Medio Ambiente

We support the Sustainable Development Goals

Leading the era of change

Sustainability report 2022 Executive Summary

Leaders generating value

FCC Medio Ambiente Iberia continues to be a **leader** in providing environmental services thanks to its commitment to **sustainability.** We understand **transformation** as a key tool for **achieving a more efficient, prosperous** and **inclusive environment.**

120 years
of experience and professionalism

Serving more than
32 million
people in
3,700 municipalities
in Spain and Portugal

€2,006.8 million
turnover

15.1%
growth
over the past three years

€306.4 million
in gross operating profit (EBITDA)

€8,258.3 million
in business portfolio

€8.6 million
invested in R&D&i
over the past two years

Green bond. Verification of the financing and refinancing of the total amount issued:
€1,100 million

Taxonomy. Results of the alignment
57.2% of total turnover
64.3% of CapEx
64.1% of OpEx

Key figures in 2022

FCC Medio Ambiente

Waste collection

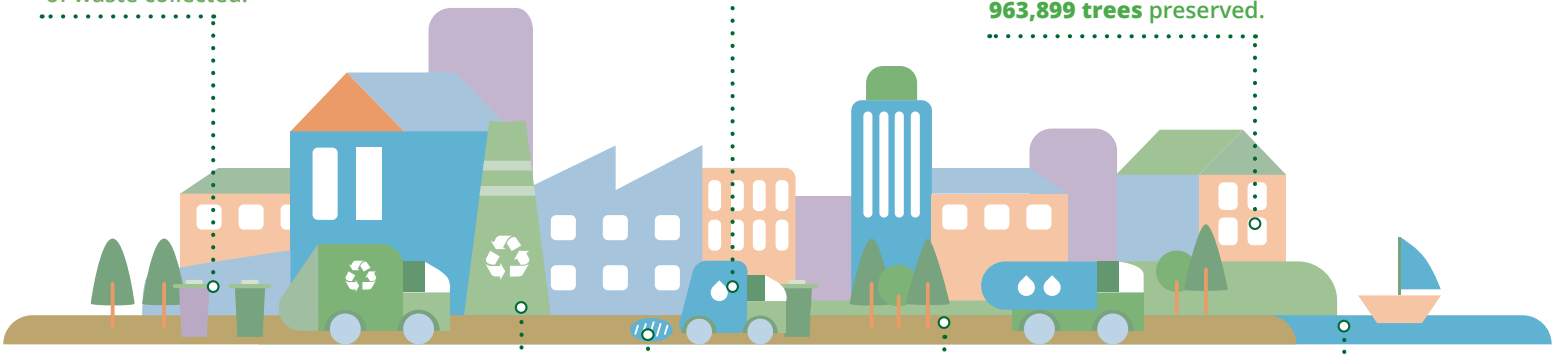
16.7 million people served across **2,152 municipalities.**
5.3 million tonnes of waste collected.

Street cleaning

12.7 million people served.
279 municipalities across Spain.

Garden maintenance

5.9 million people served across **65 municipalities.**
5,769 hectares of managed surface area.
58 hectares classified as special interest.
963,899 trees preserved.



Waste treatment

19.9 million people served across **2,566 municipalities.**
7.2 million tonnes of waste managed per year.

Sewerage system

4.4 million people served.
53 municipalities across Spain.

Beach cleaning

4.4 million people served across **104 municipalities. 1,503.3 km of coastline** managed.

FCC Ámbito

Waste treatment

6,779 customers served by **39 treatment centres** across Spain and Portugal.

FCC Environment Portugal

Urban services

0.8 million people served across **23 municipalities. 153,000 tonnes** of waste collected.

Our 2050 Sustainability Strategy

Four core areas guiding our efforts

1 Environment: circular economy, climate action and biodiversity protection

CIRCULAR ECONOMY
Achieving the EU's 2035 waste management targets

≥65% of **waste recovered**
≤10% of **deposited waste** in landfills

CLIMATE, ENERGY AND POLLUTION
Reducing GHG, pollution and noise emissions

Reduction of GHGs **-35%** period 2017-2030.
Climate neutrality by 2050
Vehicle fleet **100%** **ECO** or **Zero** by 2050

WATER
Addressing water stress by promoting efficient water use

From **alternative sources**: **50%** by 2030 | **100%** by 2050

BIODIVERSITY
Protecting natural capital in the performance of our activity

100% of **staff aware**

2 Social: human resources and society

STABLE EMPLOYMENT AND TALENT PROMOTION
Creating quality jobs to attract and retain talent

Pride and sense of belonging of the **human resources** with the company
Promotion and mobility internal, **national and international**
Increasing percentage of **new recruits of young** graduates

EQUAL OPPORTUNITIES
Promoting diversity, social inclusion and equality

Gender balance by 2050
Increase the volume and the activity of **inclusive employment**

SAFE AND HEALTHY BUSINESS
Ensuring safe working conditions and occupational health and well-being

Zero accidents have been serious or fatal
Period 2019-2050: **-50%** accident rates **-25%** sick leave rates

STRATEGIC PARTNERS
Generating unions, partnerships and alliances for sustainable service management

Forging new **public-private partnerships** linked to the SDGs

3 Excellence: smart management, Innovation and responsible value chain

RESPONSIBLE PROCUREMENT AND MANAGEMENT SYSTEMS
Being leaders in the implementation of systems, ensuring quality and transparency of the value chain

Digitalisation of management processes

Implementation of a responsible and **green procurement** innovative model

Certification/accreditation
according to new standards, specifications, protocols and regulations

INNOVATION
Maintaining our leadership in R&D&i

Investment **at least 1%** of turnover by 2050
FCC Medio Ambiente **awarded** for the **best innovative idea** at the **Smart City Awards** in Barcelona

SMART CITIES
Contributing to sustainable urban development through ICTs

100% **of services** under the in-house Smart Human & Environmental model

4 Governance: risk management, ethics and anti-corruption

RISK MANAGEMENT
Organisational resilience

Support with **contingency plans** emergencies

ETHICS AND ANTI-CORRUPTION
Leading the way in compliance with ethical principles and the fight against corruption

Certification of the **Compliance Model** pursuant to ISO 37301

A long-term strategic vision for a

GREENER, SMARTER WORLD THAT PLACES A PRIORITY ON WELL-BEING

Our environmental achievements

FCC Medio Ambiente Iberia invests in **R&D&i** with the aim of promoting the **green growth** of the communities in which it operates and reducing negative environmental effects.

Promoting circular economy

Renewal of membership to
the Circular Economy Pact

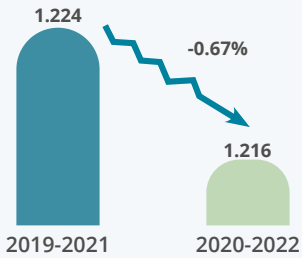
28.9% increased
in the retrieval of recoverable materials

Fighting climate change

3,333,990 tCO_2eq
avoided

FCC Medio Ambiente achieves the triple seal of the OECC for the third consecutive year

Changes in average intensity
(tCO_2e/thousands of euros) FCC Medio Ambiente

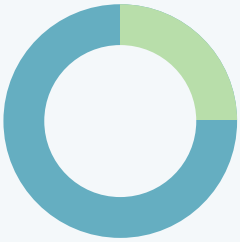


FCC Ámbito achieves double **Compensation Calculation seal** from the OECC for the first time

Achieving efficiency in the use of resources

35.3% increase
in **renewable energies consumption (2020-2022)**

25% of water consumption
covered by **alternative sources**



Protecting biodiversity

Over the past three years, a growth of
41.2% in the number of initiatives
for biodiversity protection

1st Spanish entity to obtain the
Q Turística certification

Partnership with
Bosques Sostenibles
in the **reforestation** of Mount Orzaduero (Ávila)

35% of the **108** coastal municipalities where we provide beach cleaning service
Blue Flag

Management of an exemplary team

FCC Medio Ambiente Iberia works to strengthen the **ethical framework** and **culture** of the organisation, **attract** and **retain talent,** take care of the **health** and **welfare** of the human team and ensure a **work environment without discrimination**, integrating **diversity** and **equality.**

Creating stable and quality employment

A team of
35,957 professionals,
7.6% more than in 2020

85.5% of the workforce
has a **permanent contract** and
79.8% full time

8,114 new hires

€1,166.5 million
between **salaries, wages and labour costs**

Fostering a safe and healthy organisational model

Certification
ISO 45001:2018 in **106**
companies in **Spain** and **Portugal**

28.7% reduction
in **frecuency rate** and
19.3% in **severity rate**
compared to 2019

Healthy Organisation Management System
Certification covering
87% of **employees**

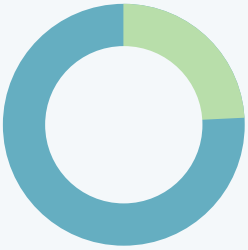
Encouranging talent as the driving force of development

62,743 participants
have received **490,917 hours**
of training over the past two years

€8.8 million
investment in training in this same period

Boosting equal opportunities

26.3% women
on staff
8.5% more
than in 2020



17.9% more women holding **senior** positions

5.3% of **employees** with **disabilities,**
30.2% higher than in 2020

654 students
benefited from
internships, scholarships
or **training contracts**
over the past three years

Cooperation with the community

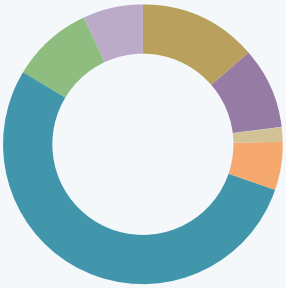
FCC Medio Ambiente Iberia promotes the **social and economic progress** of the **communities** in which it operates, implementing **sustainable actions** and signing **framework agreements** with various **institutions and associations** that make up the **network of partners.**

Connecting with society

€2.28 million
for implementing
824 sustainable initiatives

87,000 students
benefited from our participation in **educational tasks over the past two years**

Economic assesment of initiatives by recipient (2022)



- **13.7%** Associations, foundations, NGOs
- **9.5%** Public customers
- **0.1%** Private customers
- **1.5%** Disadvantaged groups
- **5.6%** Employees
- **53.4%** Citizens
- **9.3%** Environment
- **6.9%** Universities and training centres

Establishing partnerships for social inclusion

Inserta Programme
Fundación ONCE

Incorpora Programme
Obra Social La Caixa

Integra Programme
Fundación Integra

989 people
have benefited from these 3 programmes over the **past three years**

65% of **initiatives**
focused on
social action
through collaboration with a large **network of leading sustainability organisations**

Receiving recognition from the community

Equality Distinction
awarded by the **Ministry of Equality**

Award recipient in the **17th edition** of the
Sustainable City Awards

ie-Urban
recognised as
Ecological Industrial Vehicle of the Year
in Spain in the
National Transportation Awards

Our employees
recognised internally for their **innovative ideas.**
Avanza Awards

Ethics, compliance and excellence

FCC Medio Ambiente Iberia maintains the highest standards of **operational excellence** throughout the entire **value chain**, and applies the **principles** set out in the **Code of Ethics and Conduct** and in the rest of the FCC Group's **regulatory block.**

MISSION: what we do

Design, deliver and manage environmental services efficiently and sustainably to satisfy the requirements and needs of our clients and contribute to the sustainable development of the communities where we operate with the aim of **improving the lives of citizens**.

VISION: what we want to become

Exist as a **benchmark in environmental services** by offering **global and innovative solutions** for efficient resource management, while contributing to improving the quality of life of citizens and the sustainable progress of society.

VALUES: our identity

In addition to the leadership position in the different activities, the **FCC Group** has adopted certain unwavering behavioural guidelines that are vital for **FCC Medio Ambiente Iberia** to operate successfully in a sustainable and responsible manner.

Defending ethics and integrity

Compliance Committee
and Compliance Officer

16,035 participants
trained in the
Code of Ethics and Conduct,
CSR, diversity, prevention of harassment and compliance in the **past two years**

Guaranteeing excellence and innovation in the value chain

68% of turnover certified under standard ISO 9001

Green procurement: 24%
of **industrial vehicles** powered by **alternative energies**

36% of energy **consumption** comes from **renewable sources**

7 R&D&i projects
with European partnerships

Sustainability Action Plans

End of the 2020-2022 Plan

- Goals achieved: 79.2%
- Goals progressing positively: 9.4%
- Goals not achieved: 11.3%

New 2023-2026 Plan

17 strategic objectives	176 measures	282 monitoring indicators
5 ENVIRONMENT	71 ENVIRONMENT	124 ENVIRONMENT
6 SOCIAL	66 SOCIAL	96 SOCIAL
4 EXCELLENCE	25 EXCELLENCE	39 EXCELLENCE
2 GOVERNANCE	14 GOVERNANCE	23 GOVERNANCE

Medio Ambiente

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