



SUSTAINABILITY REPORT 2020



We are sustainable, we care

*We deeply believe in caring about the Planet, in fact we are sustainable from the very beginning.
And above all, we believe in childhood and social justice.*

CARTA DEL PRESIDENTE



2020 se recordará como el año en el que la población mundial se enfrentó a una pandemia histórica que cambiaría por completo el escenario laboral, económico y social.

Durante estos meses de incertidumbre y adaptación constante, hemos comprobado de primera mano que la globalización es una realidad que debemos tener en cuenta para seguir desarrollando sistemas de cooperación y escenarios eficientes, sostenibles y seguros a nivel internacional.

Como se ha evidenciado desde el inicio de la pandemia, la innovación tecnológica unida a la investigación científica, ambas a disposición de la población, son dos pilares sobre los que se fundamenta un futuro en el que los efectos causados por las diversas crisis que atravesamos se puedan paliar con garantías para todos.

Este Informe Integrado 2020 se publica en un momento crucial para la población; un momento que se define por la rapidez y operatividad de los sistemas de sanidad, trabajando con esfuerzo y compromiso para conseguir los índices de vacunación necesarios que aseguren a las comunidades de todo el mundo.

En ese sentido, es un motivo de orgullo exponer que Grupo Gransolar ha logrado adaptarse con éxito a esta crisis, dando respuesta a sus empleados, socios y clientes sin faltar a nuestra máxima: garantizar la excelencia profesional en todos los ámbitos de nuestro negocio.

No obstante, es importante no olvidar que la pandemia provocada por el virus Covid-19 no es la única crisis a la que debemos enfrentarnos como una comunidad global valiente, con conocimientos y voluntad por darles solución.

Nuestro compromiso con la sostenibilidad y la transición energética hacia modelos descarbonizados se une a nuestra solidez para adaptarnos a nuevos cambios, aportando nuestras capacidades técnicas y humanas en pos de una sociedad en la que todos formemos parte de la salvaguarda del planeta.



Domingo Vegas

Presidente del Consejo

CHAIRMANS LETTER



The year 2020 will be remembered as the one in which the world faced a historic pandemic that would completely alter our work, economic, and social structures.

Throughout these months of uncertainty and constant changes, we have seen first-hand that globalization is a reality we must take into account in order to continue to develop cooperation systems and efficient, sustainable, and safe scenarios at international level.

It became evident from the start of the pandemic that technological innovation and scientific research, both available to the population, are two pillars of a future in which the effects caused by the various crises we experience can be alleviated with guarantees for all.

This Consolidated Report 2020 sees the light at a crucial time for all of us—a time defined by the speed and operability of our strongly committed health systems, which are working hard to achieve vaccination levels that will ensure all communities around the world are safe.

In this sense, we take pride in the fact that Grupo Gransolar has successfully adapted to this crisis, responding to the needs of our employees, partners and clients, never faltering in our determination to pursue professional excellence in all areas of our business.

However, we should not forget that the pandemic caused by the COVID-19 virus is not the only crisis we must face as a courageous global community that has the knowledge and the will to find a solution.

Our commitment towards sustainability and a transition to low-carbon energy models combines with the soundness of our ability to adapt to new challenges, bringing in our technical and human capacity to build societies in which we all can contribute to safeguarding the planet.



Domingo Vegas

Chairman of the Board

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NON-FINANCIAL INFORMATION STATEMENT 2020

This document is an outline version of the Non-Financial Information Statement. Nondifference should appear between the two documents, but in the rare case of a difference, the text of the Non-Financial Information Statement included in the Spanish version of the Consolidated Directors' Report prevails.

Human Rights

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

The Group has a Code of Conduct that promotes the fulfillment of human and labor rights, committing to the application of regulations and good practices in terms of conditions of employment, health, and safety in the workplace.

This Code specifies different reporting channels for possible violations of human rights and, with the purpose of assuring the compliance of the ethics code, an Ethics Committee is composed:

- The President
- The Head of Human Resources
- The Quality Manager

Communications to this ethical channel, both inquiries and reports must be communicated through any of the following forms:

- Ordinary mail to the Headquarters address in Madrid
- Email
- Fax

Additionally, Gransolar is working on a Policy of respect for Human Rights and has acquired a strong commitment to its development and completion.

Moreover, during 2020 and 2019, after an investigation into the received cases through the different reporting channels, there hasn't been any confirmed case reports on matters as the violation of human rights or discrimination.

Principle 2: make sure that they are not complicit in human rights abuses.

In the Code of Conduct, there's a reference to the Group's commitment to face any sort of discrimination, forced labor and abolition of child labor which is directly addressed and explicitly explained in standard contracts the company makes with contractors and suppliers.

The Group demands all new significant suppliers to sign a "Suppliers Code of Conduct." The objective of said code is to procure and promote a professional, ethical, and responsible behavior from all supplies for the Gransolar Group companies in the development of their projects worldwide, aligned with the ethics and company culture established in the Group. Between these undertaken commitments from both parties, we highlight the following:

Implementation of the regulations and good practices in terms of employment conditions, health and safety in the job position, and acting in its professional relationships with employees with criteria of respect,

dignity, and justice, considering the different cultural sensibilities of each person and not tolerating any form of violence, harassment, abuse, or discrimination for any reason.

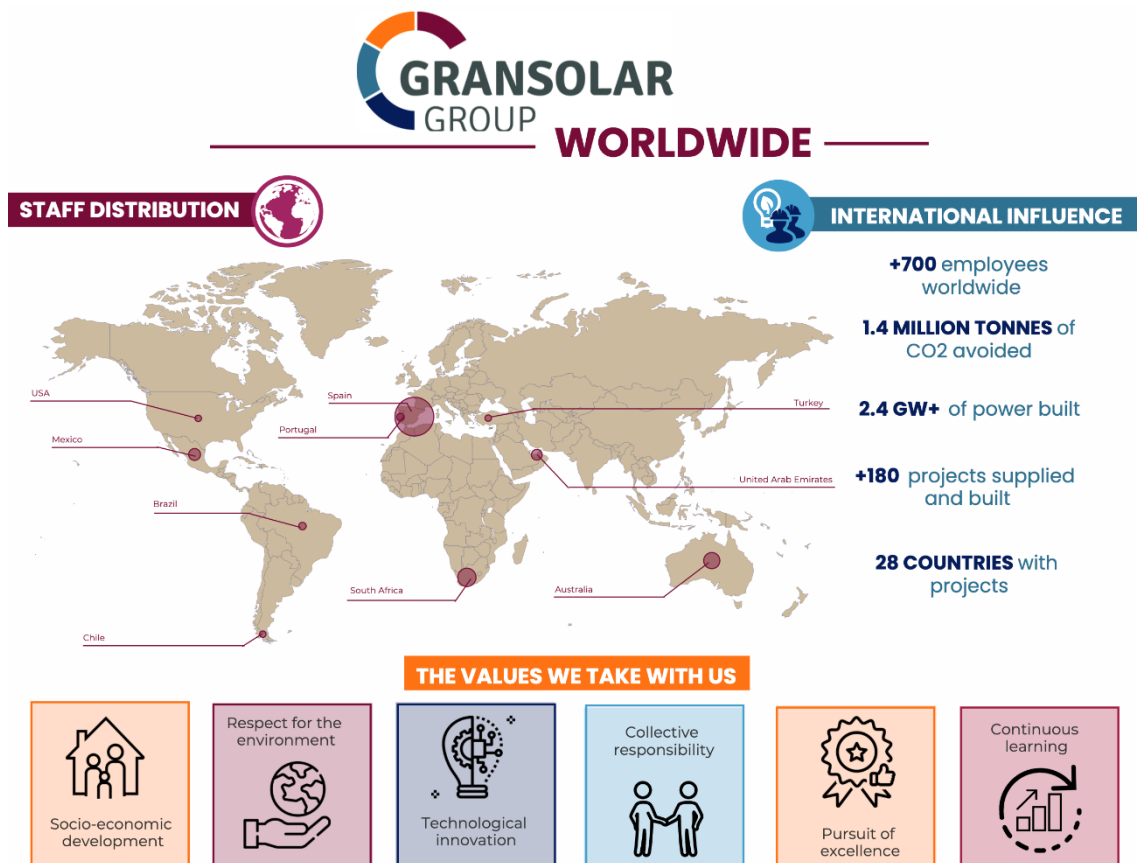
Finally, once the company has completed and finalized a project, Gransolar performs evaluations on suppliers worked with through a questionnaire system in which they must accredit certain circumstances.

Labour

Gransolar’s staff is spread out around the world, due to the large number of international projects it owns. The Group has an internal policy where it prioritizes subcontracting local services in the country where the project is being developed, thus promoting local hiring, even though it’s not formalized in any procedure.

During the pandemic, Gransolar Group has been able to expand its workforce by 23%, from 552 employees in 2019, to 677 in 2020, creating employment throughout in all the departments within its vertically integrated societies.

The total number and distribution of employees per country at the year’s closing is displayed below:



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

In terms of the promotion of precepts established by the ILO, the Group expresses its commitment to the respect of the freedom of the association and right to collective negotiation through collective bargaining agreements that apply.

Out of the whole Gransolar staff, 77% is covered by a collective agreement in 2020. Regardless, the company always meets all applicable legislations in the country where its present, whilst using Spanish standards as reference.

Principle 4: the elimination of all forms of forced and compulsory labour.

The Group is governed by the laws determined by each country where they have hired their workers. Regarding workers hired in Spain, which represent a 72% of the total, Gransolar follows the Spanish legal system.

In terms of the distribution of the workday, Gransolar grants its workers a criterion of flexibility in entry and exit for their distribution. For the office in Madrid and in Ingenia in Almeria, the schedule for entry is between 8 to 9 in the morning until 17:30 to 18:30 and on every Friday throughout the year an intensive workday takes place from 7:30 to 9 in the morning until 13:30 to 14:30, until completing the weekly 40 hours. Moreover, for the months of July and August, there's an intensive workday from Monday to Thursday from 8 to 15 and on Fridays as the rest of the year.

Currently the Group offers, apart from a flexible schedule, the measures collected in the Equality Plan, to facilitate family conciliation. Within the measures gathered for the Equality Plan, the Group offers unpaid permits for two months, various aids for the reincorporation to work life after maternity/paternity, and the possibility for its employees to enjoy their parental leave.

Additionally, Gransolar Group's employees receive social benefits such as medical insurance, life insurance and a flexible salary for nursery checks, restaurant tickets and transport tickets.

Principle 5: the effective abolition of child labour.

CSR Policy: Eradication of child labour.

Code of Conduct: The Gransolar Group is committed to respecting children's rights. We believe that all children have the right to a healthy and happy childhood, without being forced to work before they are ready to do so. All rights must apply to all children, without exception, and it is the state's obligation to take the necessary measures to protect children from all forms of discrimination. Once children reach the legal working age, Gransolar is committed to promoting access to employment opportunities.

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

The Group commits to a strict compliance with current legislation in accordance with the provisions of local law as a fundamental pillar for equal treatment in the workplace.

CSR policy: Non-discrimination based on race, nationality, social origin, age, gender, marital status, sexual orientation, ideology, political or union opinion, religion or any other personal, physical, or social condition.

Additionally, as a measure against all sorts of discrimination, the Group has established a Code of Conduct that addresses the topics of equality in treatment and in dignity for all forms of diversity.

The staff is composed of 677 employees at the end of the year in 2020 (552 in 2019), of which 165 are female and 512 are male (125 women and 427 men in 2019), which represents a 24% and a 76% respectively (23% and 77% in 2019) of the total number of employees.

Upon the principle of Integrity, Gransolar tries to include all minorities in its workforce, as well as complying with Spanish law on disability, the company counts on multiple employees with a handicap of 33% or more. Additionally, the company contributes to social initiatives that provide both employment and professional training for people with disabilities.

The Equality Plan: this Plan is a set of measures, adopted after having completed a diagnosis on the situation, tending to reach equality in treatment and opportunities between males and females, and to eliminate any sort of discrimination for any reason within the company:

- To eliminate any type of discrimination in terms of gender, respecting the individuality of all people and their cultures
- To modify any conduct based upon discriminative ideas, establishing an inclusive language and images in all workspaces.
- Equal opportunities for both genders
- To prevent situations of sexual harassment or of other sexual motives
- To improve personal, familiar, and professional conciliation
- To promote that Human Resources is a constant support for these goals, always focused on the search and development of the best professionals.

In response to the global issue of the gender wage gap, Gransolar is committed to pay an equal salary for work of equal value across all its companies and departments, always respecting each country's minimum interprofessional salaries, to never allow gender to be a roadblock to an employee's personal and professional growth.

The Group's remuneration policy promotes equal treatment between males and females, advocating for equal pay. The retribution model rewards the level of responsibility and professional trajectory, ensuring internal equity and external competition.

The salary model is materialized through two differentiated elements:

- A fixed salary, that considers the level of responsibility, the developed roles and the professional trajectory of each employee, the principles of internal equity and the market value for their function, being the most relevant for the overall compensation.
- A variable compensation which is associated to the different levels of the company, knowing that 6 levels exist which after 3 have a variable:
 - Level 3: 15%
 - Level 4: 20%
 - Level 5: 30%
 - Level 6: 40%

This means that approximately 21% of the total employees receive said variable according to their achievement of pre-established goals, divided by company, department, and personal goals.

On a yearly basis, the Group allocates a training budget for each of the companies and departments to take upon the completion of a training plan in accordance with the strategy and needs of the Organization and its employees. Among the objectives implemented by Gransolar Group on its training plan, we highlight:

- Improving the efficiency and efficacy of the organization through an adequate development of the people holding their job positions.
- Helping to face changes resulting from the evolution of the organization's surroundings or future projects.
- Promoting the personal development, motivation and professional enrichment of employees.
- Helping solve internal problems.

In 2020 a total of 32,311 hours of training for the Group's employees were held, of which included the launch of a leadership program "Extraordinary Leader," a program specifically aimed to improve the efficiency of leaders in order to improve business performance.

Gransolar bets on young talent and contributes with the following initiatives so they (participants) can gather the experience needed to end up as employees of the company.

"School of Talent"

In 2019 the Group launched a project called "Escuela de Talento," (School of Talent) which consisted of 6-month scholarships to train students in PLC programming, automation, and robotics. For the selection, many different filters took place consisting of the review of resumes, phone interviews and group dynamics.

After the success achieved through this program, the Group has decided to continue with this strong support for scholarships to guarantee a sustained growth in different departments by expanding and investing in the training and integration of young people in the job market.

By the closing of 2020, 20 interns studying a university degree were incorporated into the staff, between Madrid, Almería, and Valencia, with the idea of them acquiring more responsibility and functions to allow them to end up as employees of the company.

To this day, Gransolar Group has cooperation agreements with various universities in the Community of Madrid such as the: Polytechnic University of Madrid (UPM), Autonomic University of Madrid (UAM), Carlos III University of Madrid, Rey Juan Carlos University, Alcalá de Henares University (UAH), Complutense University of Madrid (UCM), University Center of Financial Studies (CUNEF) and the University of Burgos (UBu).

"Dual Professional Training Program"

Furthermore, as a company that bets on young talent, the Group decided to expand its search for talent and that's why it's the first year that it started working with the "Programa de FP Dual," (Dual Professional Training Program) a program consisting of a year of theoretical teaching and another of practical learning. The idea behind it is to adapt education with the demands of the market and the socioeconomic reality. For this, first-year students are participating in Economic-financing areas, Computing, Procurement, Digital Design, and Software.



IN FIGURES

GENDER EQUALITY

FROM 2019 TO 2020:

**32% GROWTH
IN FEMALE
WORKFORCE**

125 in 2019, 165 in 2020

CONTRACT MODALITIES

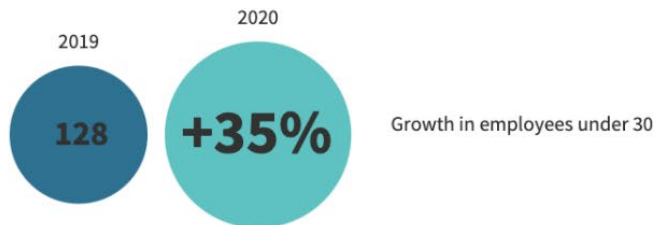
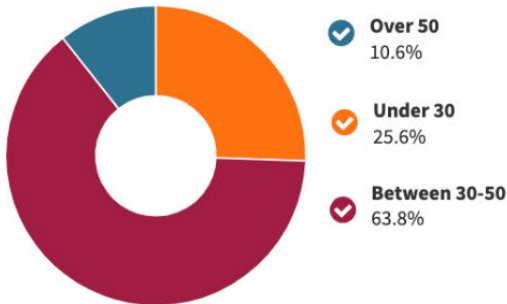


YOUNG TALENT

Gransolar Groups bets on young talent, participating in social initiatives for professional training for young people, collaborating with local universities and offering internships at the company.

YOUTH HIRINGS
**INCREASE
FROM 2019
TO 2020**

EMPLOYEES BY AGE



**+20
interns**

20 interns studying for a university degree were incorporated into the staff with the idea of them acquiring more responsibility and functions to allow them to end up as employees of the company.

SALARY MODEL

**~ 21% OF
EMPLOYEES
RECEIVE
REMUNERATIONS**

According to their achievement of pre-established goals, divided by company, department, and personal goals.

VARIABLES FOR COMPENSATION



Environment

Gransolar's activity is closely linked to the mitigation of climate change and its impact on the environment since its main activity is the development and construction of photovoltaic parks. The Group is aware that society nowadays has an increasing demand for a better quality of life and the conservation and preservation of the planet's many valuable natural resources, which is why it operates to guarantee reliable and quality work whilst acting conscientiously towards pollution prevention, resource optimization and energy efficiency.

The Group has a Quality and Environmental Policy that includes all the company's environmental prevention activities, these policies are shared with all third parties with whom the Group works with. The aim is to raise the awareness by making the policies known to suppliers, subcontractors, and clients. Moreover, Gransolar has implemented its own environmental management system in all the projects it's executing, extending it to subcontractors to ensure compliance with environmental requirements.

In addition, the Group is certified in ISO [9001](#) and [14001](#) in its main centers.

Gransolar also counts with an internal and a supplier Code of Conduct that establishes a scrupulous compliance with environmental legislation, as one of the main targets in the Group's social responsibility, of which all stakeholders should be part of:

- Commitment to protect and conserve the environment.
- Commitment to prevent contamination.
- Commitment to comply with the legislation applicable to the related activities.
- Application of the "3 R's" rule: reduce, recycle, and reuse.
- Responsible use of resources.
- Cooperation with the authorities and organizations in the development of the plans that are intended to protect the environment.
- Assessment of risks to the environment in all activities.
- Carrying out environmental improvement programs.

Principle 7: Businesses should support a precautionary approach to environmental challenges.

The Gransolar Group carries out a risk assessment for its environmental management system (risks associated with the establishment in other countries as legal, regulatory, commercial, and logistic, etc.) considering external and internal factors in the context of the organization, needs and stakeholder expectations, as well as other environmental issues, aspects and emergencies related to its activity. This analysis highlights the relevance of the specific environmental requirements where the construction activity takes place, which are agreed with the clients. In this type of activities, the signed contracts include clauses related to the guarantees that must be applied to prevent environmental risks or of measures set up to comply with environmental regulations established by the country where the activity is being carried out in.

As a first phase, the Group identifies the project requirements based on different factors: country, contract, specific environmental legislation and permits, studies, environmental impact statements, etc. Once all the requirements are identified, specific environmental monitoring plans are drawn up to ensure that all applicable requirements are included and considered during the construction phase with the objective of developing all requirements from an environmental point of view, that both Gransolar's own personnel and the subcontractors participating in the project, have the obligation to comply with.

The Group allocates different resources for environmental prevention. On one hand, Gransolar has hired its own staff that oversees the coordination of different actions and projects from an environmental point of view. This team is made of 6 people, distributed in different strategic locations inside the Group who coordinate these actions both nationally and internationally. On the other hand, to more specifically meet the environmental needs required in each project, there are subcontracted companies dedicated to this purpose that carry out direct actions in the locations where the Group operates, always under the coordination of Gransolar's internal team.

The Gransolar Group has an environmental management system, periodically reviewed by the Board, in which different environmental aspects are evaluated and through which compliance with environmental goals are monitored.

Principle 8: undertake initiatives to promote greater environmental responsibility.

In May 2017 an evaluation of the company's main offices was conducted and the BREEAM ES certification was obtained (Building Research Establishment Environmental Assessment Method). This certification evaluates and certifies the sustainability of existing buildings of non-residential use that are at least two years old. This guarantees a structure that's both safe and productive for its occupants as well as efficient in terms of the resources used; through a selection of tools and procedures that measure, evaluate, and ponder the level of sustainability of a building from its design stage, through to its construction and maintenance.

To obtain this accreditation, the following areas were evaluated:

- Management
- Health and Wellness
- Energy
- Transport
- Water
- Materials
- Waste
- Land use and Ecology
- Pollution and Innovation

The Group's strategy has focused fundamentally on the search of projects outside of Spain. Considering its experience in the international area, the environmental issues in any activity carried out in developing countries is a tremendously critical factor. For this reason, Gransolar is committed to reinforcing locally hired staff's awareness on environmental matters, to deepen the environmental component in the development-offer phase, as well as in the construction phase.

The impact of the Group's activity is not considered to be significant in terms of noise or light pollution, because the photovoltaic parks are located in isolated areas, the factories in industrial areas and the offices have no impact on this. However, these aspects are controlled and there is no record of any complaints or claims regarding these issues.

In its fight to prevent and reduce carbon emissions Gransolar has proposed energy optimization as an environmental objective.

During 2020 and 2019, a reduction in electricity consumption gases has been achieved - 8,650 kwh in 2020 and 1,388.9 kwh in 2019, which is equivalent to 361 tons of CO2 sent to the atmosphere in 2020 (569.5 tons in 2019). All of this is due to energy optimization measures implemented:

Measures
Use of natural light and rational use of lighting: awareness and sensibilization
Use illumination by areas
Installation of photosensitive cells
Installation of time switches
Installation of movement detectors
Renegotiation of contracted power
Buying efficient equipment with energy saving mode
Use of multiple power strips with switch and / or programmable plugs
Configure the energy saving mode of the equipment and manage its consumption

Gransolar carries out different actions with the aim of reducing greenhouse gas emissions:

- The use of electric vehicles to travel within the different factories.
- The rental fleet has hybrid vehicles.
- The Group's offices have printers with MyQ, which stores print requests and prints through a code. This action has meant a paper saving of 25%.
- The Headquarters car park has three electrical charging points, as an incentive for the purchase and use of electronic vehicles.
- The headquarters' building has lights with a motion detector.

The Gransolar Group maintains an environmental strategy based on the circular economy and responsible waste management (reuse, recovery and recycling of waste generated by the activity - offices, factories, or construction activities), with the firm purpose of a reduction of the possible negative impacts the activity could cause on the environment.

The Group has different operational controls for each of the centers for waste management, related, among others, to the management of hazardous and non-hazardous waste. Gransolar has various mitigation and control guidelines such as:

- Hazardous waste is not removed from the work / facility other than to be sent to a duly accredited Authorized Manager.
- The mixing of hazardous waste of a different nature is not allowed, and it will be mandatory to separate waste by type.
- The container and the waste dumping area must be marked on a mandatory basis.
- For waste of a hazardous nature, its storage deadline is 6 months, while for those of a non-hazardous nature the deadline will be a maximum of 2 years.
- In case of activities related to construction, waste management is the responsibility of the contractor and may be carried out in two ways, according to its nature and the volume generated:

- In a properly equipped and signposted storage area, or in independent containers for each fraction.
- Bulky waste (earth, rubble, ...) will be deposited directly on trucks for removal by an authorized manager and / or carrier.
- The abandonment, dumping, burning or uncontrolled disposal of hazardous waste is expressly prohibited.

Some specific measures are the reuse of pallets, recycling of paper, cardboard and toner and recovery of waste.

Gransolar promotes various initiatives to combat food waste in construction camps. In this sense and considering that most of the works are carried out in locations far from urban centers, the Group's philosophy allows workers to take advantage of leftover food and take it with them for their personal consumption.

The greatest impact on biodiversity is identified during the construction of photovoltaic solar plants.

Regarding the effect on the vegetation near the activity carried out by Gransolar, the following measures are proposed:

- Removal of the topsoil layer for its collection, conservation, and subsequent reuse in the areas to be revegetated.
- Revegetation of the lands cleared immediately after the work, in the most suitable sowing and / or planting period for each species.
- Establishment of good environmental practices aimed at minimizing the probability of fires, according to:
 - Removal of bulky pruning and cleaning remains to prevent fire risks.
 - Preventive maintenance of machinery, as well as a good use of it, avoiding the generation of sparks or flames.

On the other hand, the Group, depending on the project, establishes programs for the protection and conservation of wild fauna that is considered as the rescue, protection, and restoration of habitats of both flora and fauna, which may affect the development of its activities. To carry out these programs, the following activities presented below are carried out:

- Wildlife tracking and search activities are carried out prior to the start of site preparation activities, and during the period of operation of heavy machinery on site, as well as construction and assembly activities.
- And later, the activities of transport, relocation and release of fauna found during the search are carried out.

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Gransolar Group with its own activity promotes the production of renewable energies since its main activity is the development and construction of photovoltaic parks. Gransolar's role endorsing these technologies is closely linked to the mitigation of climate change and a reduction of the emissions of gases that cause the greenhouse effect.

Anti-Corruption

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

The Group is currently working on various policies such as a Crime Prevention Model (article 31bis of Penal Code), Donations and Sponsorships policy, Gift's acceptance policy, and a Relationships Procedure with Public Administrations, and holds a firm commitment for its developments and execution, as reflected on a signed statement from Gransolar's Board of Directors in December 2019.

However, the Group has a Code of Conduct focused on guaranteeing the fulfillment of the values that rule Gransolar, with the objective of maintaining integrity within the organization. The Code demands everyone affected by these rules to show a fair and honest behavior, which includes the ban of workers, contractors, or suppliers to give public officials any economic benefit under any pretext or circumstance.

Another measure established in the Code is that no employee in the Gransolar Group can offer, grant, request or accept, directly or indirectly, gifts or donations, favors or compensations, or any of its nature, from any authorities or officials.

There's no record of any reports on possible cases of corruption through our reports channel in 2020 (or in 2019).

Sustainable Development Goals

The Group's vision, in addition to providing economic value to their clients through the construction and management of solar photovoltaic installations, is to provide social and environmental value.

For this reason, the Group has a Corporate Social Responsibility Policy with the objective of maintaining a sustainable development growth, through one-time or permanent donations, solidarity as small as it may be, for an active and positive contribution to social development and the environment. Gransolar is committed to meet, in the following years, all 17 global goals, presented by world leaders in 2015.

During the years 2019 and 2020, the Group has achieved 13 of the 17 goals, and its purpose is to continue working on these during the following years. As evidence to this, is its continuous collaboration in various projects of different nature. Gransolar Group counts with a specific budget that is spent on Social Projects, as well as to contribute and help employees to do altruistic volunteering hours for different social causes.



SUSTAINABLE DEVELOPMENT GOALS

ZERO HUNGER

- Donation of food packs in South African districts;
- Buying monthly food baskets for Spanish Federation of Food Banks (FESBAL) to help various families;
- Donation to Cáritas Camargo (Mexican food bank).

QUALITY EDUCATION

- Collaboration with universities in different projects ("School of Talents", "Dual Professional Training Program", interns);
- Coruche Primary School;
- Awareness talks in primary schools about the environment and renewable energies;
- Educational Escape Room in Almería.

CLEAN WATER AND SANITATION

- Collaboration with Auara to provide the office with its sustainable water bottles;
- During the pandemic donation of water bottles for hospitals; Development of solar powered wells for Africa, to create easier access to clear water.

DECENT WORK AND ECONOMIC GROWTH

- Employees protected by collective agreements;
- During pandemic company continues its work and has a need to hire additional employees;
- Gransolar offers decent work established by different policies and the possibility for the growth and training.

REDUCED INEQUALITIES

- Equality Plan against gender and any sort of discrimination;
- Employees with 33% disability;
- Sponsorship of parathlete for Paris 2024 Olympics;
- Valencia Down Syndrome Foundation;
- Asindown;
- ADECCO;
- ASALSIDO (Down Syndrome Association of Almería).

CLIMATE ACTION

- Gransolar business model and activity;
- BREEAM ES certification;
- MITECO Carbon footprint certification;
- Group is certified in ISO 9001 and 14001;
- Suppliers' Code of Conduct that establish compliance with environmental legislation.



GOOD HEALTH AND WELL-BEING

- Promotion of good health and well-being in the workplace (medical insurance, life insurance, training on ergonomics and a flexible salary for nursery checks);
- During pandemic donation of masks to different elderly care centers;
- Different sports sponsorships to promote a healthy lifestyle among youth: DB Almería, CF El Progreso, Fundal Alcobendas Sports Foundation, Santander Rugby School;
- Donation to La Caixa child vaccination program;
- Collaboration with "El Sueño de Vicky" Foundation to finance children cancer research projects;
- SimpleFruit – collaboration to offer healthy food in the office;
- Purchase and distribution of kits with masks, visors, and hand-sanitizer to the employees;
- Healthy food vending machines;
- Computer donations to Sonrisas foundation to adapt them for the children with special needs;
- Donation to Coloso con Pies de Barro to fight against children abuse in sports.

GENDER EQUALITY

- Equality Plan to promote women's equal participation in decision-making;
- Maternal/Paternal leave;
- Protocol to prevent gender-based sexual harassment.

AFFORDABLE AND CLEAN ENERGY

- Gransolar business model and activity – construction of photovoltaic plants and promotion on renewable energy.

INDUSTRY, INNOVATION AND INFRASTRUCTURE

- Gransolar business model and activity – working on innovation in renewable energy and the storage of it.

SUSTAINABLE CITIES AND COMMUNITIES

- Gransolar business model and activity promotes sustainable cities and communities;
- Carsharing and smart shuttle project;
- Use of electric vehicles to travel within the different factories;
- The rental fleet that has hybrid vehicles;
- Headquarters' car park has three electrical charging points;
- Reinforcing locally hired staff's awareness on environmental matters.

LIFE ON LAND

- Gransolar business model and activity – working on innovation in renewable energy and the storage of it.

PARTNERSHIPS FOR THE GOALS

- Collaboration with Hurtaplas to aid the ALCLES (Association of the fight against leukemia and blood diseases);
- UNICEF (Christmas campaign);
- La Caixa (Cena con Alma);
- Bottle caps for a new life (SEUR foundation).

Covid-19 actions

Throughout 2020, because of the pandemic, it is necessary to recognize the Group's great adaptability skills, demonstrated when developing specific protocols which have allowed to minimize the risk of infection and have provided its workers a safe return to its offices. Since the 6th of March, before the Spanish government's declaration of the state of alarm, high-risk groups were identified within the company, and online platforms were set up to allow for these employees to work from home. The parking spaces freed by these employees were then raffled between workers with individual transportation which came to work in public transport, following guidelines from health authorities to commute on private vehicles.

During lockdown, employees were provided with masks, hand sanitizer, visors, etc. and employees' family members were offered to order COVID diagnostic tests through the company to obtain them at more affordable prices. Many initiatives took place within the Group's companies to "bring employees together" at a distance, to help with the loneliness many shared they were experiencing as a consequence of the pandemic. From advice to videos, it was clear to see how, in Gransolar, the first priority with safety is humanity.

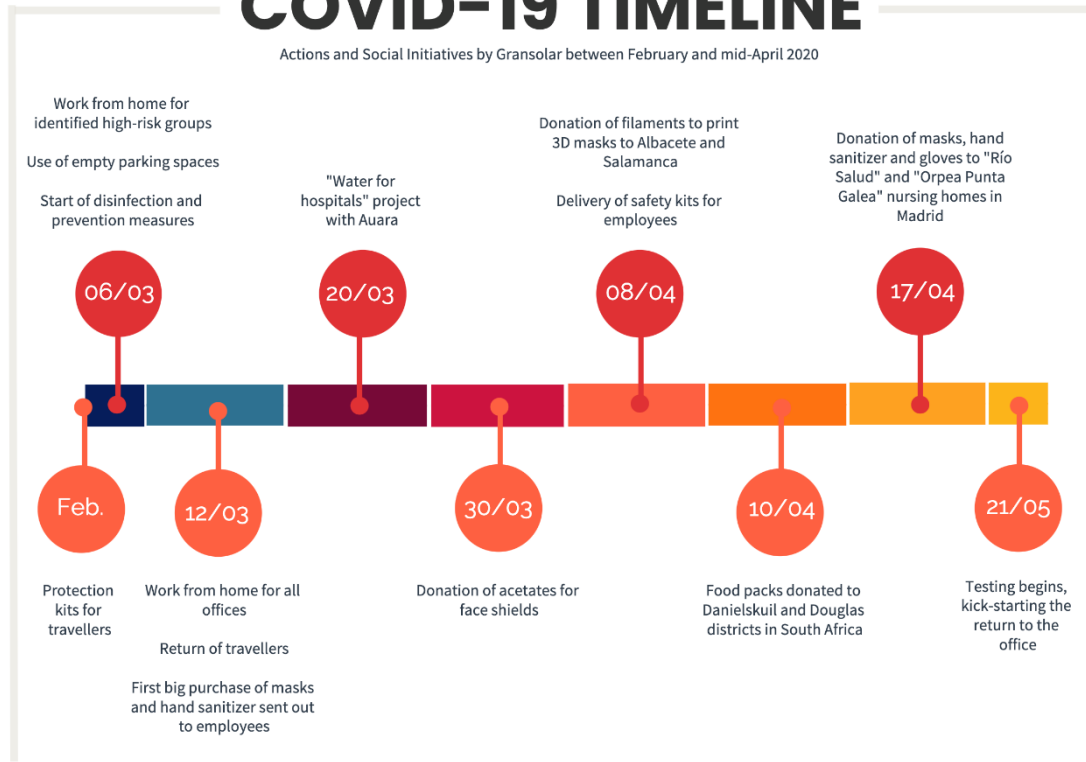
The de-escalation procedure to return to the office was carried out in the following way. Tests were performed on the entire workforce before returning to the office and a health questionnaire was sent out to identify high-risk groups. With the test results and the information gathered from the questionnaires, four groups were formed, where two, "infected or in quarantine and, is or lives with a member of the high-risk group," had to wait before returning to the office. The capacity of the office and its common areas was limited to 50% by following a weekly rotation system within teams. At arrival, all employees received a protection kit to guarantee the safety of all its workers which included: visors, masks, hand sanitizer, gloves and rings with a hook which avoided touching access points. The option to eat at home was facilitated in a way that employees could complete their remaining work hours from home through online work platforms. The office was prepped with methacrylate partitions between tables, thermometers, and night-time ozone. The use of PPEs was compulsory in all the office's spaces. Additionally, to ensure the continuous safety of all its workers, it was required for all employees to complete health questionnaires weekly.

The pandemic has also been a window of great dedication from all the Group's companies' social initiatives. Below is a timeline of the social initiatives the Gransolar Group participated in to support the national effort against COVID-19 in February and mid-April 2020 alone.



COVID-19 TIMELINE

Actions and Social Initiatives by Gransolar between February and mid-April 2020





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