COMMUNICATION ON PROGRESS 2019

AMETEL UK

Contents

LETTER OF COMMITMENT

Dundonald, South Ayrshire, December 30th, 2020.

As Managing Director of AMETEL UK, I wish to communicate our renewed commitment to the UN Global Compact initiative, as well as the application of the Ten Principles in all areas of our organization.

Through this report, which includes information regarding the year 2019, we present both the degree of achievement of the proposed objectives regarding the application of the guiding principles, as well as the new purposes for the next period.

During the period analyzed, we highlight the strengthening of our health and safety management area, as well as the improvement of training plans in general, and in particular those aimed at preventing occupational risks among workers.

It is also worth mentioning in view of the next fiscal year, the intention to implement a Corporate Integrity System, as a means of expressing the internal policies that have set the guidelines of the company since its inception, and in response to perceived needs in the sectors in which we operate.

Sincerely yours,

Signed by Mr. Miguel Núñez
Managing Director

PROFILE OF THE COMPANY

GENERAL DATA

Full Name (Company Name)

AMETEL UK Ltd.

Type of company

High Voltage Infrastructures

Address

Unit C4. Olympic Park

City

Dundonald

State / Province

KA29BE

Country

United Kingdom

Website

http://www.ametel.es

BUSINESS MODEL AND ENVIRONMENT

Sector

Service

Activity, major brands, products and/or services

Electrical and telecommunications installations

Country or regions where your company has a presence

United Kingdom and Northern Ireland

Description of the business environment, its organization and structure

AMETEL UK is a subsidiary company of AMETEL S.A. AMETEL was founded in March 1987 and since then, it has carried out Projects of Engineering, Construction and Maintenance of Electrical and Telecommunication installations.

AMETEL started to work in UK in 2012 until now, developing our core business In the country. Activities in these areas have evolved comprising execution of maintenance, new construction works and integrated management of Turnkey Installation Projects. In the latter this covers the whole process including engineering, project development, project management, procurement and installation, including commissioning.

AMETEL currently operates in seven different business units:

- HIGH VOLTAGE NETWORK UNIT (including work on live systems).
- TRANSFORMER SUBSTATION UNIT
- MEDIUM AND LOW VOLTAGE NETWORK UNIT (including work on live systems).
- TELECOMMUNICATION UNIT
- RENEWABLE ENERGY UNIT

Each business unit is comprised of an Engineering, Production and Commissioning Section.

In addition, the following areas provide support to the business units mentioned above:

- HEALTH AND SAFETY
- QUALITY AND ENVIRONMENT
- IT DEPARTMENT
- BIDS AND TENDERS
- PROCUREMENT
- FINANCE AND ADMINISTRATION
- HUMAN RESOURCES

Organization chart

[Download attachment](#)

Main risks linked to the activity of the company

The main risk of the activity, taking into account the context in which it operates, are associated with the health and safety of the workers, due to the nature of the work. Likewise, there are environmental risks insofar as some works are carried out in a natural environment.

Main factors and future trends that may affect the company

The future trend is expected to be an increase in renewable energy installations, together with an increase in electricity consumption compared to fossil fuels. Therefore, an increase in activity is expected for the next few years.

Main objectives and strategies of the company

The main objective is expansion throughout the national territory, developing a value proposition aimed at the renewable energy market.

Who at the executive level carry out the decision-making and good governance processes for the implementation of Corporate Social Responsibility in line with the Principles of the Global Compact and if the chairman of the highest governance body also holds an executive position

The person who carries out the decision-making and good governance processes for the implementation of Corporate Social Responsibility, in line with the Principles of the Global Compact, is Mr. Juan Pacheco Tabernero, as Director of the Organization. Above, in the defined organization chart is the General Management of the company.

INTEREST GROUPS

Most significant Interest Groups
(Interest Groups set this Communication Report)

Customers, Partners/Shareholders, Employees, Suppliers, Environment

criteria you followed to select Stakeholders

We have taken into account all parties directly or indirectly involved in our processes.

How so you distribute this Progress Report

Through the corporate website and shipping to customers according classification requirements of the suppliers.

SCOPE AND MATERIALITY

Scope of the Communication on Progress (countries on which the company reports information in the Communication on Progress) and its possible limitations, if any

The entire organization.

How did you materially define or established the most significant issues to be included in the Communication of Progress?

We have included both aspects that significantly affect the fulfillment of the principles, as well as others without being so significant, which bring added value to our commitment.

Period covered by the information contained in this report

Calendar year

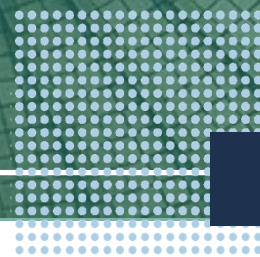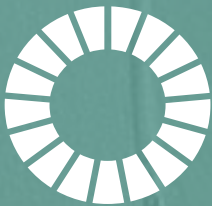Reporting cycle of the Communication on Progress

Annual

REPORT ON SDG

Do you want to report with SDG?

Yes

METHODOLOGY

This Progress Report is based on the methodology of reporting by stakeholders. The concept of stakeholder is key in understanding CSR. The complexity and dynamism of the modern business environment has made it necessary to acquire a solid commitment to the various stakeholders, directly or indirectly affected by the business mission.

Identifying stakeholders and what their expectations are, are integral aspects that facilitate implementation of CSR within any organization. This will allow institutions to anticipate potential risks or opportunities and establish policies, actions, tools and monitoring indicators as set out in this report.

The entity that has prepared the following progress report has developed the following steps:

1. Select the most relevant groups of interest in your company.

2. Identify the most significant challenges for selected stakeholders

3. Neutralize these risks or materialize opportunities with the establishment of:

Policies: formal written documents that define the values and communications of the company entity identified in the identification of the challenges.

Actions / Projects: Actions helping the institution to shape the policies developed and minimize risks identified. Actions should be planned and designed intime, based on the interest groups to which they are addressed.
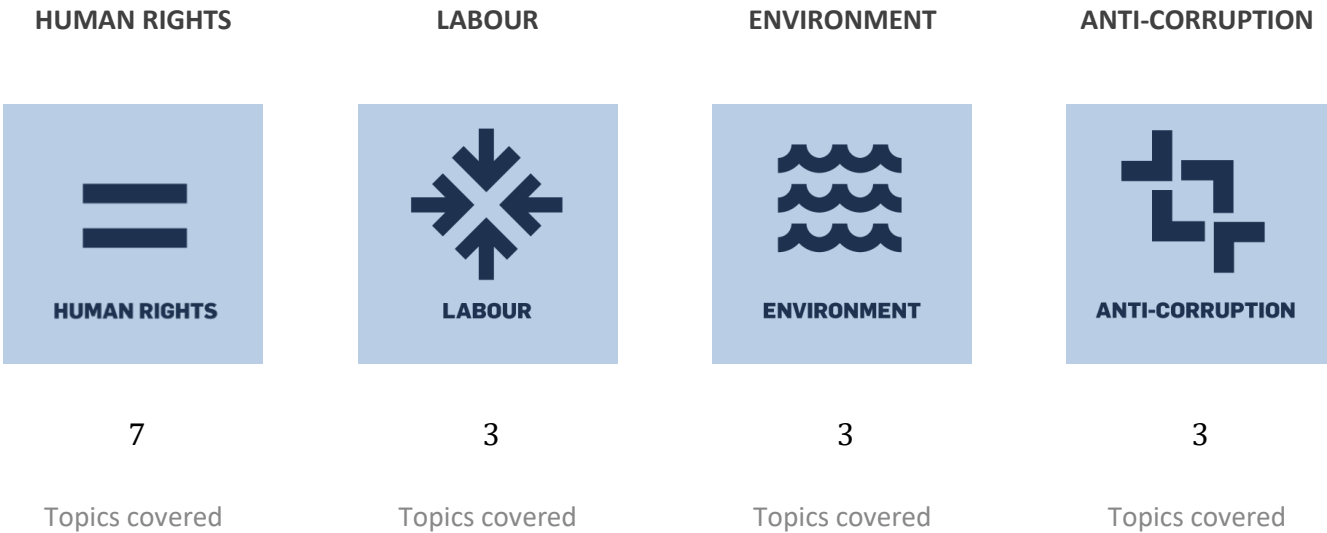
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Tracking tools: evaluation and control of the results of the actions implemented. Provide the tools to monitor compliance with policies and helps detect faults in the management system for further improvement

Follow-up indicators: qualitative data to measure the degree of implementation of ideas (policies, actions / projects and monitoring tools)
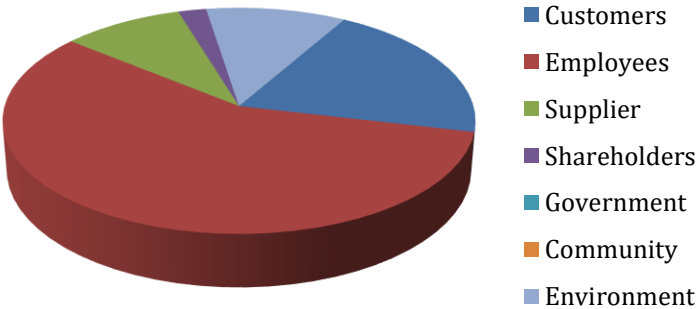
The Communication on Progress is presented in terms of measuring progress: it is not about 100% compliance in the first year, the aim is to progress. The Communication on Progress is therefore an important proof by the signatories of the commitment to the Global Compact and its Principles.

ANALYSIS

HUMAN RIGHTS	LABOUR	ENVIRONMENT	ANTI-CORRUPTION
HUMAN RIGHTS	LABOUR	ENVIRONMENT	ANTI-CORRUPTION
7	3	3	3
Topics covered	Topics covered	Topics covered	Topics covered

Elements applied by stakeholders

- ■ Customers
- ■ Employees
- ■ Supplier
- ■ Shareholders
- ■ Government
- ■ Community
- ■ Environment

INTEREST GROUPS
Customers

Lasting relationship with customers

Our business model is based from the start in establishing a relationship of mutual trust with customers, which has led us to achieve that relationship lasts over time.

Ethical Code - Policy

The Code of Ethics refers to the fact that customer satisfaction is not only acquired by carrying out work in full compliance with their expectations, but also by establishing bonds of trust with it.

Customer Service Policy - Policy

The Customer Service Policy explicitly indicates the transparent management that must be done with the customer, thus promoting the generation of long-term trust.

Internal and external communication - Action/Project

Communication actions with the client are carried out at all times based on our communication procedure, included in the integrated management system. This allows the establishment of links with it, based on trust and mutual respect.

Suggestion Box - Monitoring Tool

Through the mailbox, including the web, customers can send us suggestions and complaints, as well as any other communication in this regard.

Customer Visits - Monitoring Tool

The continuous contact, of both senior management and those responsible for the different areas with customers, makes communication channels direct, and therefore more trustworthy.

Goals set for the theme

The goals set regarding the theme for the next period are: - Carry out a customer loyalty study.

Transparent information to customers

It is a priority for the organization to carry out the work with conditions of total transparency; in general towards all interested parties, and in particular towards customers.

Gift Policy - Policy

There is an Anti-Corruption Protocol, which includes the policies in this regard, as well as the existing communication channels for this type of situation.

Ethical Code - Policy

Our Code of Ethics clearly expresses the total disapproval of conduct related to unethical influences by AMETEL personnel on people outside our organization, avoiding any kind of interference or influence from clients or third parties that could alter their professional impartiality and objectivity.

Integrity and Transparency Policy - Policy

Currently, there are policies that disapprove of unethical conduct by AMETEL staff, and there is no specific action protocol.

Internal and external communication - Action/Project

Internal and external communication actions are carried out on this subject, based on our communication procedure. There is fluid communication with the client on both internal and external issues that affect them.

Internal Control Commission or Ethics Committee - Monitoring Tool

The Regulatory Compliance Committee is the competent body to ensure compliance with the Ethical Code, and to promote both its dissemination and the specific training necessary for its correct application. Among its responsibilities are: the reception and processing of complaints from employees or third parties; the investigation and follow-up of possible acts of non-compliance; and the preparation of an annual monitoring report on the application of the Ethical Code.

Satisfaction surveys - Monitoring Tool

Through the satisfaction survey that is sent annually to clients, they are given the possibility of expressing anonymously any aspect that may cause them some concern about the fulfillment of our ethical commitments.

Visits to customer - Monitoring Tool

The close contact we maintain with our clients makes this a control tool in terms of detecting irregularities between them and the organization itself.

Whistleblower channel - Monitoring Tool

There is a Whistleblower Channel, through which customers can report conduct that may imply an irregularity, or simply to consult doubts that may arise about the interpretation of the Code of Conduct or the Anti-Corruption Protocol.

Goals set for the theme

The goals set regarding the subject for the next period are: - Implementation of the Corporate Integrity Management System. - Set at least 1 indicator of this theme.

Resolution of incidents and customer satisfaction

The methodology described in our Integrated Management System allows us to correctly manage incidents that may arise during the course of work, whether detected by our own personnel or by the client (claims).

Quality Policy - Policy

In addition to the Quality Policy, mentioned above, there is a Customer Service Policy, which expresses the guiding principles under which all workers must carry out their activity, so that these are carried out with a customer focus.

Internal and external communication - Action/Project

During the analyzed period, both internal and external communication actions have been carried out based on our communication procedure, including

communications regarding the resolution of incidents.

Audits - Monitoring Tool

Through both internal audits, carried out by qualified personnel belonging to the organization, as well as external audits, carried out by an accredited entity for this purpose, the evaluation of compliance with the requirements established both in the applicable legislation and regulations, as well as in the systematic described in our integrated management system.

Suggestion Box - Monitoring Tool

A mailbox has been set up that collects suggestions and complaints, both physical located at the organization's facilities, and telematic through the web. Through the suggestion and complaint box, customers can send any communication in this regard.

Satisfaction surveys - Monitoring Tool

Customer surveys are conducted periodically, through which up-to-date data is obtained regarding the customer's perception of the work carried out.

Management of incidents - Monitoring Indicator

The data obtained regarding this indicator is monitored. These data are analyzed and serve as a basis for decision-making.

Customer satisfaction survey results - Monitoring Indicator

The data obtained through customer surveys is analyzed by senior management and serves as the basis for establishing improvement objectives.

Goals set for the theme

The goals set in terms of the subject for the next period are: - Improve the system for registering incidents, allowing them to be filtered according to type.

Promotion of quality in the organization

Since its inception, AMETEL has been characterized by promoting the quality of its work, which has made the organization a benchmark in the sector, also counting on the endorsement of extensive experience in the various areas and activities that it develops.

Quality and Environment Manual - Policy

Our Integrated Management System includes the documents and records necessary to carry out activities in a controlled manner, which ensures the quality of the work carried out.

Quality Policy - Policy

There is a Quality Policy, which establishes the lines of action aimed at improving internal processes; not only to achieve maximum customer satisfaction, but to contribute to their evolution and effectiveness through the work carried out.

Ethical Code - Policy

In our Ethical Code, AMETEL's commitment to offer a work development in accordance with its quality standards is expressed, carrying out sales activities based on the merits of these.

Appoint a Quality Manager - Action/Project

Through the Quality Department of the company, all the information related to the quality of the work carried out is channeled, information that will be transmitted to the Management in order to support decision-making aimed at improving processes.

Sector alliances - Action/Project

In order to offer our clients the highest quality in the services provided, AMETEL has an extensive network of collaborators with whom sectoral alliances are created, complementing us in terms of strategic assets.

Audits - Monitoring Tool

Through both internal audits, carried out by qualified personnel belonging to the organization, and external audits, carried out by an entity accredited for this purpose, the evaluation of compliance with established quality requirements is carried out.

Satisfaction surveys - Monitoring Tool

Through the satisfaction survey that is sent annually to customers, and subsequent analysis of the results obtained, the perception that they have about the quality of the work carried out is monitored.

Visits to customer - Monitoring Tool

Through the meetings held with clients, as well as through any other communication with them through the various existing channels, we are aware of the degree of satisfaction that clients have with respect to their contractual relationship with AMETEL, thus being recipients of any suggestion or proposal that help us improve.
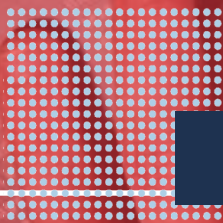
Goals set for the theme

No goals have been established in this regard for the next period.

INTEREST GROUPS
Employees

Gender equality

In AMETEL, being aware of the existing inequalities in the market in general, and in particular in our sector, mechanisms have been articulated to define measures aimed at minimizing these, by establishing objectives for the improvement of opportunities and non-discrimination by gender reasons.

Regulations in force - Policy
At AMETEL we work under strict compliance with current regulations on equality, responding to each and every one of the regulatory requirements, and establishing objectives for their improvement.

Ethical Code - Policy

Our Ethical Code expresses total rejection of any distinction, exclusion or preference that produces unequal opportunities due to sex, race, religion or any other personal, physical or social condition. In addition, they include a commitment to promote measures to prevent sexual harassment and harassment based on sex. Likewise, any manifestation of violence, physical, sexual, psychological, moral or other harassment, abuse of authority at work and any other conduct that creates an intimidating or offensive environment is rejected.

Equality Plan - Policy

The current Equality Plan, approved in 2018, includes both the Management's commitment to equality, as well as the policies regarding communication, staff structure, recruitment and selection, training, compensation, work-life balance, all based on objective criteria of merits of the organization's employees.

Workplace Harassment Prevention Protocol - Policy

We have a Protocol for the Prevention of Workplace Harassment, in order to define the behaviors to be prevented by workers, as well as the measures to be taken in the event of possible cases of harassment.

Internal Control Commission or Ethics Committee - Monitoring Tool

Annually, the Equality Committee meets to carry out the analysis of the data obtained during the previous period; monitoring the implementation of the proposed actions, and evaluating the results; the proposal of information and awareness-raising actions on equality matters; the analysis and resolution of the communications received through the complaints channel, referring to situations of inequality.

Whistleblower channel - Monitoring Tool

Through the complaints channel, available on the corporate website, the possibility is offered of receiving any type of communication from interested parties, which may involve an irregularity or an act contrary to the law or the established rules of action, including complaints referring to situations of gender inequality. The identity of the person who reports an abnormal action through the Whistleblower Channel will be considered confidential information. Said communications are analyzed by the Head of Regulatory Compliance, and when applicable, submitted to the Equality Committee for their treatment and resolution.

Goals set for the theme

The goals set regarding the theme for the next period are: - Adaptation of the Equality Plan to the new

regulations. - Establishment of monitoring indicators. - Carrying out training actions on equality matters.

Health and safety in the workplace

It is a priority in AMETEL, knowing and complying with the occupational health and safety legislation in the area in which the organization operates. There is an OSH system, according to ISO 45001 (previously OHSAS 18001), certified since 2010 by an accredited entity.

Health and Safety Policy - Policy

There is an H&S Policy, which establishes the commitment of the Management to promote values and articulate the necessary tools that generate a Preventive Culture within all levels of the organization, to achieve the goal of "Zero Accidents".

Ethical Code - Policy

The AMETEL Ethical Code includes mention of the OSH system implemented in AMETEL, and the need for its application in all areas of the organization.

Internal Management Policies - Policy

In addition to the H&S Policy, AMETEL has established the following policies related to the prevention of occupational risks: - Road Safety Policy, which expresses a commitment to preventing accidents on public roads, based on a series of measures aimed at reducing of the probability of occurrence of accidents that may affect the physical, mental and social integrity of personnel, contractors, subcontractors, the community and / or

the environment. - Alcohol and Drug Policy, whose intention is to prevent, improve and preserve the well-being and quality of life of all employees of the organization, as well as their ability to perform work according to their competence, carrying out a style of healthy life. - Activity Interruption Policy, which establishes the guidelines for the stoppage of the activity when workers or any interested party with the organization may be exposed to a serious or imminent risk on the occasion of their work, or this could lead to damages for environment.

Internal and external communication - Action/Project

During the period analyzed, both internal and external communication actions have been carried out based on our communication procedure, including communications regarding the improvement of the OSH system.

Occupational health and safety training - Action/Project

There is a training plan which includes training actions aimed at improving the safety and health of workers during the performance of the activity. These actions are carried out both by personnel external to the organization (accredited training companies) and by internal personnel belonging to the H&S area. This training meets the criteria set by legal and regulatory requirements, as well as customer requirements.

Improvement of health and safety conditions at work - Action/Project

The occupational risk prevention plan is drawn up annually, a document that includes all those activities necessary to eliminate or reduce and control the risks detected in the risk assessment, according to an order of priorities based on their magnitude and number of workers exposed to them. Likewise, emergency

measures and health surveillance are included, as well as information and training of workers in preventive matters.

Audits - Monitoring Tool

Through both internal audits, carried out by qualified personnel belonging to the organization, as well as external audits, carried out by an accredited entity for this purpose, the evaluation of compliance with the requirements established both in the applicable legislation and regulations, as well as in the systematic described in our integrated management system. In addition, our OSH management system is audited by the clients themselves.

Management of incidents - Monitoring Indicator

The data obtained regarding the incidents detected in the OSH system is monitored. These data are analyzed and serve as a basis for decision-making.

Percentage of employees out of the total who have received training - Monitoring Indicator

Compliance with the training plans is monitored, avoiding the involvement of any worker in activities for which they are not qualified.

Occupational accident indicators - Monitoring Indicator

The data obtained regarding accidents, incidents and near-misses is monitored. These data are analyzed and serve as a basis for improving the OSH system.

Goals set for the theme

It is established as goals for the next period:
- Implementation of training in online mode.

- Intensification of site inspections.

Fight against corruption and bribery within the organization

The organization has developed an Anti-Corruption Protocol that establishes the criteria for the acceptance of gifts, as well as the communication channels for incidents detected in this regard.

Ethical Code - Policy

A commitment has been established to include, both in decisions and actions, ethical behavior in line with the values of the company. These values have been reflected in the Ethical Code, which includes a set of standards of behavior to be followed by the members of the organization, including the fight against corruption, transparency, and a good relationship with suppliers and competition.

Anti-Corruption Policy - Policy

In the Anti-Corruption Protocol, the commitment to prevent and eliminate improper conduct that poses a risk of corruption is strengthened, and the procedure to materialize said commitment is established.

Whistleblower channel - Monitoring Tool

Anyone who considers that they have knowledge of any type of improper conduct, may bring it to the attention of the company through the complaints channel. The communications received in this regard are analyzed by the expert in regulatory compliance in the company, who together with the Management will evaluate the magnitude of these, prior to the investigation.

No. of complaints received and resolved - Monitoring Indicator

The data obtained regarding this indicator is monitored. These data are analyzed and serve as a basis for decision-making. None have yet been received regarding bribes.

Goals set for the theme

The goal of implementing the Corporate Integrity Management System is established for the next period.

Right to collective bargaining and respect for agreements

The works council has been legally constituted since 2008, made up of representatives elected by the workers.

Ethical Code - Policy

An Ethical Code has been defined, which establishes the guidelines to follow for ethical behavior in line with the values of the company. It states that freedom of association and collective bargaining are considered in the organization as an opportunity for dialogue between workers and senior management.

Collective Agreement - Policy

The contractual agreements between the company and the worker are governed by the collective agreement for the iron and steel industries of the corresponding province.

Procedures for informing and consulting staff and negotiating with them - Action/Project

Our integrated management system includes a procedure for the consultation and participation of workers, in order to establish the guidelines for the channeling of communications in both directions.

Reuniones periódicas con el Comité de Empresa - Monitoring Tool

Periodic meetings are held in which any aspect related to them is expressed through the legal representatives of the workers.

Goals set for the theme

No objective has been established in the period analyzed for this topic.

Work environment

The main objective of the organization is the labor well-being of each and every one of the people that make it up.

Work Climate Survey - Monitoring Tool

The organization has carried out work environment surveys, the results being analyzed by senior management in order to detect opportunities for improvement in this regard.

Suggestion Box - Monitoring Tool

There is a suggestion box on the premises, as well as a complaints channel on the corporate website. All communications are analyzed by senior management,

and taken into account when establishing process improvements.

Goals set for the theme

No objective has been established in the period analyzed for this topic.

Promote environmental awareness

In order to minimize the environmental impact of the activities carried out, the organization works continuously by raising awareness of the environment in all our workers. However, it is a great risk due to the difficulty involved in modifying work habits acquired over years.

Environmental Management Systems (EMS) - Policy

There is an Environmental Management System, included in the Integrated Management System, which has been certified since 2006 by an accredited entity. It includes the system for planning, carrying out and evaluating training actions aimed at raising employee environmental awareness.

Ethical Code - Policy

In our Ethical Code, the promotion of an environmental culture among workers is established as one of the priority issues, not only applied to the execution of work, but in all areas of action.

Environmental Policy - Policy

AMETEL formally establishes through the Environmental Policy, its commitment to the training of personnel at all

levels in environmental matters, promoting a greater degree of environmental awareness.

Appoint an Environmental Manager - Action/Project

A responsible for the environment is appointed, in charge of managing everything related to the environmental matter of the organization.

Environmental training - Action/Project

All AMETEL workers receive initial environmental training and / or recycling in order to have information on: environmental legislation, operational control, action plans in the event of emergencies, environmental objectives in the organization, management of environmental incidents, consumption and waste data, ...

Environmental information and awareness - Action/Project

Brochures on good environmental practices have been distributed among workers, segregated by field of work, works or offices.

Audits - Monitoring Tool

Through both internal audits, carried out by qualified personnel belonging to the organization, as well as external audits, carried out by an accredited entity for this purpose, the evaluation of compliance with the requirements established both in the applicable legislation and regulations, as well as in the systematic described in our integrated management system. In this way, non-compliance can be detected due to lack of training / information / environmental awareness.

Goals set for the theme

The goals set regarding the subject for the next period are: - Create an online environmental training course for workers.

Insertion and accessibility of people with disability

AMETEL strictly complies with the legal requirements regarding the insertion and accessibility of people with disabilities.

Equality Policy - Policy

The Equality Policy expressly rejects all discrimination for reasons of gender, race, age, marital status, ideology, religion, sexual orientation, nationality, or any other personal, physical or social condition among workers.

Workplace Harassment Prevention Protocol - Policy

There is a protocol for the prevention and treatment of harassment in the workplace, in order to define the behaviors to be prevented by workers, as well as the measures to be taken to prevent and treat cases of workplace harassment, within the existing regulatory context.

Policy dissemination - Action/Project

The Equality Policy has been disseminated to all levels of the organization, which includes the commitment to respect human rights, equality and non-discrimination of people in the workplace.

Whistleblower channel - Monitoring Tool

Through the whistleblower channel, available on the corporate website, the possibility is offered of receiving any type of communication from interested parties, which may involve an irregularity or an act contrary to the law or the established rules of action, including complaints referring to situations of inequality due to disability. The identity of the person who reports an abnormal action through the whistleblower channel will be considered confidential information. Said communications are analyzed by the Head of Regulatory Compliance.

Goals set for the theme

No objective has been established in the period analyzed for this topic.

Employee training on rights humans issues

It is part of the ethical values of AMETEL, that each and every one of its workers act in an alienated way with said values in the performance of their jobs, both within the organization and towards external stakeholders.

Human Rights Policy - Policy

Through the Policy against Modern Slavery, the guidelines for the contribution to the respect of fundamental human rights within the scope of our competence have been defined. This policy has been disseminated to all levels of the organization.
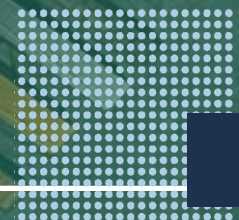
Goals set for the theme

The objectives set in terms of the subject for the next period are: - Carrying out communications to workers about the SDGs.

INTEREST GROUPS
Supplier

Hire suppliers that meet CSR criteria

Our supplier evaluation procedure includes criteria related to CSR as a requirement for their approval.

Ethical Code - Policy

The selection of suppliers will be made taking into account compliance with the provisions of the Ethical Code, offering equal conditions to them in order to foster a relationship based on trust, transparency and mutual support. Any conflict of interest or favoritism in your selection will be avoided.

Audits - Monitoring Tool

Through both internal audits, carried out by qualified personnel belonging to the organization, as well as external audits, carried out by an accredited entity for this purpose, the evaluation of compliance with the requirements established both in the applicable legislation and regulations, as well as in the systematic described with respect to the evaluation of suppliers. Criteria include CSR requirements.

Management of incidents - Monitoring Indicator

On a quarterly basis, an analysis of incidents with suppliers and the results of their management is carried out. This information will serve as the basis for making decisions regarding whether or not they will remain in the list of approved suppliers.
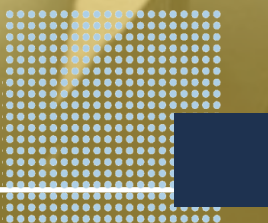
Goals set for the theme

For the next period, the objective of reviewing our purchasing procedure is established, as well as the contract models associated with them, as well as improving communication with suppliers on CSR matters.

INTEREST GROUPS
Partners/Shareholders

Transparency in the presentation of information

Transparency regarding the exposure of information to our partners is a fundamental pillar in the relationship with them, for correct decision-making.

Ethical Code - Policy

The Ethical Code expresses a clear commitment by senior management towards the entity's shareholders, to maintain transparent management as the basis of a relationship of mutual trust. Likewise, the purpose of continuous and sustained creation of value for its

shareholders is expressed.

Communication with the partner or shareholder - Action/Project

The General Shareholders' Meeting is held annually, in which the results of the business activity in the previous year are presented, and the budgets for the following year are approved.
However, the management team is fully available to provide answers to shareholders on questions that may be raised through the CEO.
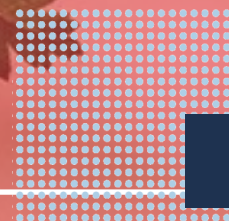
Goals set for the theme

No objective has been established in the period analyzed for this topic.

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INTEREST GROUPS
Environment

Calculation and compensation of CO_2 emissions

Our organization annually performs the measurement of the carbon footprint, reporting the data obtained both to the competent administration, as well as to the interested parties that require it.

Environmental Management Systems - Policy

The documentation of the environmental management system establishes the system for calculating greenhouse gas emissions, as well as for the establishment of reduction targets and their monitoring.

Calculation of CO_2 emissions (scope 1 and 2) - Action/Project

Since 2014 the calculation of the carbon footprint has been carried out, communicating the results to the Andalusian Emissions Compensation Service (SACE).

Annual CO2 Emissions Indicator - Monitoring Indicator

The greenhouse gas emissions indicator is monitored monthly.

Goals set for the theme

Reduction targets have been established for greenhouse gas emissions, in accordance with the volume of activity carried out. As an objective for the next period, the verification by an accredited body of said emissions is established.

Knowledge of the environmental impact of the entity

In compliance with the requirements of our environmental management system, certified since 2006, the organization has identified and evaluated the environmental aspects associated with the work carried out, thus knowing the environmental impact that it generates. In the aspects that are significant, improvement objectives are established in this regard.

Environmental Policy - Policy

The Environmental Policy establishes a clear commitment to proper environmental management within the area in which it operates, betting on sustainable development, through the responsible use of resources and the minimization of the environmental impact caused by the activity. For this, the commitment to knowledge and evaluation of the environmental risks of the processes is indicated, and the establishment of adequate mechanisms to mitigate or eradicate them, developing actions aimed at the continuous improvement of environmental performance.

Environmental Management Systems - Policy

In the documentation of the environmental management system, the guidelines are established to materialize the commitment included in the Environmental Policy, regarding the identification and evaluation of environmental aspects and their impact.

Training - Action/Project

The organization establishes within its training plans training actions aimed at making its employees aware of the impacts caused by carrying out the work, and the methods for proper management of environmental aspects. There are also manuals of good environmental practices in relation to these aspects.

Assessment of environmental aspects in the supply chain - Action/Project

The identification and evaluation of environmental aspects includes direct and indirect aspects derived from the activity, as well as those related to the life cycle of products and services.

Appoint an Environmental Manager - Action/Project

There is a Head of the Environment, who manages everything related to environmental issues in the company. This person is responsible for the study of environmental aspects, as well as their evaluation and the establishment of measures to mitigate the impacts generated according to their significance.

Audits - Monitoring Tool

Through environmental audits, compliance with the methodologies established for the identification and evaluation of environmental aspects and their impacts is evaluated.

Goals set for the theme

The goals established for the period analyzed include: - Reduction of consumption. - Reduction of waste. - Improvement in the selection of products. - Improvement in the evaluation of suppliers. - Improved training regarding environmental aspects and their impacts.

ANNEXED
THEME CORRELATION

Employees

Gender equality

Principle: Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Related SDG: 05 | Gender equality

GRI indicator: 405, 406, 102-22, 401-1

Health and safety in the workplace

Principle: Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Related SDG: 03 | Good health and well-being, 08 | Decent work and economic growth

GRI indicator: 403

Fight against corruption and bribery within the organization

Principle: Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Related SDG: 08 | Decent work and economic growth

GRI indicator: 102-16, 102-17, 205-1, 205-2, 205-3

Right to collective bargaining and respect for agreements

Principle: Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Related SDG: 08 | Decent work and economic growth

GRI indicator: 102-41

Work environment

Principle: Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Related SDG: 03 | Good health and well-being, 08 | Decent work and economic growth

Promote environmental awareness

Principle: Principle 7: Businesses should support a precautionary approach to environmental challenges.
Related SDG: 04 | Quality education, 12 | Responsible consumption and production

Insertion and accessibility of people with disabilities

Principle: Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.
Related SDG: 03 | Good health and well-being, 10 | Reduced inequalities
GRI indicator: 406

Training for employees in aspects of human rights

Principle: Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.
Related SDG: 04 | Quality education, 16 | Peace, justice and strong institutions
GRI indicator: 410, 412, 412-2

Supplier

Hire suppliers that meet CSR criteria

Principle: Principle 2: Businesses should make sure that they are not complicit in human rights abuses.
Related SDG: 17 | Partnerships, 08 | Decent work and economic growth

Customers

Long-lasting relationship with customers

Principle: Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Related SDG: 17 | Partnerships, 08 | Decent work and economic growth

Transparent information to customers

Principle: Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Related SDG: 08 | Decent work and economic growth

GRI indicator: 417

Resolution of incidents and customer satisfaction

Principle: Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Related SDG: 08 | Decent work and economic growth

Promotion of quality in the organization

Principle: Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Related SDG: 09 | Industry, innovation, and infrastructure, 12 | Responsible consumption and production

GRI indicator: 416

Partners

Transparency in the presentation of information

Principle: Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Related SDG: 16 | Peace, justice and strong institutions, 08 | Decent work and economic growth

GRI indicator: 205, 417

Environmental

Calculation and compensation of CO$_2$ emissions

Principle: Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.
Related SDG: 13 | Climate action
GRI indicator: 305-1, 305-2, 305-3

Knowledge of the organization environmental impact

Principle: Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.
Related SDG: 15 | Life on land, 14 | Life below water

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