



---

SUSTAINABILITY  
REPORT

---

2014

---





---

## INDEX

---

LETTER FROM MR JAVIER OJEDA, THE INGETEAM C.E.O.	4
INTRODUCTION	6
SUSTAINABILITY REPORT	8
Mission, vision and values .....	10
Sustainability report .....	12
Environmental commitment .....	13
Occupational risk prevention .....	16
Our team .....	20
Ingeteam supporting the community .....	24
GRI indicators .....	28
PRINCIPLES OF THE GLOBAL COMPACT	30
INGETEAM COMPANIES DIRECTORY	34

---

## LETTER FROM MR JAVIER OJEDA, THE INGETEAM C.E.O.

---

JAVIER OJEDA



---

In 2014 the United Nations Global Compact Network in Spain celebrated its 10th anniversary, and recognised the work of Ingeteam, as a member of the Global Compact since the association first came into being.

It should be highlighted that Ingeteam, with a strong commitment to the renewable energy sector, was a pioneer in supporting and promoting the association whilst, three years' ago, the entire group became a member of the same. In this way, all the companies making up our organisation today, are committed to implementing the 10 universally accepted Principles in the areas of Human Rights, Labour, the Environment and Anti-corruption in our business activities and strategies.

---

At Ingeteam, for example, we feel responsible for our natural surroundings. For this reason, we have an ongoing commitment to optimise energy consumption and to contribute to the well-being of the communities in which we operate. All aspects related to sustainability are taken into account in all the company's business stages, right from the equipment design up to its manufacture and distribution.

What's more, our products and services allow large enterprises to produce more efficiently, which also helps to reduce their energy consumption. Likewise, we manufacture renewable energy generating equipment and, so far, this has prevented the emission of 5,000 million tons of CO2 into the atmosphere.

However, unquestionably, Ingeteam would not be possible without the company's exceptional team of staff. People who, day by day, make us improve. In this regard we are continuing to allocate resources to improve our employee training and occupational health protection, whilst we are also focussed on the reconciliation of work and family life by implementing flexi-time, amongst other similar measures.

Finally, I'd like to highlight the fact that the Ingeteam Group is making favourable progress in its internationalization process launched a few years ago and based on clear criteria of sustainable development and value creation. These core values unquestionably define our company.

A handwritten signature in black ink, consisting of stylized, overlapping loops and lines, representing the name Javier Ojeda.

**Javier Ojeda**  
C.E.O

## INTRODUCTION

For the third year running, in 2014 we presented our Sustainability Report separately from the mandatory Annual Report, continuing to report the information in accordance with the G3 de Global Reporting Initiative (GRI) standard. This is the world's leading standard of principles for preparing sustainability reports and enables companies to assess their economic, environmental and social performance and is the one that Ingeteam has been using for the last 7 years.



This document contains the information related to our commitments to sustainability and is published for the clear purpose of making this information available to all our stakeholders.

In this respect, we state our progress with regard to human rights, labour rights, environmental protection, the fight against corruption, based on the 10 Global Compact principles. Moreover, in 2014, specific mention should be made of the special recognition given by the United Nations Global Compact Network in Spain to Ingeteam, as a member of the organisation right from the outset.





What's more, during the last financial year, our organisation has continued to collaborate with a number of educational institutions and has taken part in various academic forums. Ingeteam was awarded the Blue Award for Occupational Health Promotion (PST) by the Mutua Navarra insurance company, an award which recognises the company's commitment to adopting healthy practices and to improving the quality of life of its employees. In turn, we have implemented policies

to optimise the consumption of materials and to save natural resources in order to minimise contamination in the different geographical areas in which we are present.

Unquestionably, the Group's ongoing international expansion creates fresh challenges when becoming established in new countries, such as Panama this year, and also in the development of the local communities.









# 05

---

## SUSTAINABILITY REPORT

---

“ALWAYS STRIVING  
TO CREATE A  
BETTER WORLD”

---

### Contents:

Mission, vision and values  
Environmental commitment  
Occupational risk prevention  
Our team  
Community  
GRI indicators  
Principles of the Global Compact





## MISSION, VISION AND VALUES

---

### OUR MISSION

---

“To apply engineering to the research, design, production and sale of products and services in those technological areas in which there is a significant energy exchange, with regard to generation and consumption alike, in order to help change the present-day energy model and promote the well-being of mankind”.

### OUR VISION

---

“To achieve a leadership position for our products in all those markets in which we are present”.

### OUR VALUES

---

“We work proactively, having taken on board the need to make a daily effort to improve the quality of our actions, examining the solutions and acknowledging the results with integrity. Since, based on our personal and corporate honesty, we promote fair treatment, mutual trust and respect, and all the potential that diversity also offers our organisation. We are concerned for the well-being of everyone whilst also endeavouring to move towards sustainable growth, thereby reconciling the principles of CSR. The impact of this policy is disseminated within our Group through clear, effective communications, primarily directed at our stakeholders”.







# SUSTAINABILITY REPORT

“EVERYTHING SEEMS  
IMPOSSIBLE UNTIL  
IT’S DONE.”

(NELSON MANDELA)

Over and above all the precise details of our Sustainability Report for 2014, we value our achievements and even our challenges as a measurement of our growth at all levels: unquestionably as a business and professional Group, but also at an individual level.



Starting with personal responsibility, we assume the demands of society as a whole with regard to our organisation. This allows us to progress in social, economic and environmental improvement, which is known as Corporate Social Responsibility.

Our desire to improve, drives us to seek progress in all its forms. This Report gives an account of our efforts to achieve sustainable development throughout the year. More specifically, and in relation to previous years, we have grown in other geographical contexts, in line with our expansion strategy, strengthening our health and safety culture in all these areas, increasing our training, promoting employment and the reconciliation of work and family life. In parallel, we have controlled and reduced still further our energy and water consumption, avoiding the release of new

emissions of tons of CO<sup>2</sup> and other greenhouse gases into the atmosphere, whilst we have also progressed in material recycling. Finally, and as in previous years, we have contributed to promoting cultural development and social welfare in the local communities in which we are present.

Given the fact that our objective is to pass on a better world to future generations, we hope to continue to fulfil this aim based on value creation. Consequently, for the seventh year running, our results are reported with the greatest transparency possible, based on the G3 Global Reporting Initiative guidelines, as we consider this tool to be ideal for communicating the performance of our activities in the triple order (economic, social and environmental), governing our organisation.



## ENVIRONMENTAL COMMITMENT

---

“OUR MINDS POSSESS  
BY NATURE AN  
INSATIABLE DESIRE TO  
KNOW THE TRUTH.”

(CICERO)

---

We are all responsible for our natural environment, given the fact that, in the course of our daily lives, we carry out an endless number of activities that have an impact on nature. As an active part of society, for many years now Ingeteam has assumed its environmental commitment as a priority in the area of Corporate Social Responsibility, guiding our conduct. Our aim is to contribute to environmental sustainability by minimising the impact of our activities on nature, reducing our energy consumption, CO<sup>2</sup> emissions and other greenhouse gases, and promoting the recycling of materials and awareness-raising in the training activities of our team of staff and, in general, of all those people that we have dealings with, in one way or another.

We reconcile respect for nature, biodiversity and environmental protection with the development of our activities, based on our legitimate interests and in relation to our business. In this respect, with regard to our business trajectory, particular mention should be made of the internationalisation process promoted by Group management over the last few years. As a result of this, we have expanded in 2014, whilst our

operations as a whole have increased and multiplied in different geographical contexts. And, whilst we continue to report the measurement of our efforts in accordance with the Global Reporting Initiative G3 Guidelines, through the recommended environmental indicators, some of the figures recorded for 2014 should be interpreted in perspective, in the light of this expansion process.

Specifically, throughout the year, the amount of waste generated has multiplied due to increased production at the factories in Brazil and the USA, which has also led to an increase in greenhouse gas emissions. Even so, our efforts directed at optimising energy and water consumption have managed to reduce their volumes. And, thanks to the increased production of generating equipment applied to renewable energy systems, we have prevented the emission into the atmosphere of more than 5,000 million tons of CO<sup>2</sup>.

As a whole, the figures for 2014 confirm the Group's environmental awareness and subsequent commitment.

# GRI INDICATORS

## (ENVIRONMENTAL COMMITMENT)

### EN1

### RECYCLING OF MSW

We are continuing to optimise consumption of paper and cardboard. In many companies, the purchase of these materials is made on a two-yearly basis and this year the figures show a drop in the consumption of cardboard and

		2012	2013	2014
Paper consumed	Kg. per person and year	14.56	8	9.50
Cardboard consumed	Kg. per person and year	15.63	10	8.11
Wood consumed	Kg. per person and year	98.96	112	130.60
Chemicals consumed	Kg. per person and year	35.24	51	46.91

an increase in the purchase of paper. There has also been an increase in the amount of wood consumed due to the start of the manufacture of the PV inverters in the 1 Play and 3 Play ranges.

### EN2

### RECYCLING OF MSW (PAPER)

		2012	2013	2014
Paper recycled	%	15.64	27	26.70
Cardboard recycled	%	19.64	44	38.65

For yet another year, the purchase of recycled paper and cardboard has been as high as usual. With this practice, which is becoming the norm, we are continuing to support our commitment to sustainability and the environment.

### EN3

### DIRECT ENERGY CONSUMPTION

		2012	2013	2014
Electricity	kWh per person	4,599	4,782	4,371
Natural gas	kWh per person	3,829	3,871	3,135
Gasoil	kWh per person	413	425	215.94

Thanks to our policy to optimise our manufacturing processes, a progressive reduction in energy consumption ratios is evident, whilst production levels have increased slightly.

### EN6

### CO<sub>2</sub> EMISSIONS AVOIDED THROUGH THE USE OF THE RENEWABLE ENERGY EQUIPMENT PRODUCED BY INGTEAM

		2012	2013	2014
CO <sub>2</sub> emissions avoided per year	MTn	4,125	3,818	5,136

Due to the increase in the production of renewable energy generating equipment in the wind-power, PV and hydraulic areas, this year we have avoided the emission of 5,136 million tons of greenhouse gases into the atmosphere.



**EN8****WATER CONSUMPTION**

	2012	2013	2014
Litres of water consumed _____ by person and day _____	37.5	38	<b>31.36</b>

As for every year, we are continuing to employ efficient methods to reduce water consumption.

**EN16****EMISSIONS OF GREENHOUSE GASES**

	2012	2013	2014
Tons of CO <sup>2</sup> (from fossil fuels) _____	3,149	2,575	<b>3,910</b>
Tons of CO <sup>2</sup> (from electricity consumption) _____	5,672	5,835	<b>6,191</b>

This indicator is directly influenced by increased production.

**EN22****WASTE**

	2012	2013	2014
Paper _____ Tn _____	39	<b>38</b>	<b>47</b>
Cardboard _____ Tn _____	126	<b>53</b>	<b>43</b>
Plastic _____ Tn _____	28	<b>30</b>	<b>26</b>
Wood _____ Tn _____	200	<b>263</b>	<b>310</b>
Hazardous waste _____ Tn _____	95	<b>63</b>	<b>75</b>
Metals _____ Tn _____	1,979	<b>2,281</b>	<b>4,076</b>
Electrics - electronics _____ Tn _____	16	<b>24</b>	<b>11</b>

Generally speaking, the increase in waste is due to increased production in the factories in Brazil and the USA.

**EN29****CO<sup>2</sup> EMISSIONS FROM VEHICLE MOVEMENT**

	2012	2013	2014
CO <sup>2</sup> in Tn. coming from company vehicle movement _____	624	1,063	<b>1,131</b>
CO <sup>2</sup> in Tn. coming from vehicle movement to and from work _____	5,378	4,665	<b>3,157</b>

Ingeteam is making ongoing efforts to control vehicle emissions, maintaining similar figures to those of last year.

**EN30****AMOUNT IN EUROS FOR ENVIRONMENTAL EXPENDITURE AND INVESTMENT**

	2012	2013	2014
Environmental expenditure and investment _____	428,508	174,421	<b>142,146</b>

We continue to enjoy the effect of previous investments.

# OCCUPATIONAL RISK PREVENTION

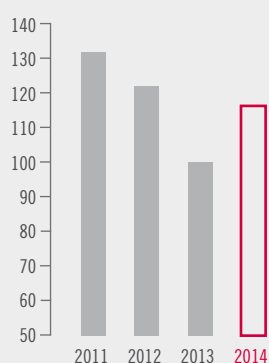
Supported by our achievements in increasing work safety, we remain vigilant with regard to healthcare. At all times and in all places.

Aware of our consolidated successes in the past with regard to Occupational Risk Prevention, we are continuing to address this ongoing challenge, even assuming the internationalisation process promoted by the company.

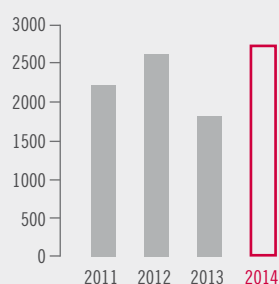
In effect, our increased international expansion requires us to conduct our activities in other scenarios, which are often far or very far away: different geographical contexts and different cultures. 2014 has been marked by an increase in transnational travel, but also by technological development and, therefore, exposure to new risk situations. Even so, we have managed to maintain stable the decreasing trend in our accident rates

We're only too well aware: all efforts made are never enough. For this reason, instead of being satisfied with the results of our indicators, we still need to move forward in the holistic management of occupational health and safety. We can improve working conditions by monitoring on a daily basis, incorporating new measures and protocols, as they become known, combining experience and innovation.

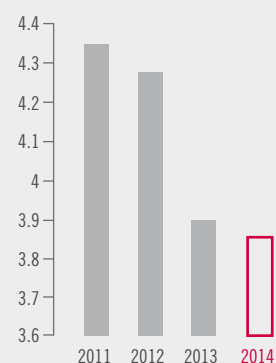
**Work-related accidents with absence from work**



**Total working days lost**



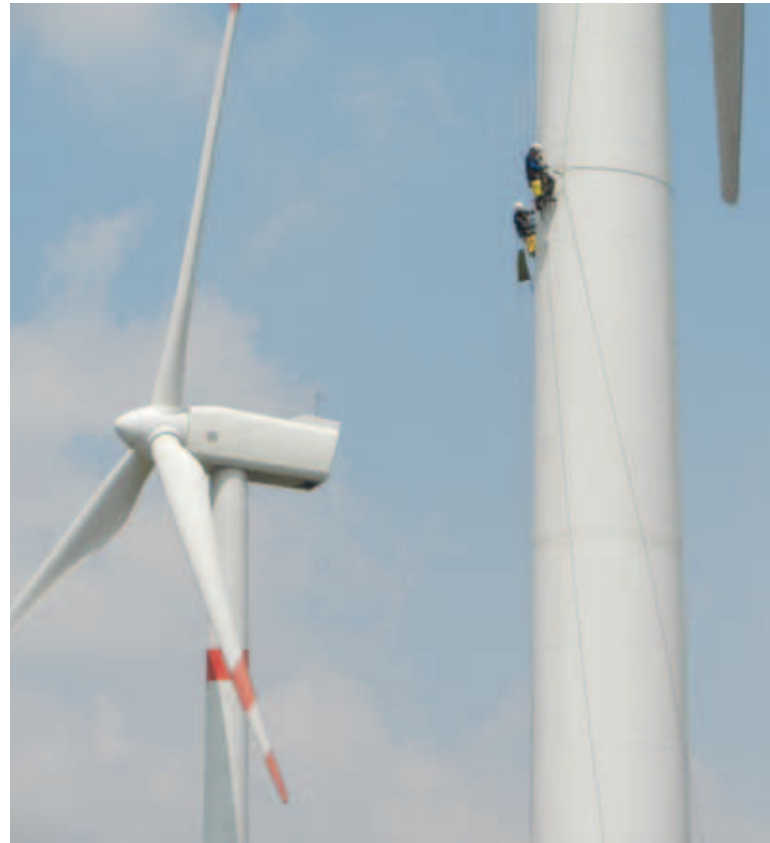
**Incidence rate**



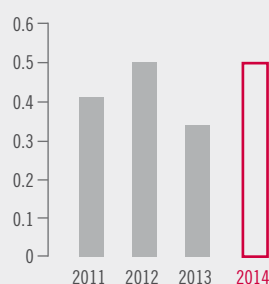
This ongoing concern, which is already part of our DNA, sets our course of action for the entire organisation and is a measurement of the responsible commitment of our team of staff. In this way, we're promoting our strategies and establishing internal and external synergies, aware of the need to strengthen the procedure.

In the course of the year, we have directed our efforts in order to specifically achieve:

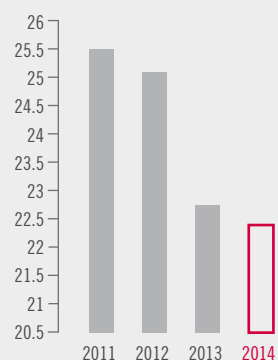
- The standardisation of the occupational health and safety system in the Group's subsidiaries.
- Collaboration agreements with partners, in the area of studies of legislation on national and international occupational health and safety, and in situ safety inspections.
- Development of the web platform for occupational health and safety audits for Group subsidiaries.
- Development of an integrated corporate procedure for travel management.
- Improvement, homologation and digitalization of training activities.



**Severity rate**



**Frequency rate**





More specifically, our actions in 2014 are grouped around two clearly differentiated areas, based on geographical scope, either national or international, as shown below:

#### NATIONAL:

- Strengthening of the Joint Prevention Service for the companies Indar Electric S.L and Indar Máquinas Hidráulicas S.L by obtaining OHSAS 18001 certification and successfully passing the legal audit.
- GWO Basic Safety Training Certificate for the following modules: working at heights; first aid; manual load handling; and fire fighting, at Ingeteam Service S.A.
- Development of the specific work procedure for confined space in vessels, at Ingeteam Power Technology S.A. Marine Production Unit.
- Selection of new management software for the coordination of business activities at Ingeteam Power Technology S.A.
- Standardisation of third party prevention services at Ingeteam power Technology S.A.
- New Test Bench enclosure at the Ingeteam Power Technology, S.A. laboratory - Technology Productive Unit.
- First prize in the 6th edition of the Navarra Mutual Insurance Company Blue Award for the presentation of the "Three year plan for Occupational Health Promotion", at Ingeteam Power Technology, S.A. Energy Production Unit.
- Legal audit in the prevention of occupational risks, conducted on Pine Equipos, Pine Instalaciones y Montajes, Korus, Indar Electric, Indar Máquinas Eléctricas and Ingeteam Power Technology.
- Implementation of new references for electric arc and antistatic fireproof clothing at Ingeteam Power Technology, S.A y Pine Instalaciones y Montajes,.S.A.



## INTERNATIONAL:

- OHSAS 18001 certification at Ingeteam SPzoo (Service).
- OHSAS 18001 certification at Ingeteam SA de CV (Service).
- Development of occupational health and safety management system for CM3 certification at Ingeteam Australia Pty. Ltd.
- Definition and integration of occupational health and safety management system in line with OHSAS 18001, Ingeteam (Pty) Ltd.
- Progress and assurance of occupational health and safety compliance, through agreement with BAD at Ingeteam GmbH.
- Progress and assurance of occupational health and safety compliance, through agreement with AFI at Ingeteam SA de CV.
- Implementation of new references for electric arc and antistatic fireproof clothing at Ingeteam s.a.s.
- Management of a chemical safety data sheet web, setting up of health and safety committee for all businesses and improvement in incident management, at Ingeteam Inc.

Further to an analysis of these actions and the business trend, it should be pointed out that the occupational health and safety strategy directed at strengthening our occupational risk prevention policies must continue to move forward in the procedures in place at the parent companies. And our commitment should seek to coherently extend the consolidated good practices to all our subsidiaries.

For this reason, from now on, we have set ourselves the following objectives.

- Definition of corporate H&S organisation procedure, international subsidiaries.
- Establishment of an action plan derived from a Legal Audit on occupational risk prevention.
- Design and launching of a new campaign on occupational risk prevention 2015 - 2017.
- Preparation of an audit on the level of compliance with regard to occupational health and safety at the Group's subsidiaries.
- Standardisation of the occupational health and safety management systems at the Group's subsidiaries.
- Improved control and increased quality of the occupational health and safety training to be imparted.
- Implementation of a model to coordinate standard business activities, in line with the revised business activity coordination procedure and selected software.
- Monitoring and integration of the occupational health and safety indicators at senior management meetings.
- Development and improvement of occupational health and safety regulations for the OFFSHORE WIND business, at an international level.

## OUR TEAM

---

“THE STRENGTH OF THE TEAM IS EACH INDIVIDUAL MEMBER. THE STRENGTH OF EACH MEMBER IS THE TEAM.”

(PHIL JACKSON)

---

We're a multidisciplinary, innovative, specialist team: some 3,000 committed employees, combining work and creativity, training and talent. Our team of staff is key to our success, whilst it is also a reflection of society with regard to diversity, gender and inclusion.



In our organisation, we're fully aware that the success of a company depends on the quality of its workers and, at Ingeteam, we pay particular attention to our team of staff.

The Group's management takes all the necessary actions to ensure compliance with all labour regulations in all those countries in which the company is operating, whilst promoting dialogue and providing adequate social measures, allocating resources to training, internal communication, equal opportunities and occupational health protection.



We're working on projects of the future, by developing a new energy model and contributing to the well-being of those communities in which we are based, with an ever-increasing global presence. We must therefore strive to constantly improve our professional competence, yet we also deserve to appropriately reconcile our professional and family life.

2014 has been marked by expansion and new challenges in other geographical contexts: the opening of new subsidiaries and the consolidation of existing ones, leading to a substantial increase in recruitment, particularly in Mexico and Brazil. As a result of this job creation, temporary contracts have also increased,

either directly through the company or through temporary employment agencies. Whilst the direct and indirect employment of persons with a physical or sensory disability has increased still further.

As in previous years, we're continuing to channel resources and to make considerable investment in the training of our employees: in 2014, 91,256 hours of training were given. We have maintained our policies for the reconciliation of work and family life stable with regard to a reduction in working hours and flexi-time. This same trend can be observed in the recruitment of female employees, addressing the desirable gender equality.



# GRI INDICATORS

## (OUR TEAM)

### LA1

### EVOLUTION OF THE WORKFORCE

		2012	2013	2014
Average time spent working at the company	_____ years	8.26	8.77	<b>8.72</b>
Net job creation in the course of the year	_____ n° jobs	-31.3	-51.03	<b>214</b>
Average age	_____ years	37.32	37.97	<b>37.85</b>

This year, the opening of new subsidiaries and the consolidation of those subsidiaries already existing, has led to a considerable job creation, particularly in Mexico and Brazil.

### LA2

### CONTRACT TYPE

		2012	2013	2014
Permanent contracts compared to the total workforce	_____ %	83.42	83.71	<b>80.94</b>
Outsourcing of recruitment through TEA's	_____ %	0.11	0.03	<b>1.07</b>

As a result of this job creation, temporary contracts have increased slightly, either directly through the company or through temporary employment agencies.

### ACCESS TO MEASURES TO RECONCILE WORK AND FAMILY LIFE

		2012	2013	2014
Workers on part-time	_____ %	6.03	4.56	<b>4.80</b>
Workers on flexi-time	_____ %	37	43.39	<b>42.99</b>

The company continues to establish policies that contribute to the reconciliation of work and family life.

### LA10

### TRAINING

		2012	2013	2014
Training hours per year per person	_____ H	26	53,54	<b>29.49</b>
Cost of training per year per person	_____ %	222	196	<b>364</b>

After a transitional year, the figures referring to training time and cost have returned to the usual parameters.

\*In 2014, a total of 91,256 training hours were given

## GENDER EQUALITY

		2012	2013	2014
Women in relation to the average workforce	_____ % _____	18.56	17.85	<b>18.32</b>
Men in relation to the average workforce	_____ % _____	81.44	82.15	<b>81.68</b>
Women with a permanent contract	_____ % _____	78	83.25	<b>80.50</b>
Men with a permanent contract	_____ % _____	76	82.17	<b>79.12</b>
Women on governing bodies in the company	_____ % _____	13	8.3	<b>7.45</b>
Men on governing bodies in the company	_____ % _____	87	91.66	<b>86.46</b>

With regard to gender equality at Ingeteam, this trend continues to remain stable over time. The recruitment of women and the type of contracts has scarcely varied in relation to the last few years.

## INTEGRATION OF THE DISABLED

		2012	2013	2014
Indirect recruitment of the disabled	_____ % _____	2.32	3.72	<b>5.70</b>
Direct recruitment of the disabled	_____ % _____	0.39	0.45	<b>0.47</b>
Companies with disabled-friendly facilities	_____ % _____	91	81	<b>76.20</b>

There has been an increase in the number of direct and indirect contracts for the disabled. Those companies with disabled-friendly facilities remain the same, however the opening of new international offices in which it has not yet been possible to carry out the necessary improvements has meant that the figure is lower than for the previous year.





## INGETEAM SUPPORTING THE COMMUNITY

---

Ingeteam is promoting social progress in those communities with which it interacts. Furthermore, through patronage and sponsorship actions, Ingeteam is helping to complement the company's development in those areas close to its business activity.

Sponsorship is an institutional activity associated with the corporate culture. It is possible to differentiate between different types of sponsorship: Socio-cultural; Technical; Sports; and other possible special cases.

### SOCIO-CULTURAL

---

Ingeteam is continuing to make donations to a number of non-profit associations and foundations. In this way the company is helping to improve society and to draw citizens closer to culture.

At Ingeteam, we understand music to be a valued asset, created by man for man. Unfortunately, on occasions, this asset is not accessible to society as a whole. For this reason, we are continuing to support a number of activities in this area. For the sixth year running, we are maintaining our collaboration with the **Symphony Orchestra of the Basque Country**. We are also continuing to support the choir from the centuries-old Bilbao School of Engineers, dedicated to disseminating choral music, and also the **Alfredo Kraus Musical Association (AMAK)**.

**BRINGING MUSIC  
CLOSER  
TO SOCIETY**

**A NUMBER OF  
AGREEMENTS WITH  
UNIVERSITIES**

**PARTICIPATION  
IN TECHNICAL  
CONFERENCES**

Furthermore, we continue to be members of the **Spanish Network for the Global Compact**. Thereby showing our commitment to implement the 10 universally accepted Principles in the areas of Human Rights, Labour, the Environment and Anti-corruption in the companies' business activities and strategy.

As in previous years, Ingeteam has continued to provide support to the **DYA** (Stop and Help), a non-profit association which, since 1966, has been responding with "We're on our way right now!" to all calls for help.

With regard to **Christmas** activities, some of Ingeteam's companies have dedicated the amount collected from Christmas operations to associations for social support and development such as Caritas, and have collaborated with associations established for the purpose of improving the lives of homeless children. Also, during the Christmas period, the company collaborated by collecting food for the Food Bank.

To continue with the aid started last year on the occasion of **Mandela Day**, we have made a further donation of toys and baby-care accessories to an orphanage for children with HIV positive parents.

In the area of **sports events**, the various companies forming part of Ingeteam have taken part in inter-company races, promoting a healthy attitude and making the habit of practising sports a way of meeting people. Support is also given to employees to take part in the various events sponsored by us, such as the Aisiatek golf tournament and the fun run.



## EDUCATIONAL AND TECHNICAL COLLABORATION

---

We are committed to a high-quality educational system in which companies interact and communicate with the academic world.

We are collaborating with a number of vocational training centres located in the vicinities of our head offices and with the Public University for traineeships and thesis projects.

We are also promoting sponsorships that encourage innovative technical development within Ingeteam's business activities.

The agreements made with the universities and technical colleges represent a real talent management model, making specific training available to students who, in the near future, could become part of our team. Particular mention can be made of the following:

- Wind power research room at the **Public University of Navarra**.
- Scientific and technological research room into power electronics and electro-technics at the **University of Mondragón**.
- The Institute of Research into Renewable Energies of the **University of Castilla-La Mancha-UCLM** has

collaborated with the company, Ingeteam Service S.A., training its workers in the maintenance of wind turbines and wind farms.

- Agreement with the BCAM "**Basque Center for Applied Mathematics**".

We have taken part in educational forums and events in which we have contributed our knowledge and helped students in innovative projects such as:

- Cleantech Forum Europe of Innobasque, the **Basque Agency for Innovation**.
- Week of engineering and technology, Forotech 2014 at the **University of Deusto**.
- International seminar on "electricity distribution networks of the Future", organised by **Orkestra, the Basque Institute of Competitiveness**.
- Support for the students at the **Advanced Technical School of Engineering of Bilbao** for the Formula Student Bizkaia.

We also collaborated with the **AFIM** foundation, which grants up to 50,000 free scholarships for online training for students with special needs.



# INDICADORES GRI

## (COMMUNITY)

### S01

### SCOPE OF PRACTICES IN LOCAL COMMUNITIES

	2012	2013	2014
Production located in the local community (%)	66.52	84.94	53.95
Total tax contributions (direct and indirect) (%)	65,357,741	59,190,905	70,511,358

The percentage in the local community has dropped once again, due to the opening of new international subsidiaries with no manufacturing capacity.

### EC6

### PRACTICES OF PROCUREMENT ON LOCALLY-BASED SUPPLIERS

	2012	2013	2014
Spending on locally-based suppliers (%)	41.20	65.59	36.34

Likewise, the percentage of local production has fallen, as have the supplies supporting this production.

### EC11

### FINANCIAL AID RECEIVED FROM GOVERNMENTS

	2012	2013	2014
Subsidies (%)	2,039.572	5,313.552	3,553,757

Following the increase recorded last year, this year has been marked by a return to the normal values for this section.



# SUMMARY OF THE CORE GRI INDICATORS

GRI CODE	UNIT	2012	2013	2014
<b>EN1</b>	<b>RECYCLING OF MSW</b>			
	Paper consumed _____ Kg. per person and year	14.56	8	9.50
	Cardboard consumed _____ Kg. per person and year	15.63	10	8.11
	Wood consumed _____ Kg. per person and year	98.96	112	130.60
	Chemicals consumed _____ Kg. per person and year	35.24	51	46.91
<b>EN2</b>	<b>RECYCLING OF MSW (PAPER)</b>			
	Paper recycled _____ %	15.64	27	26.70
	Cardboard recycled _____ %	19.64	44	38.65
<b>EN3</b>	<b>DIRECT ENERGY CONSUMPTION</b>			
	Electricity _____ kWh per person	4,599	4,782	4,371
	Natural gas _____ kWh per person	3,829	3,871	3,135
	Gasoil _____ kWh per person	413	425	215.94
<b>EN6</b>	<b>CO<sup>2</sup> EMISSIONS AVOIDED THROUGH THE USE OF THE RENEWABLE ENERGY EQUIPMENT PRODUCED BY INGTEAM</b>			
	CO <sup>2</sup> emissions avoided per year _____ MTn	4,125	3,818	5,136
<b>EN8</b>	<b>WATER CONSUMPTION</b>			
	Litres of water consumed by person and day	37.5	38	31.36
<b>EN16</b>	<b>EMISSIONS OF GREENHOUSE GASES</b>			
	Tons of CO <sup>2</sup> (from fossil fuels)	3,149	2,575	3,910
	Tons of CO <sup>2</sup> (from electricity consumption)	5,672	5,835	6,191
<b>EN22</b>	<b>WASTE</b>			
	Paper _____ Tn	39	38	47
	Cardboard _____ Tn	126	53	43
	Plastic _____ Tn	28	30	26
	Wood _____ Tn	200	263	310
	Hazardous waste _____ Tn	95	63	75
	Metals _____ Tn	1,979	2,281	4,076
	Electrics - electronics _____ Tn	16	24	11
<b>EN29</b>	<b>CO<sup>2</sup> EMISSIONS FROM VEHICLE MOVEMENT</b>			
	CO <sup>2</sup> in Tn. coming from company vehicle movement	624	1,063	1,131
	CO <sup>2</sup> in Tn. coming from vehicle movement to and from work	5,378	4,665	3,157
<b>EN30</b>	<b>AMOUNT IN EUROS FOR ENVIRONMENTAL EXPENDITURE AND INVESTMENT</b>			
	%	428,508	174,421	142,146

## GRI CODE

## UNIT

2012

2013

2014

## LA1

## EVOLUTION OF THE WORKFORCE

Average time spent working at the company	years	8.26	8.77	8.72
Net job creation in the course of the year	n° jobs	-31.3	-51.03	214
Average age	years	37.32	37.97	37.85

## LA2

## CONTRACT TYPE

Permanent contracts compared to the total workforce	%	83.42	83.71	80.94
Outsourcing of recruitment through TEA's	%	0.11	0.03	1.07
Workers on part-time	%	6.03	4.56	4.80
Workers on flexi-time	%	37	43.39	42.99

## LA7

## ACCIDENT RATES

Work-related accidents with absence from work	N°	133	110	117
Days lost due to accident	N° days	2,154	1,769	2,720
Incident rate (n° of work-related accidents with absence from work per 100 workers)		4.63	3.90	3.86
Frequency rate		25.48	22.76	21.74
Severity rate		0.41	0.35	0.35

## LA10

## TRAINING

Training hours per year per person	H	26	53.54	29.49
Cost of training per year per person	%	222	196	364

## LA13

## DIVERSITY AND EQUAL OPPORTUNITIES

## GENDER EQUALITY

Women in relation to the average workforce	%	18.56	17.85	18.32
Men in relation to the average workforce	%	81.44	82.15	81.68
Women with a permanent contract	%	78	83.25	80.50
Men with a permanent contract	%	76	82.17	79.12
Women on governing bodies in the company	%	13	8.3	7.45
Men on governing bodies in the company	%	87	91.66	86.46

## INTEGRATION OF THE DISABLED

Indirect recruitment of the disabled	%	2.32	3.72	5.70
Direct recruitment of the disabled	%	0.39	0.45	0.47
Companies with disabled-friendly facilities	%	91	81	76.20

## S01

## SCOPE OF PRACTICES IN LOCAL COMMUNITIES

Production located in the local community	%	66.52	84.94	53.95
Total tax contributions (direct and indirect)	%	65,357,741	59,190,905	70,511,358

## EC6

## PRACTICES OF PROCUREMENT ON LOCALLY-BASED SUPPLIERS

%	41.20	65.59	36.34
---	-------	-------	-------

## EC11

## FINANCIAL AID RECEIVED FROM GOVERNMENTS

%	2,039,572	5,313,552	3,553,757
---	-----------	-----------	-----------

---

## INGETEAM IN RELATION TO THE TEN PRINCIPLES OF THE GLOBAL COMPACT

---



As could not be otherwise, the commitment of the Ingeteam Group to the Global Compact and its Ten Principles, is maintained for the third year running, and with even more determination, if at all possible.

Our Group's values are perfectly in line with its Ten Principles and our decision to progress towards sustainable growth remains unchangeable, something which we consider to be an exciting challenge.

At Ingeteam, we consider that respect for human rights, labour rights, environmental protection and the fight against corruption must form an integral part of any organisation. For this reason, we'll continue to work along these lines, reporting our progress in these areas as a way of confirming our commitment to the Global Compact.





## HUMAN RIGHTS

### Principle 1

#### **COMPANIES SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS, WITHIN THEIR AREA OF INFLUENCE**

Within the Ingeteam Group, respect for human rights is fundamental, both with regard to our workers as well as contributing to the welfare of the communities in which we are operating, given our global nature, complying with the legislation in force wherever we operate and, if required, demanding the support and respect for the said rights.

This year, with regard to the workplaces, our efforts have been centred on standardising the occupational health and safety system in the Group's subsidiaries, thereby confirming our ongoing concern for increasing work safety.

By way of example, this year, at an international level, Ingeteam SPzoo and Ingeteam SA de CV have been certified to OHSAS 18001. So that we are fully aware that the occupational health and safety strategy directed at strengthening our Occupational Risk Prevention policies, must seek to strengthen their effectiveness, as we have been doing, year after year. With good reason, and to mention a specific indicator, the decreasing trend in our accident rates has been held stable.

### Principle 2

#### **COMPANIES MUST MAKE SURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES**

We have no record of activities of this type, either at present or in the past.

## LABOUR STANDARDS

### Principle 3

#### **COMPANIES SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING**

Our workers are covered by the appropriate sector-level collective agreements, complemented by company-specific agreements, negotiated with the workers' representatives at the various work centres.

### Principle 4

#### **COMPANIES SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR**

Actions of this type are not applicable to our organisation or to any of our principal stakeholders, and we hereby declare our support to initiatives promoting the eradication of any action of this nature.

### Principle 5

#### **COMPANIES MUST SUPPORT THE ABOLITION OF CHILD LABOUR**

This conduct is not applicable to our organisation, either in the past or at present, given the fact that the performance of our activities is not prone to the wrong and reprehensible use of child labour, as may occur in other sectors.

## Principle 6

### **COMPANIES MUST SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION**

Some 3,000 persons work for the Ingeteam Group, forming a balanced team of staff with regard to diversity, gender and inclusion, largely due to the preferential treatment we give to our workers.

Equal opportunities, compliance with labour legislation in all those countries in which we operate, together with our contribution to the welfare of those communities in which we are based, are essential aspects and define our course of action with regard to employment and occupation.

In turn, our growth in different geographical areas has generated a substantial increase in recruitment, including persons with physical or sensory disabilities.

## THE ENVIRONMENT

## Principle 7

### **COMPANIES MUST MAINTAIN A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES**

In 2014, thanks to the increased production of generating equipment applied to renewable energy systems, we have prevented the emission into the atmosphere of more than 5,000 million tons of CO<sup>2</sup>.

## Principle 8

### **COMPANIES MUST UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY**

We are contributing to environmental sustainability by minimising the impact of our activities on nature, reducing our energy consumption, CO<sub>2</sub> emissions and other greenhouse gases, and promoting the recycling of materials and awareness-raising in the training activities of our team of staff.

On the other hand, we have consolidated the environmental improvements achieved in different areas of the Group's activity, thanks to considerable investments previously made for this purpose.

## Principle 9

### **COMPANIES MUST ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES**

This year, by way of example, we'd like to highlight the agreement established with the Institute of Research into Renewable Energies of the University of Castilla-La Mancha-UCLM with which the company, Ingeteam Service S.A. has collaborated, training its workers in the maintenance of wind turbines and wind farms.

## ANTICORRUPTION

## Principle 10

### **COMPANIES SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS INCLUDING EXTORTION AND BRIBERY**

We have no record of activities of this type.

# INGETEAM COMPANIES DIRECTORY

## INGETEAM S.A.

Parque Tecnológico, 106  
48170 Zamudio (Bizkaia) SPAIN  
Tel.: (+34) 94 403 97 10 • corporacion@ingeteam.com

## NATIONAL

### ENERGY

#### Ingeteam Power Technology S.A. Energy

Avda. Ciudad de la Innovación, 13  
31621 Sarriguren (Navarra) - SPAIN  
Tel.: (+34) 94 828 80 00  
e-mail: energy@ingeteam.com

#### Ingeteam Power Technology S.A. Power Plants

Parque Tecnológico de Álava,  
C. Marie Curie 7, Edif E8 Planta, nº 2  
01510 Miñano Mayor - SPAIN  
Tel.: (+34) 945 204 068  
e-mail: powerplants@ingeteam.com

#### Ingeteam Power Technology S.A. Paneles

Pol. Ind. El Juncarillo, Nave 1  
31293 Sesma (Navarra) - SPAIN  
Tel.: (+34) 94 869 84 55  
e-mail: paneles@ingeteam.com

**Ingeteam Service S.A.**  
Paseo de la Innovación, nº3  
02006 Albacete - SPAIN  
Tel.: (+34) 96 724 55 04  
email:service@ingeteam.com

### INDUSTRY

#### Ingeteam Power Technology S.A. Industry

Parque Tecnológico, 106  
48170 Zamudio (Bizkaia) - SPAIN  
Tel.: (+34) 94 403 96 60  
e-mail: industry@ingeteam.com

### MARINE

#### Ingeteam Power Technology S.A. Marine

Parque Tecnológico, 106  
48170 Zamudio (Bizkaia) - SPAIN  
Tel.: (+34) 94 403 96 60  
e-mail: marine@ingeteam.com

### TRACTION

#### Ingeteam Power Technology S.A. Traction

Parque Tecnológico, 702  
48160 Derio (Bizkaia) - SPAIN  
Tel.: (+34) 94 655 90 00  
e-mail: traction@ingeteam.com

### BASIC TECHNOLOGIES

#### Ingeteam Power Technology S.A. Technology

Parque Tecnológico, 110  
48170 Zamudio (Bizkaia) - SPAIN  
Tel.: (+34) 94 403 96 00  
e-mail: technology@ingeteam.com

#### Ingeteam Power Technology S.A. Electronics

Parque Tecnológico, 108  
48170 Zamudio (Bizkaia) - SPAIN  
Tel.: (+34) 94 601 89 00  
e-mail: ingeteam.electronics@ingeteam.com

### INDAR

#### Indar Electric S.L.

Polígono Industrial Txara, s/n  
20200 Beasain (Gipuzkoa) - SPAIN  
Tel.: (+34) 94 302 82 00  
e-mail: electric@indar.ingeteam.com

#### Indar Máquinas Hidráulicas S.L.

Polígono Industrial Txara, s/n  
20200 Beasain (Gipuzkoa) - SPAIN  
Tel.: (+34) 94 302 82 00  
e-mail: indarmh@indar.ingeteam.com

### PINE

#### Pine Instalaciones y Montajes S.A.

Calle Astintze, 6A-3ª planta Dpto.308  
48160 Derio (Bizkaia) - SPAIN  
Tel.: (+34) 94 454 47 92  
e-mail: montajes@pine.ingeteam.com

#### Pine Equipos Eléctricos S.A.

Polígono Ugaldeguren, II - p.9-I  
48170 Zamudio (Bizkaia) - SPAIN  
Tel.: (+34) 94 452 05 65  
e-mail: equipos@pine.ingeteam.com

## INTERNATIONAL

### EUROPE

**Ingeteam SAS**  
140 Rue Carmin - Le Naurouze C  
31670 Labège -  
FRANCE  
Tel. 33 (0) 5 61 25 00 00  
france@ingetteam.com

**Ingeteam S.r.l**  
Via Emilia Ponente 232  
48014 Castel Bolognese (RA) ITALY  
Tel.: (+39) 0546 651490  
Italia.energy@ingetteam.com

**Ingeteam GmbH**  
Herzog-Heinrich Strasse 10  
D-80336 – München GERMANY  
Tel. +49 89 99 65 38 0  
deutschland@ingetteam.com

**Ingeteam GmbH**  
Speditionstrasse 21  
D-40221 – Düsseldorf GERMANY  
Tel.: +49 22188231-602  
deutschland@ingetteam.com

**Ingeteam a.s.**  
Technologická 371/1  
70800 Ostrava - Pustkovec  
CZECH REPUBLIC  
Tel.: (+420) 59 732 68 00  
czech@ingetteam.com

**Ingeteam Sp. z o.o.**  
ul. Koszykowa 60/62 m 39  
02-673 Warsaw  
POLAND  
Tel. +48 22 821 99 30  
polska@ingetteam.com

**Ingeteam Service s.r.l.**  
Bucuresti, Sector 2, Bulevardul Dimitrie  
Pompeiu Nr 5-7  
Cladirea Hermes, Business Campus 1,  
Birou 236, Etaj 2  
ROMANIA

### NORTH AMERICA

**Ingeteam Inc**  
Headquarters  
3550 W. Canal St.  
MILWAUKEE, WI 53208 - USA  
Tel.: 1 414 934 4100  
usa@ingetteam.com

**Ingeteam Inc**  
5201 Great America Parkway, suite 320  
Santa Clara, CA, 95054 - USA  
Tel.: 1 408 524 2929  
solar.us@ingetteam.com

**Ingeteam S.A. de C.V.**  
Ave. Revolución, 643, Local 9  
Colonia Jardín Español - Monterrey, N.L.  
64820 - MEXICO  
Tel.: (+52) 81 83 11 48 58  
northamerica@ingetteam.com

**Ingeteam S.A. de C.V.**  
Cali No. 534. Col. Lindavista Delg. Gustavo  
A. Madero  
C.P. 07300 México MEXICO DF

**Indar América S.A.**  
Yucatán n°1 Santa Clara. Ecatepec  
Estado de México CP 55540 - MEXICO  
Tel.: (+52) 555 79 05 864

### SOUTH AMERICA

**Ingeteam Ltda.**  
Rua Estácio de Sá, 560  
Santa Genebra  
Campinas – SP  
CEP: 13080-010; São Paulo  
BRAZIL  
(+55) 19 30 37 37 73  
brazil@ingetteam.com

**Ingeteam Ltda.**  
Rua Antonio Sprada, 61- Vila Hauer  
81630-300 - Curitiba/PR  
BRAZIL  
Tel.: (+55) 41 32769841

**Ingeteam SpA**  
Bandera 883, Piso 211  
8340743 Santiago CHILE  
Tel. 56 2 2 672 33 92  
chile@ingetteam.com

### Ingeteam Panamá S.A.

Calle Manuel Espinosa Batista, edificio  
Torre Internacional Business Center,  
Apto./Local 407  
Urbanización Bella Vista-Corregimiento  
Bella Vista  
Distrito de Panamá  
Provincia de Panamá  
PANAMA

### ASIA

**Ingeteam Power Technology India  
Private Limited**  
2nd Floor , 431, Udyog Vihar, Phase III  
GURGAON - 122016  
Haryana , INDIA  
india@ingetteam.com

**Shanghai Ingeteam Automatic System  
Engineering Co. Ltd.**  
Shanghai Trade Square, 1105  
188 Si Ping Road  
200086 Shangai - P.R. CHINA  
Tel.: (+86) 21 65 07 76 36  
shanghai@ingetteam.com

### SOUTH AFRICA

**Ingeteam (Pty) Ltd**  
Unit no 2 Alphen Park, South Rand-  
jiespark  
1682 Midrand, SOUTH AFRICA  
southafrica@ingetteam.com  
Tel: +2711 314 3190

### AUSTRALIA

**Ingeteam Australia Pty Ltd**  
Suite 112, Level 1,  
Mike Codd Building 232  
Innovation Campus, Squires Way  
North Wollongong, NSW 2500  
AUSTRALIA



***Ingeteam***

[www.ingeteam.com](http://www.ingeteam.com)