" so this meant that, during construction, many trees had to be cut.

Facing this situation, a **modification for the plant's design was suggested in order to keep a conservation area according to the existing gallery forest and thus avoid cutting 674 trees.**

The cutting was done with the **authorization of the National Institute for Forest, Protected Areas and Wildlife Conservation and Development (ICF),**

following all the required specifications, and thus conserving one area.

On the other hand, following the recommendation to sow three plants per each cut plant, a plan was elaborated with the communities and the municipal government of Marcovia focusing on tree planting, in order to recover dry forest natural habitats and green areas at rural and urban locations in the region.

A total of 5,526 seedlings were used from different species adapted to the extreme temperature and rain conditions inherent in the southern region of Honduras. These were planted in 23 degraded and/or deforested areas.

Photo: jayeshpatil912 C.C.A 2.0





Protected species in areas of activity

We monitor and measure wildlife as established by environmental impact assessments, the obligations deriving from our Environmental Management System, or the requirements established by administrations for their licenses and/or authorizations.

A summary of the **birds present in our plants' locations that may be under threat** is presented below:

Common name	Scientific name	IUCN*	SARL**	Plant
Black harrier	<i>Circus maurus</i>	VU	NA	De Aar; Prieska
Black-footed cat	<i>Felis nigripes</i>	VU		De Aar
Blue crane	<i>Anthropoides paradiseus</i>	VU	VU	De Aar; Prieska
Lesser krestel	<i>Falco naumanni</i>		VU	De Aar
Ludwig's bustard	<i>Neotis ludwigii</i>	EN	VU	De Aar; Prieska
Martial eagle	<i>Polemaetus bellicosus</i>	VU	VU	De Aar; Prieska
Kori bustard	<i>Ardeotis kori</i>	NT	VU	De Aar; Prieska
Red lark	<i>Certhilauda burra</i>	VU	VU	Prieska
Secretarybird	<i>Sagittarius serpentarius</i>	VU	NT	De Aar; Prieska
White-backed vulture	<i>Gyps africanus</i>	EN	VU	Prieska

*IUCN: International Union for Conservation of Nature. EN (Threatened), VU (Vulnerable) y NT (Near Threatened)

**SARL: South Africa's Red List Animal Species

Energy

Consumed energy

Our electric energy consumption mainly comes from our offices (illumination, heating, and computer equipment) and, in a lower quantity, from our plants.

In the present financial year, power consumption at our offices is 320.4 GJ.

A summary of **power consumption at the plants in operation in 2014** is presented below:

Indirect power consumption in 2014*

Country	Owned plants (GJ)	Managed plants (GJ)
USA	370	29
Spain	4,360	579
France	0	2,596
Italy	2,153	6,066
Peru	941	1,900
South Africa	244	163
Total	8,068	11,333

*No information available about the plants of Meridian, Red Bluff High School and Escondido (USA).

In 2014, we have also consumed around 100,000 liters of diesel fuel at our installations for vehicles/machinery, and generators.

Produced energy

Up to December 31, 2014, Gestamp Solar counts on **a total of installed 140 MW of our own energy, and 170 MW managed for third parties.**

Our solar photovoltaic energy production is **668,046 GJ.**

Besides, we have contributed, through our O&M activities, to the generation and management of additional 97,929 GJ produced for our partners and clients.

Energy production in 2014 is shown below:

Produced energy in 2014

Country	Owned plants (GJ)	Managed plants (GJ)
USA	92,702	7,537
Spain	299,301	62,921
France	0	193,849
Italy	143,820	386,046
Peru	67,042	135,348
South Africa	49,479	32,986
Total	652,344	818,687

Monitoring and measuring

The **Solar Control Center (CCS)**, in collaboration with the maintenance department, is in charge of monitoring, analysis and control of different production variables gathered in a continuous way. This allows us to know about incidents immediately, and optimize the production of our plants.

In the financial year 2014, the CSS has managed **56 photovoltaic plants with a total of 250 installed MW**, which include our own plants and those we managed for third parties.

Energy efficiency

Gestamp Solar plants use the latest **"Tier 1"** technologies available in the market to obtain maximum efficiency. Besides, professionals from the maintenance department take care of the photovoltaic modules and other installation elements so they are **kept in ideal conditions to get their maximum performance.**

On the other hand, we count, for the design phase of our plants, on our own software development that allows us to set up the best operational conditions.

One example of our applications is the one developed for the **"Kishoo"** project which allows calculating, in a customized way, the savings for each home/business if solar panels were installed on their rooftops depending on the municipality and power consumption. This is available at www.elsolqueahorra.net

Climate change and emissions

During the last decades, climate change has caused impacts on the ecosystems of all the continents and oceans, affecting, among other things, hydrologic cycles, species distribution, and the productivity of crops.

These changes in the climate have implications that go even further, affecting other factors of global reach such as poverty, food security, economic growth, population growth, sustainable development and resource management. Besides, growing warming magnitudes increase the probability of serious, generalized and irreversible impacts.

Currently, **around 25% of our world's emission of greenhouse gases, correspond to the electric and heating industries** (IPCC, Climate Change 2014: Mitigation of Climate Change).

However, risks deriving from climate change can be reduced if mitigation measures are taken in a short term since they can have a significant influence on climate risks during all the XXI century (IPCC, Climate Change 2014: Impact, adaptation and vulnerability).

Climate change is part of most countries' agendas, making emphasis on the reduction in emissions of greenhouse effect gases.

In 2015, the XXI Conference of the Parties on Climate Change (COP21) will be held in Paris. This Conference is expected to be decisive for the negotiation of a future international agreement planned for 2020, with the aim of making it binding upon all the countries, and plan formal agreements as it was previously achieved by the Kyoto protocol.

Though this uncertainty as regards future joint agreements on emission reduction is a risk for our business, it is being mitigated by several initiatives and policies individually developed by other countries.

Among these initiatives, it stands out China's position which is committing to reduce its emissions and increase the production of energy from renewable sources up to a 20% coverage. And also the USA, with a reduction goal for its emissions between 26 and 28% as compared to these levels in 2005. In addition to this, the European Union has announced 40% reduction of its emissions by the year 2030.

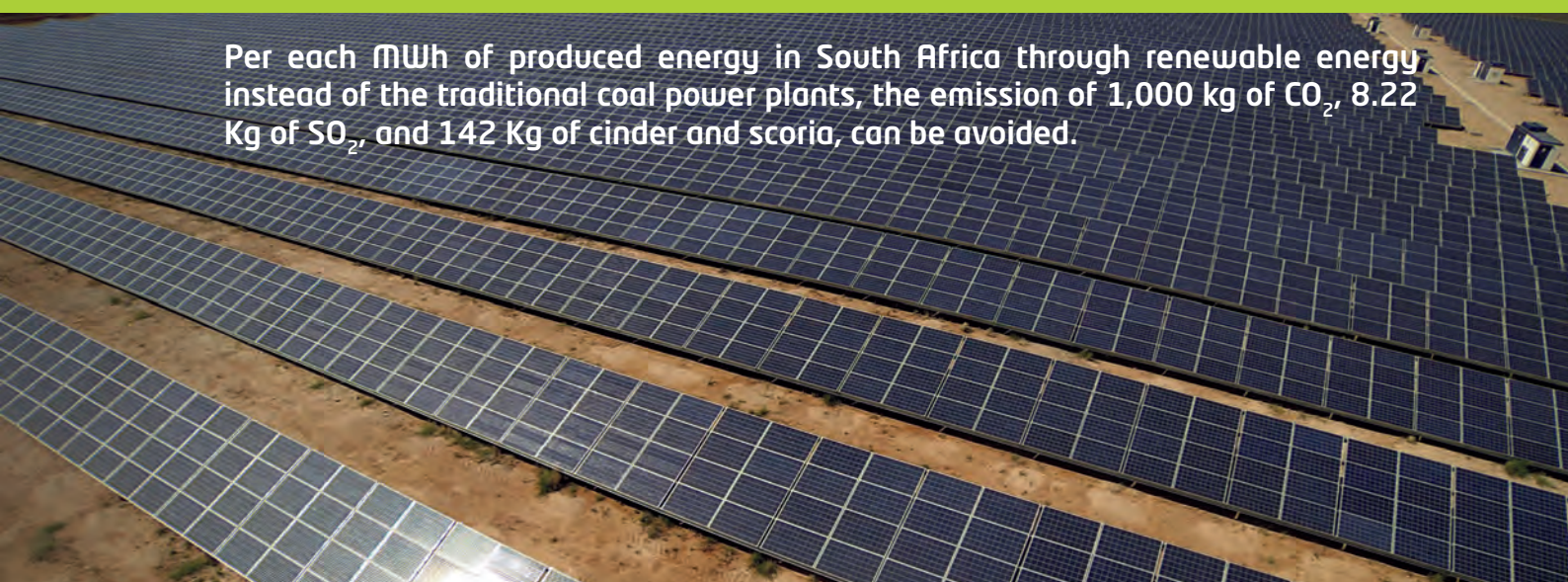
Many international organizations also acknowledge the relevance of these energy sources. An example of this, is the **"Sustainable Energy for All"** (2014-2024), from the United Nations, whose goal is to promote renewable energies and energy efficiency worldwide.

Although the global energy demand is expected to grow in the next decades, its emissions of greenhouse gases must decrease notably in order to reach the goals established worldwide, and fulfill the **Millennium Development Goals** and **Global Compact Principles**.

Benefits of the renewables

Within this framework, renewable energies play a quite relevant role as a driving force of the reduction in emissions of greenhouse gases deriving from energy production.

Per each MWh of produced energy in South Africa through renewable energy instead of the traditional coal power plants, the emission of 1,000 kg of CO₂, 8.22 Kg of SO₂, and 142 Kg of cinder and scoria, can be avoided.



According to the IPCC, **renewable energies are ready to cover 77% of the world's demand by the year 2080** considering current technological development and its potential.

As it has a reduced carbon footprint and a high capacity to adapt to all kinds of terrains including remote locations and building rooftops, solar energy can contribute to this goal. It also provides other benefits, like facilitating socioeconomic growth, improving access to energy, and ensuring its supply.

Clean Development Mechanism

Gestamp Solar is participating in the development of projects in developing countries in collaboration with developed countries thus contributing to the CO₂ emission reduction goal and transfer of clean technologies to other countries under the "Clean Development Mechanism" (CDM) scheme.

On December 31, 2014, the following solar plants in whose stock Gestamp Solar participates have been registered in the United Nations:

2014 Registered plants in the United Nations

Country	Plant	Power	Ton CO ₂ eq
Peru (Moquegua)	Panamericana	20MW	36,513
Peru (Tacna)	Tacna Solar	20MW	34,006
South Africa (Northern Cape)	De Aar	10MW	18,115
South Africa (Northern Cape)	Prieska	20MW	38,314

It is estimated that these installations avoid the emission of 126,948 tons of CO₂ every year.

Emissions

At Gestamp Solar, we believe that measuring our emissions of carbon dioxide (CO₂) contributes to improving the communication of our impact and provides us with concrete data in order to set improvement goals. In the future, we expect to expand the calculation's scope of our carbon footprint including purchases and material transportation.

For the estimate of our CO₂ emissions, we have followed the **Green House Gas Protocol** (GHG Protocol) standard, having as reference the emission factors from the International Energy Agency.

A summary of our emissions in the three considered scopes is presented below:

Direct emissions (scope 1)

Solar radiation is the origin of our production process so **we do not have direct emissions** deriving from it.

Indirect emissions (scope 2)

Emissions generated by the power production plants as consequence of our consumption at plants and offices.

Indirect emissions (scope 2)

Country	CO ₂ emissions (ton)
USA	54
Spain	288
Italy	243
Peru	76
South Africa	66
Total	727

In addition, in 2014 the emission generated by our partners and clients add up to 826 tons of CO₂.



Other indirect emissions (scope 3)

For scope 3 a total of 1,980 tons of CO₂ is calculated, estimated for the following aspects:

- **Transportation of employees to the work centers.** This calculation was carried out via a representational survey among our employees. As a result from it, 107 tons of CO₂ have been estimated.
- **Emissions deriving from vehicles and generators** used during construction work which is estimated in 279 tons of CO₂.
- **Emisiones derivadas de los desplazamientos corporativos en avión** 1.593 toneladas de CO₂.
- **Commuting by train** (it only includes Spain) with 0.80 tons of CO₂.

Avoided emissions

Our business activity is, in itself, a way to contribute to reducing greenhouse effect emissions as it produces energy without directly sending CO₂ to the atmosphere.

In 2014, we generated 652,343 GJ of renewable energy avoiding thus the emission of 68,190 tons of CO₂ to the atmosphere.

Avoided CO₂ emissions in 2014

Country	CO ₂ avoided (ton)
USA	13,442
Spain	19,787
Italy	16,220
Peru	5,382
South Africa*	13,359
Total	68,190

*De Aar started to operate in July 2014 and Prieska did it in October 2014.

Besides, in 2014 we have contributed to the management of 264,879 additional MWh, produced by our partners and clients, thus avoiding the emission of 74,730 tons of CO₂.

Other emissions

In this section, we include substances that damage the ozone layer and the emission of dust and particles deriving from the construction of our plants.

- **Regarding substances that damage the ozone layer,** these are present in the substations in which our plants evacuate energy, which utilize SF6 gas as insulation. This gas is found in confined circuits which are strictly supervised to avoid leaks. In 2014, no SF6 refills have been executed.
- **Regarding the emission of dust and particles,** controls are only established at the construction phase. In 2014, these correspond to the plants in Honduras and Japan as it is summarized below:
- **Emissions deriving from earthmoving:** road watering is carried out to mitigate this.
- **Emissions deriving from vehicles/machinery:** these are mitigated by monitoring regulatory revisions of machinery and vehicles.

In Japan, earthworks were quite limited and due to climate conditions, road watering was not required. Only emissions deriving from machinery and vehicles were required to be controlled.



6



Annex

Scope and coverage of the Report

Independent Review Report

GRI Index:

- Profile disclosures
- Disclosures on Management Approach (DMAs)
- Performance indicators

Contents related to the Principles of the UN Global Compact

Perimeter and coverage of the Report

This report has been made in accordance with the guidelines of the [Global Reporting Initiative \(GRI\)](#) in its 3.1 version, and in compliance with the Ten Principles established by the UN Global Compact.

This report contains information regarding our performance, our main socioeconomic, environmental impacts, and the opinion of our stakeholders, which are reflected on our materiality study during the financial year 2014. In addition, the most relevant facts from the financial year 2015 up to the report's verification date, are included. Our intention is to publish this report on a yearly basis.

As indicated in chapter 1, Gestamp Solar represents the society Gestamp Solar S.L., whose principal shareholding (94.95%) belongs to society Asetym Gestamp Solar S.L.

The scope of this report includes all our plants and those plants whose management and maintenance are executed by Gestamp Solar but are owned by third parties. All the solar plants per country included in this report are shown below.

The [solar plants included in this report are specified below](#):

1. Solar plants owned by Gestamp Solar

- **Spain:** P.V. Calasparra 1, P.V. Tequi 1-3-5, P.V. La Mudarra, P.V. Tejada, P.V. SEAT 1-2-3-4, P.V. SEAT 5-6 with 100% of the ownership, P.V. Benahadux y P.V. Solfuture with 50% of the ownership and P.V. Villardetes with 38% of the ownership.
- **Italy:** P.V. Alloro (GESI 2), P.V. Clementino (GESI 3), P.V. Ginestra (GESI 1), P.V. Lamborghini, P.V. Carpino A-C, P.V. Sannicandro D+F, P.V. Brindisi 08 - 14, P.V. Isis, P.V. Raisivito (GESI 10) and P.V. Bonassisi. All with 100% of the ownership.
- **USA:** P.V. Williamstown, P.V. Pownal (SVEP), P.V. La Joya del Sol, P.V. Meridian, P.V. Red Bluff High School, P.V. SEPV 1 - 2, P.V. Escondido, all with 100% of the ownership and the Convention Center (Puerto Rico) with 61% of the ownership.
- **Peru:** P.V. Panamericana Solar and P.V. Tacna Solar. Initially with 50% of the ownership, being reduced to 9.5% in July 2014.
- **South Africa:** P.V. De Aar and P.V. Prieska with 60% of the ownership.

2. Solar plants owned by thirds

- **España:** Gonvauto Barcelona and Gonvarri Barcelona
- **Italy:** P.V. Foggia-Lucera-BRO4-11, P.V. Auletta, P.V. Bellpower, P.V. Duccotto, P.V. Francofonte, P.V. Monreale, P.V. Sapeu, P.V. Ballotela, P.V. Misiliscemi, P.V. Mazara and P.V. Partanna.
- **France:** P.V. Douai, P.V. Maubeuge, P.V. Sandouville, P.V. Flins and P.V. Batilly.

In this the percentage of thirds' ownership from the point 1 section is included.

Report's scope

A summary of this [Report's content is presented below](#):

- Information about the company's structure and governance, our corporate culture, dialogue with our stakeholders, and conclusions from the materiality study, is summarized in the [chapter 1: Our Organization and Sustainability](#).
- Information about the current setting and our management framework, our clients and suppliers, our endeavor, including our products, services and the control center (CCS), is summarized in [chapter 2: Performance](#).
- Information about social issues relating to our contribution to society, our membership in organizations, and our relationship with several public administrations, is summarized in [chapter 3: Society](#).
- Information relating to our human team, our focus, and aspects relating to safety and health, is summarized in [chapter 4: People](#).
- Information relating to our environmental endeavor, our environmental impact, and our contribution to the fight against climate change, is summarized in [chapter 5: Planet](#).

In those cases where there is a different coverage and scope from what has been indicated, necessary specifications have been made.

Verification process of sustainability report

Our goal is to strengthen the dialogue with our interest groups, being sustainability and the communities where we set up our projects, the core of our business.

This report presents our main results and initiatives from the financial year 2014, from the economic, social and environmental triple bottom line standpoint, providing balanced, truthful and transparent information.

Gestamp Solar has a tool especially designed to report information relating to sustainability which allows us to obtain consistent, thorough and traceable data.

These data and all the information collected in the present Report, have been revised by the independent audit firm EY, following the criteria and methodology establish by the ISAE 3000 regulation.

Contact

This Report is available on www.gestampsolar.com

Your opinion will help us to continue improving and we do appreciate your comments.

Please address your comments, suggestions or clarifications, please contact us at:

sostenibilidad@gestampren.com
+34 916 361 994
S/ Ombu 3, 6th floor
28045 Madrid (Spain)



Independent Review Report



Ernst & Young, S.L.
Torre Picasso
Plaza Pablo Ruiz Picasso, 1
28020 Madrid

Tel.: 902 365 456
Fax: 915 727 300
ey.com

INDEPENDENT REVIEW REPORT ON GESTAMP SOLAR 2014 SUSTAINABILITY REPORT

Translation of a Sustainability Report originally issued in Spanish. In the event of discrepancy, the Spanish-language version prevails.

To the Management of Gestamp Asetym Solar, S.L.:

Scope

We have reviewed the contents of Gestamp Asetym Solar's (hereinafter called Gestamp Solar or "Society") 2014 Sustainability Report (the Report).

The scope determined by Gestamp Solar for the preparation of this report is defined in the Annex 6, inside Section "Scope and coverage of the Report" of the accompanying Report.

The Report was prepared based on:

- The Global Reporting Initiative (GRI) Preparation Guide for Sustainability Reports (version 3.1 - G3)

The preparation of the accompanying Report, as well as the information contained therein, is the responsibility of Gestamp Solar's Chief Executive Officer, who is also responsible for defining, adapting, and maintaining the management and internal control systems from which the information is obtained. Our responsibility is to issue an independent report based on the procedures applied in our review.

Criteria

Our review was carried out based on:

- The guidelines for reviewing Corporate Responsibility Reports, issued by the Official Register of Auditors of Accounts (ICJCE)
- Standard ISAE 3000, "Assurance Engagements Other than Audits or Reviews of Historical Financial Information," issued by the International Auditing and Assurance Standard Board (IAASB) of the International Federation of Accountants (IFAC), with a limited level of assurance

Applied Procedures

Our review consisted in requesting information from Gestamp Solar's corporate managers and the various managers of business units involved in preparing the Report, and applying certain analytical procedures and sampling review tests, including:

- 1) Interviews with the Marketing and Communication team in order to gain an understanding of the report process. Interviews with other key management personnel involved in preparing and defining the content of the Report
- 2) Understanding the reporting systems used, the processes for preparing the report, and follow-up of Gestamp Solar's policies, relationships, and commitments acquired with stakeholders

- 3) Analysis of the adaptation of the structure and content of the report as indicated in G3.1 Global Reporting Initiative (GRI)

- 4) Review of quantitative and qualitative information through analytical testing and other review procedures based on samples of indicators included in the Report and their correct compilation from data supplied

- 5) Review of the coverage, relevance, and consistency of the information included in the Report, and of the information reported and published in connection with other public information: financial statements and press releases

This review is considerably less in scope than a reasonable assurance report. Therefore, the degree of assurance is also less extensive. This Report should in no case be considered an audit report.

These procedures were performed on information published in Gestamp Solar's 2014 Sustainability Report with the abovementioned scope.

Independence

We have performed our work in accordance with the standards of independence required by the Code of Ethics of the *International Federation of Accountants* (IFAC).

Conclusions

As a result of our review of Gestamp Solar's 2014 Sustainability Report, within the previously described scope, we conclude that:

- No matter came to our attention that would lead us to believe that the Report was not prepared according to the guidelines included in the Global Reporting Initiative Preparation Guide (version G3.1) for Sustainability Reports
- No matter came to our attention that would lead us to believe that the remaining Sustainable Development information and indicators included in the accompanying Report contain significant errors

This report has been prepared solely for the management of Gestamp Solar, in accordance with the terms set out in our engagement letter.

ERNST & YOUNG, S.L.

(Signed on the original in Spanish on April 23, 2015)



Profile disclosures

G3.1 Content Index	Page	Status
1. Strategy and analysis		
1.1 - Statement from the most senior decision-maker of the organization.	6, 7	IC
1.2 - Description of key impacts, risks, and opportunities.	24-25, 30, 40-43, 75	IC
2. Organizational profile		
2.1 - Name of the organization.	11	IC
2.2 - Primary brands, products, and/or services.	28, 29	IC
2.3 - Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures	11-15, 28-29	IC
2.4 - Location of organization's headquarters.	11	IC
2.5 - Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	14-15	IC
2.6 - Nature of ownership and legal form.	10-12	IC
2.7 - Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	10-12, 77	IC
2.8 - Scale of the reporting organization: <ul style="list-style-type: none"> • Number of employees; • Net sales • Total capitalization broken down in terms of debt and equity and • Quantity of products or services provided 	9-12, 31, 56-57, 74	IC
2.9 - Significant changes during the reporting period regarding size, structure, or ownership: <ul style="list-style-type: none"> • The location of, or changes in operations, including facility openings, closings, and expansions. • Changes in the share capital structure and other capital formation, maintenance, and alteration operations. 	81	IC
2.10 - Awards received in the reporting period.* *No award was received during the reporting period.	-	IC

G3.1 Content Index	Page	Status
3. Report parametrers		
3.1 - Reporting period (e.g., fiscal/calendar year) for information provided.	80	IC
3.2 - Date of most recent previous report (if any).* *There have been no previous reports.	-	IC
3.3 - Reporting cycle (annual, biennial, etc.)	7	IC
3.4 - Contact point for questions regarding the report or its contents	81	IC
3.5 - Process for defining report content: <ul style="list-style-type: none"> Determining materiality Prioritizing topics within the report Identifying stakeholders the organization expects to use the report. 	18, 20-21	IC
3.6 - Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	80	IC
3.7 - State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	80	IC
3.8 - Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	80	IC
3.9 - Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.* *Estimations are indicated at each point where they apply. The exchange rate of other currencies to euros is the annual average of 2014.	76	IC
3.10 - Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).* * There have been no previous reports.	-	IC
3.11 - Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.* * There have been no previous reports.	-	IC
3.12 - Table identifying the location of the Standard Disclosures in the report.	83-93	IC
3.13 - Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organization and the assurance provider.* * Our financial results are audited annually by an accredited institution.	81	IC
4. Governance, commitment and engagements		
4.1 - Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight* *100% of the Board of Directors' member are men with local nationality and between 30 and 50 years old.	10-13	IC
4.2 - Indicate whether the Chair of the highest governance body is also an executive officer.	12	IC
4.3 - For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.* *The Board of Directors does not have any independent member.	-	IC

G3.1 Content Index	Page	Status
4.4 - Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.* *Ethics Committee communication and denunciation channels.	20-21	IC
4.5 - Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).* *Board members are not remunerated for this function. The remuneration of the teams depends on the year-end results and the fulfillment set goals.	12	IC
4.6 - Processes in place for the highest governance body to ensure conflicts of interest are avoided.* *Also provided for in the bylaws of the Company, respecting current legislation regarding societies.	10	IC
4.7 - Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.* *Board members are appointed by the General Assembly of Shareholders	-	IC
4.8 - Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	16-18, 36	IC
4.9 - Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	38-39, 41	IC
4.10 - Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	6-7, 16-17	IC
4.11 - Explanation of whether and how the precautionary approach or principle is addressed by the organization.	38-39	IC
4.12 - Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	48-52, 95	IC
4.13 - Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: <ul style="list-style-type: none"> • Has positions in governance bodies • Participates in projects or committees • Provides substantive funding beyond routine membership dues • Views membership as strategic. 	53	IC
4.14 - List of stakeholder groups engaged by the organization.	20-21	IC
4.15 - Basis for identification and selection of stakeholders with whom to engage.	20	IC
4.16 - Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	20-21	IC
4.17 - Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	21	IC

Disclosures on Management Approach (DMAs)

Aspects	Page/Justification	Status
Economics		
Economic performance	29	IC
Market presence	24-25	IC
Indirect economic impacts	39, 58-59	IC
Environment		
Materials	68-69	IC
Energy	74	IC
Water	69	IC
Biodiversity	71-73	IC
Emissions, effluents and waste	70	IC
Products and services	28-29, 36, 46	IC
Compliance	68, 71, 73	IC
Transport	40, 68	ND
Overall	68-69	IC
Labour practices		
Employment	61	IC
Labor/management relations	56, 58-59, 60	IC
Occupational health and safety	60, 61	IC
Training and education	60	IC
Diversity and equal opportunity	58	IC
Equal remuneration for women and men	Collective agreement and Ethics Code	IC
Human rights		
Investment and procurement practices	19, 38, 41	IC
Non-discrimination	58, Ethics Code	IC
Freedom of association and collective bargaining	59, Ethics Code	IC
Child labor	Ethics Code	IC
Prevention of forced and compulsory labor	Ethics Code	IC
Security practices	The staff responsible for physical security at our parks have not received training on human rights.	IC
Indigenous rights	48, Ethics Code	IC

Aspects	Page/Justification	Status
Assessment	19, 38	IC
Remediation	Ethics Code	IC
Society		
Local communities	48, 50, 52	IC
Corruption Public policy	40	IC
Public policies	53	IC
Anti-competitive behavior	Ethics Code	IC
Compliance	40, Ethics Code	IC
Product responsibility		
Customer health and safety	40	IC
Product and service labelling	-	NA
Marketing communications	The MARCOM department manages the communications, ensuring compliance with applicable law	IC
Customer privacy	32	IC
Compliance	29-30, 40	IC

Complete information **IC** Partial information **IP** Not available **ND** Not applicable **NA**



Performance indicators

KPI	Disclosure of management approach	Page	Status
Economic performance			
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained, earnings, and payments to capital providers and governments.	31	IC
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	24-26, 25-76	IC
EC3	Coverage of the organization's defined benefit plan obligations.*	60	NA
EC4	Significant financial assistance received from government.	31	IC
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.* <i>*Established in applicable collective, sectorial agreements or handbooks.</i>	38, 39, 50	IC
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	39, 50	IC
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	46-47, 57-58	IC
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.*	47-49	IC
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	46-48	IC
Environment			
EN1	Materials used by weight or volume.	69	IC
EN2	Percentage of materials used that are recycled input materials.	0%	IC
EN3	Direct energy consumption by primary energy source.* <i>*Solar radiation is the source of our production process, so we have no direct emissions from primary energy sources.</i>	-	NA
EN4	Indirect energy consumption by primary source.	76	IC
EN5	Energy saved due to conservation and efficiency improvements.* <i>*The exact percentage of energy savings is not specified.</i>	74-75	IP
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	32-35, 74	IC
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	35, 74	IC
EN8	Total water withdrawal by source.	69	IC

KPI	Disclosure of management approach	Page	Status
EN9	Water sources significantly affected by withdrawal of water.* *Any water body has been significantly affected.	-	IC
EN10	Percentage and total volume of water recycled and reused.* *Not recycled or reused water takes part in our activities.	-	IC
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	72	IC
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	71-72	IC
EN13	Habitats protected or restored.* *All our wind farms are in operation, but upon completion of this period, there's specific restoration plans for each solar plant.	-	IC
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	68, 71-73	IC
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	73	IC
EN16	Total direct and indirect greenhouse gas emissions by weight.	76-77	IC
EN17	Other relevant indirect greenhouse gas emissions by weight.	77	IC
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	77	IC
EN19	Emissions of ozone-depleting substances by weight.	77	IC
EN20	NO _x , SO _x , and other significant air emissions by type and weight.	77	IC
EN21	Total water discharge by quality and destination.	70	IC
EN22	Total weight of waste by type and disposal method.	70	IC
EN23	Total number and volume of significant spills.	70	IC
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.* *We do not deal with this type of waste.	-	NA
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.* *No habitat or water body significantly affected by own activities.	-	IC
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.* *We have not detected significant negative impacts of our activities regarding emissions or wastewater, so we have no mitigation initiatives in this regard.	71-73	IC
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.* *Not applicable to our business.	-	NA
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.* *We have not received any fines or significant penalties resulting from environmental non-compliance.	-	IC

KPI	Disclosure of management approach	Page	Status
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	77	IC
EN30	Total environmental protection expenditures and investments by type.	68	IC

Employment

LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	56-57	IC
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.* <i>*Data related to input / output employees are not available by age.</i>	61	IP
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	60	IC
LA4	Percentage of employees covered by collective bargaining agreements.	59	IC
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	58	IC
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.* <i>*There is no legal obligation to form formal health and safety committees, but the QSHÉ department collects all the questions and suggestions of employees.</i>	-	IC
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	65	IC
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	63-64	IC
LA9	Health and safety topics covered in formal agreements with trade unions.* <i>*We do not have union representation (Article 7 and 28 of the EC.) nor unitary representation (Title II of ET., Section 129 and 37 of the EC), so we do not have union agreements on safety and health. That said, Gestamp Solar has a Health and Safety department implemented globally.</i>	-	IC
LA10	Average hours of training per year per employee by gender, and by employee category.* <i>*Only the total of training hours is specified.</i>	60	IP
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.* <i>*We do not have management plans for career endings.</i>	60	IC
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.* <i>*We do not perform assessments are conducted, nor remuneration/ compensation based on objectives.</i>	-	IC
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	56-58	IP

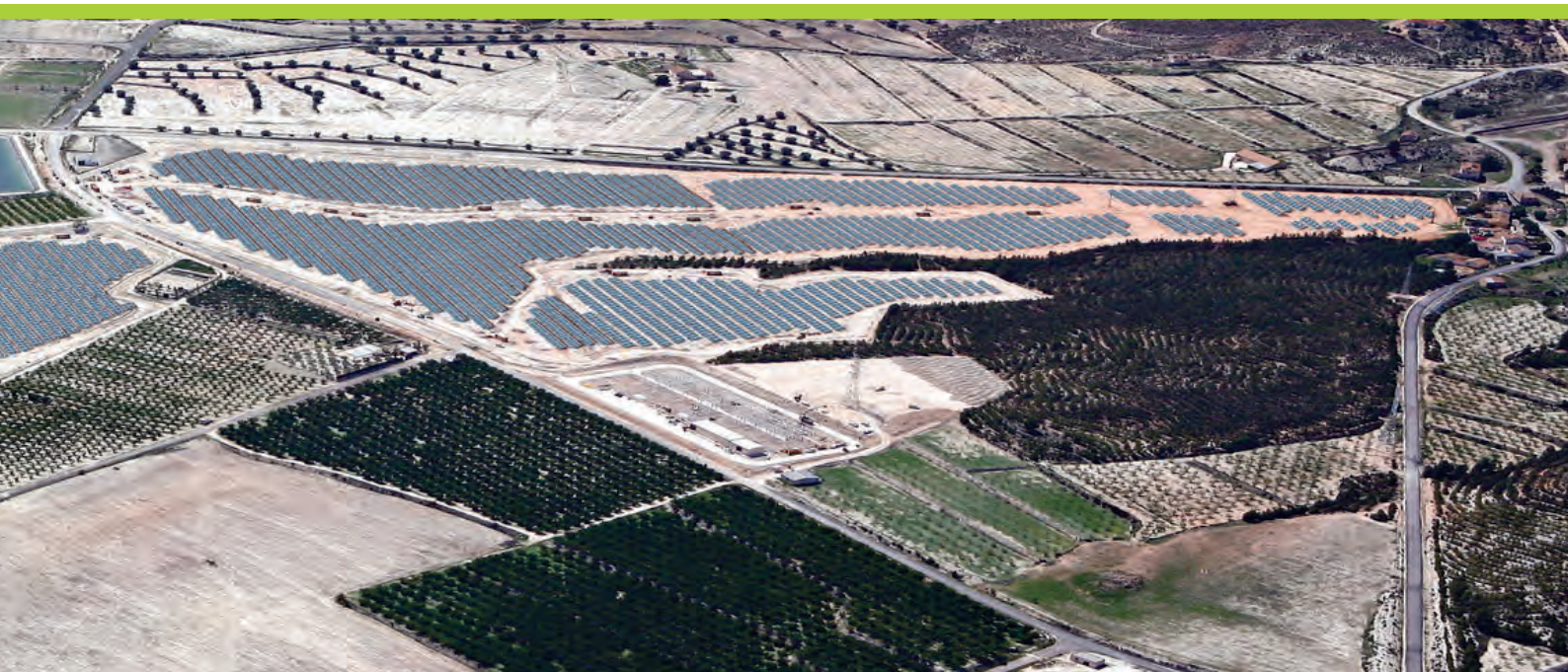
KPI	Disclosure of management approach	Page	Status
LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.* *Remuneration is set according to professional category and level of performance, regardless of gender.	-	IC
LA15	Return to work and retention rates after parental leave, by gender.	59	IC
Human rights			
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.* *Criteria set on 2014, come into force in 2015 contracts.	38	IC
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	38, 39	ND
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	60	IC
HR4	Total number of incidents of discrimination and corrective actions taken.* *We are not aware of any incident involving discrimination.	-	IC
HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.* *Not detected in 2014.	-	IC
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.* *Not detected in 2014.	-	IC
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.* *Not detected in 2014.	-	IC
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.* *This group haven't received any training related to Human Rights.	-	IC
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	48	IC
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.* * There has been no audit to suppliers taking in account this aspect.	-	IC
HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.* *Not recorded incidents and complaints related to human rights in 2014.	-	IC

KPI	Disclosure of management approach	Page	Status
Society			
S01	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	46-50, 68, 71-72	IC
S02	Percentage and total number of business units analyzed for risks related to corruption.* <i>*Ethics and Conduct Code, guidelines of behavior when offered incentives, gifts or invitations. Accounts throughout our company are audited annually by an external body.</i>	40	IC
S03	Percentage of employees trained in organization's anti-corruption policies and procedures.	60	IC
S04	Actions taken in response to incidents of corruption.	40	IC
S05	Public policy positions and participation in public policy development and lobbying.	53	IC
S06	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.* <i>*Our Ethics Code expressly prohibits funding of political parties, so no such contributions are made.</i>	-	IC
S07	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.* <i>*We are not aware of any legal action related to this.</i>	-	IC
S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.* <i>*No proceedings have been initiated nor any penalties have been received in 2014.</i>	-	IC
S09	Operations with significant potential or actual negative impacts on local communities.	71-72	IC
S10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	71-72	IC



KPI	Disclosure of management approach	Page	Status
Product responsibility			
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	71	IC
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.* <i>*No incidents have been detected in 2014.</i>	-	IC
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	37, 74	IC
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.* <i>*We haven't detected any incident of non-compliance with regulations or voluntary codes concerning information about our products and services.</i>	-	IC
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	37	IC
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.* <i>*Complete in Ethics Code of Conduct.</i>	-	IC
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.* <i>*No incidents or complaints have been detected related to this aspect.</i>	-	IC
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.* <i>*No significant penalties or fines have been registered regarding this aspect.</i>	-	IC
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.* <i>*No significant penalties or fines have been registered regarding this aspect.</i>	-	IC

Complete information **IC** Partial information **IP** Not available **ND** Not applicable **NA**





Contents related to the Principles of the UN Global Compact


Principles	GRI indicators	Millennium Development Goals
Human rights		
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	EC5, LA4, LA6-8, LA13-14, HR1-9, SO5, PR1	Goal 1: Eradicate extreme poverty and hunger Goal 2: Achieve universal primary education Goal 3: Promote gender equality and empower women Goal 4: Reduce child mortality rates
Principle 2: Make sure that they are not complicit in human rights abuses.	HR1-9, SO5	Goal 5: Improve maternal health Goal 6: Combat HIV/AIDS, malaria, and other diseases Goal 7: Ensure environmental sustainability. Goal 8: Develop a global partnership for development
Work		
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	LA4-5, HR1-3, HR5, SO5	Goal 2: Achieve universal primary education Goal 3: Promote gender equality and empower women
Principle 4: The elimination of all forms of forced and compulsory labour.	HR1-3, HR7, SO5	Goal 2: Achieve universal primary education Goal 3: Promote gender equality and empower women
Principle 5: The effective abolition of child labour.	HR1-9, SO5	
Principle 6: The elimination of discrimination in respect of employment and occupation.		
Environment		
Principle 7: Businesses should support a precautionary approach to environmental challenges.	EC2, EN3-12, EN18, EN26, EN30, SO5, PR1, PR3	Goal 7: Ensure environmental sustainability
Principle 8: Undertake initiatives to promote greater environmental responsibility.	EC2, EN1-30, SO5, PR3-4	
Fight against corruption		
Principle 9: Encourage the development and diffusion of environmentally friendly technologies.	EN2, EN5-7, EN10, EN18, EN26-27, EN30, SO5	
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	SO2-6	

This report presents our **2014 main results and initiatives** from the economic, social and environmental aspects providing **balanced, accurate and transparent information**.


Stay informed of all the latest news with our **corporate communication channels**:


 **Web** www.gestampsolar.com

 **Blog** www.leadingthechange.com/blog

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Sustainability report 2014

Gestamp Solar

Gestamp Solar, S.L. develops, builds, finances, operates and maintains photovoltaic power stations, vertically incorporating the necessary components to ensure its success.

Since its creation in 2005, our efforts have been centered on the generation of eco-friendly and profitable solar energy projects, offering customized solutions depending on the needs and mainly basing ourselves on solar plant projects and solar roofing projects.

With our business activity, we provide access to the consumption of clean, renewable energy produced with the utmost respect for our environment and participating in preserving environmental conditions for future generations.

About this report

This report presents our main results and initiatives for the year 2014 from the triple economic, social and environmental aspects, providing balanced, accurate and transparent information.

Our goal is to strengthen the dialogue with our stakeholders, being sustainability and the communities where we implement our projects the center of our business.

For any doubt:
sostenibilidad@gestampren.com

The conversation continues at



www.leadingthechange.com
www.gestampsolar.com

