Medio Ambiente

We support the Sustainable Development Goals

Leading the era of change

2021-2022 sustainability report

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Presentation of the report

In this report, **FCC Environment Iberia**[1] presents the progress it has made over the past two years[2] in relation to **sustainability** and well as its progress in pursuing the **Sustainable Development Goals** (SDGs) of the 2030 Agenda. These achievements have been secured following the implementation of an economic, social and environmental **management model that pursues** the **transformation** of the **communities** to which it provides its services in **sustainable, resilient, efficient and socially-inclusive cities.**

The organisation also reflects its **new commitments** for action in the **medium and long term,** set out in its **2023-2026 Action Plan,** which is framed under the **2050 Sustainability Strategy** presented two years ago. It is worth noting that both the **Strategy** and the **Action Plan** are **aligned** with the **SDGs** that we consider a **priority** in the performance of our duties.

Encompassing all **FCC Medio Ambiente Iberia** companies, this **biennial report** has been drawn up in accordance with the requirements and principles established by the essential option of the Global Reporting Initiative Standards **(GRI Standards)**. An independent third party has **verified** the document to ensure the **quality and transparency** of the **information** herein.

The **subjects and content** published in this report were **selected** based on the results of the 2022 **materiality analysis**, which appear in **chapter 9, About this report.**

The **economic and social data** included in this document reflect the main figures according to the **consolidation principle** that the **FCC Group**[3] applies to the companies included in **FCC Medio Ambiente Iberia,** while **environmental data** refer to the information on the activities provided by these companies, within the scope of the contracts over which we have **operational control.** Indicators with no specified reporting year refer to 2022.

The Sustainability Report is available at the FCC Medio Ambiente *website*: **www.fccma.com**

Contact:

FCC Medio Ambiente
Management Systems Department Management
Francisco José Huete Arroyo
Avda. Camino de Santiago, 40 (28050, Madrid)
Telephone: +34 91 757 41 33
FJHuete@fcc.es

(1) FCC Medio Ambiente Iberia supplies end-to-end recycling and waste management environmental services to councils, industry and commerce, in Spain and Portugal. It forms part of FCC Servicios Medio Ambiente Holding, S.A.U. in the FCC Group.
(2) **2021-2022. Base year = 2020.**
(3) The FCC Group is present in the environmental services, end-to-end water management, infrastructure, cement and real estate management services.

1 Message from the Managing Director

Once again, I would like to take this opportunity to express my thanks to the **wonderful team** of **36,000 professionals** that make up **FCC Medio Ambiente Iberia,** for the **support, efforts, involvement and dedication** shown, in particular against the complex backdrop marked by the **geopolitical tensions,** the **energy and food crisis** and the **impact of COVID-19.**

Thanks to our ability to **foresee, adapt and transform,** as we have demonstrated throughout our **120-year history,** we have known how to confront the **new challenges we face** and continue working towards achieving the **17 Sustainable Development Goals** (SDGs) of the **2030 Agenda.** It is important for us to recognise that **time is of the essence:** we have less than a decade left to achieve the goals defined.

In 2021, we presented the **FCC Medio Ambiente Iberia 2050 Sustainability Strategy**, which has represented a milestone in the history of our organisation, as it will guide the way in which we go about our business over the next thirty years. It sets out very demanding, high added value **goals** for the **organisation** and **society** as a whole. It defined **four cornerstones** of sustainable management: **Environment, Social, Excellence and Governance**, as we describe throughout this report.

We also reflect on the **progress** made with the **2020-2022 Action Plan** and the main **challenges** identified in the new **2023-2026 Sustainability Action Plan,** pursuant to the principles set out in the **2050 Sustainability Strategy** and the **global challenges** we face on the way to **achieving the SDGs.** Here is a summary of some of the **milestones achieved** during this period.

Firstly, and despite the global economic crisis, it is worth highlighting the **growth** of FCC Medio Ambiente Iberia's **annual turnover**, which reached **€2,006.8 million** in 2022, an **increase of 15%** over the **2020** figure. The **gross operating profit of €306.4 million** is equivalent to a margin of **15.3%.** The service **backlog** amounted to **€8,258.3 million.** It is worth remembering that, in 2019, FCC Servicios Medio Ambiente Holding, S.A.U.[4] very successfully embarked upon the **issuance of green bonds for the sum of €1.1 billion, divided into two tranches:** one worth €600 million, maturing in 2023; and another worth €500 million, maturing in 2027.

The **EU Taxonomy** is the cornerstone of its **sustainable financing framework,** as well as an important tool in terms of market transparency that helps guide investments to the economic activities that are most necessary for the ecological transition. Pursuant to the reporting requirements, we have analysed the **proportion of eligible economic activities**and, where appropriate, **aligned and non-aligned activities** as regards the **aims of mitigating and adapting to climate change.** The outcome for FCC Medio Ambiente Iberia has been the **alignment** of **57.2%** of **total revenue, 64.3%** of **CapEx** and **64.1%** of **OpEx.**

At FCC Medio Ambiente Iberia, **service excellence** is a cornerstone **of the strategy** that benefits its entire **value chain:** customers, suppliers and employees, as well as **citizens as a whole.** The constant concern for ensuring the satisfaction of our**stakeholders** and **improving performance** has seen us implement and certify management systems since 1997. In 2022, we celebrated the 25th anniversary of our ISO 9001 **quality certification**.

We remain **leaders in the provision of environmental services.** The implementation of a variety of initiatives has allowed us to achieve **important achievements** in relation to **circular economy, climate action, efficient management of water resources, protection of ecosystems and their biodiversity and the reduction of pollution.**

We promote the **circular economy** through the development of innovative projects related to the revaluation process, such as the **recovery** and **harnessing** of **film and multilayer plastics, critical raw materials**or the **production** of **biomethane** from landfill biogas for use as **vehicle fuel.**

In terms of **combatting climate change,** we continue to make progress with the **decarbonisation of activities**, highlighting, to this end, the efforts made to **increase** the **percentage** of **ecological vehicles** in our vehicle fleet, fomenting the use of **renewable energy,** the **degasification** of **landfills** as well as **improvements** to waste treatment **facilities**. To this end, it is worth noting that, for the third consecutive year, we have been awarded the **Calculate-Reduce-Compensate certification,** awarded by the Spanish Office for Climate Change to FCC Medio Ambiente. In addition, **FCC Ámbito** has received the **Calculation-Compensation certification for the first time.** Our long-term goal is to achieve **carbon neutrality** by **2050.**

We have also reduced **water consumption** at our facilities and in the provision of services.

We have continued to integrate **biodiversity protection** as a key factor in the sustainability of our activities.

Sustainable innovation forms part of the company's **DNA**, which has dedicated more than **50 years** to developing **electric mobility.** One of our**key R&D&i projects, ie-Urban,** a **100% electric chassis-platform** for **heavy-goods vehicles** used in urban services, is now a reality in cities like **Madrid, Barcelona and Zaragoza.** In recent years, the company has continued to innovate in the field of **hydrogen** powered**sustainable mobility.** FCC Medio Ambiente has been awarded subsidies by the **Centre for Industrial Technological Development** (CDTI) as part of the project entitled "**Research and Development of a New Heavy Goods Vehicle for Urban Service Applications with Hydrogen Powered Hybrid Battery-Fuel Cell Technology (H2TRUCK)**".

As regards the strategy's **social pillar**, we continue to work on strengthening the **ethical framework,** supporting the company's **common culture**, promoting **talent** as the **driver of development** and promoting a **safe work environment,** a **healthy organisational model** and **staff well-being.** We also strive to ensure that our team is **diverse, integrative, equal and inclusive,** as well as for promoting **transparency, communication and dialogue with our stakeholders.** Finally, I must place emphasis on the establishment of **different partnerships** with organisations to promote the **social and workplace inclusion of vulnerable groups.**

In short, only by **leading the era of change** will it be possible for us to transform the present into a brighter future.

Jorge Payet
Managing Director
FCC Medio Ambiente Iberia

(4) FCC Medio Ambiente Iberia forms part of FCC Servicios Medio Ambiente Holding, S.A.U.

2

Generating value

1. An organisation that consolidates its leadership
2. A sector with stability and development opportunities
3. Green bond issuance
4. Sustainable finance taxonomy
5. 2021–2022 milestones

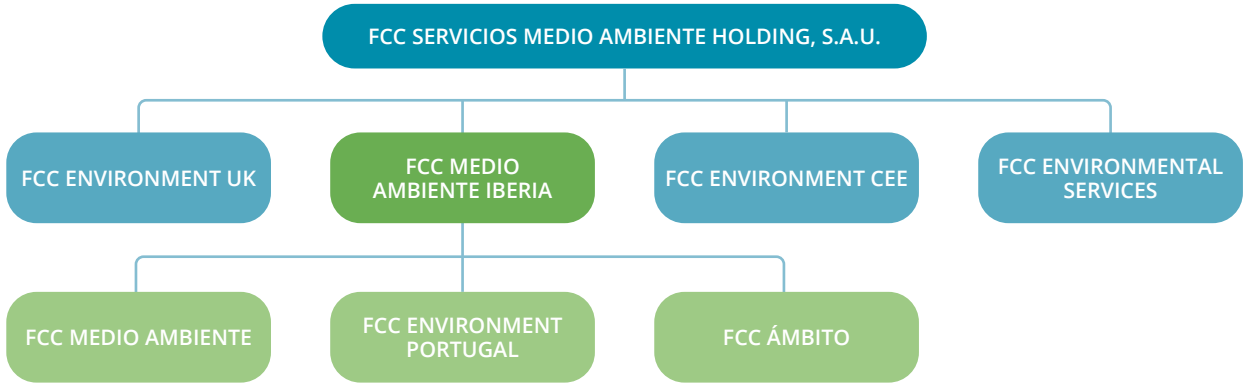
1. An organisation that consolidates its leadership

FCC Servicios Medio Ambiente Holding, S.A.U, the company through which the Environmental Services Department performs its activities is divided into four geographical divisions:

- **Iberia:** FCC Medio Ambiente España, FCC Environment Portugal and Ámbito (Industrial Waste), **addressed in this report.**
- **United Kingdom:** FCC Environment UK.
- **Central and Eastern Europe:** FCC Environment CEE.
- **United States:** FCC Environmental Services.

FCC Medio Ambiente Iberia, which accounts for **23.4%** of the **FCC Group**'s **EBITDA,** provides environmental services to almost **3,700 municipalities in Spain and Portugal** (FCC Environment), serving a population of more than **32 million residents** in the form of services including but not limited to street cleaning, collection and transportation activities, waste treatment and disposal, the maintenance of green areas, the maintenance of sewage networks, beach cleaning and energy efficiency services.

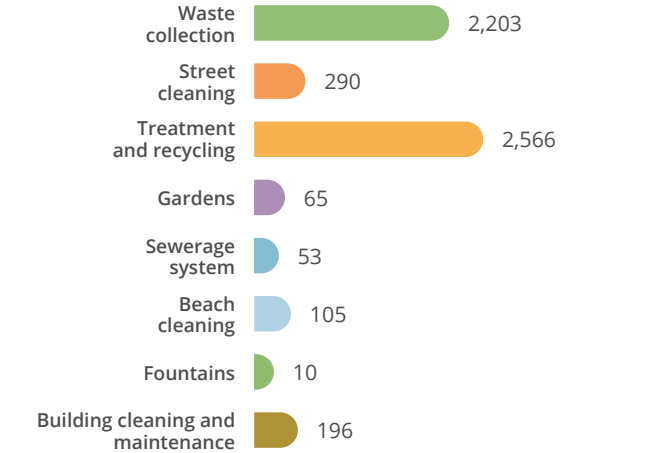
Business structure



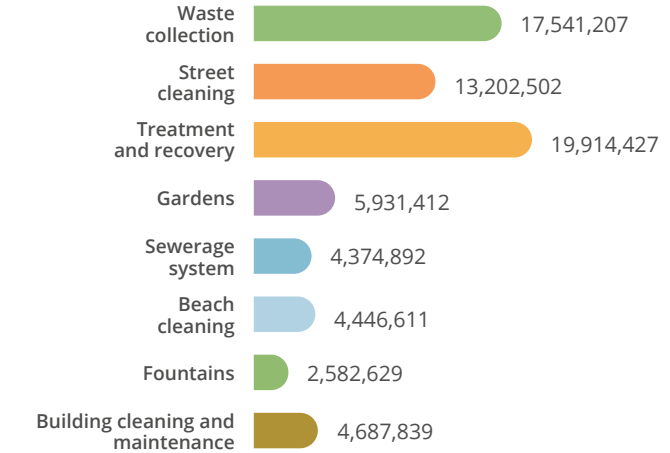
In 2022, the organisation handled **11.6 million tonnes of solid waste** thanks to the **professionalism** of a **team** made up of **35,957 employees.**

Thanks to a **regionalised commercial structure,** distributed across **21 local offices,** FCC Medio Ambiente Iberia offers its customers **local services** that are tailored to the needs of the communities in every part of Spain.

Municipalities served in 2022



Residents served in 2022



Commercial structure of FCC Medio Ambiente Iberia

FCC MEDIO AMBIENTE IBERIA CORPORATE

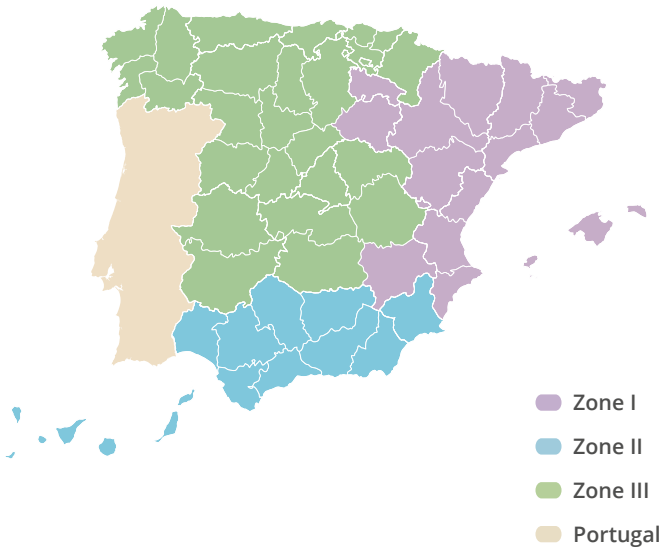
- **Zone I**
  - Del. Aragon-La Rioja
  - Del. Barcelona Capital and the Balearic Islands
  - Del. Catalonia I
  - Del. Catalonia II
  - Del. East I
  - Del. East II
- **Zone II**
  - Del. Andalusia I
  - Del. Andalusia II
  - Del. Canary Islands
  - Del. Murcia and Almería
  - Del. RI. East
  - Del. RI North
  - Del. RI West
  - Del. RI South
- **Zone III**
  - Del. Castilla-León
  - Del. Centre
  - Del. Northwest
  - Del. Guipuzcoa – Navarre
  - Del. Madrid
  - Del. Biscay
- **Portugal**
- **Central Services**
  - Systems and IT Department
  - Department of Studies and Contracting
  - Machinery Department
  - Management Systems Dept.
  - Development, Communications and Institutional Relations
  - Technical Management Soils

The Industrial Waste Local Offices report to Zone II, although their geographical distribution is not as reflected on the map.
In Portugal, urban services are provided and industrial waste operations are performed with ECODEAL.

FCC SERVICIOS MEDIOAMBIENTALES

- Economics and Finance
- Legal Advice Department
- Human Resources
  - Selection, Training and Development Department
  - SAP Incorpora Reporting and Admin Dept.
  - Structural Admin. Labour Relations Department
- Purchasing
- Compliance

FCC Environment Iberia serves a population of well over **32 million people.**



Operating in **3,700 municipalities** in Spain and Portugal.

Key figures in 2022

FCC Medio Ambiente

Waste collection

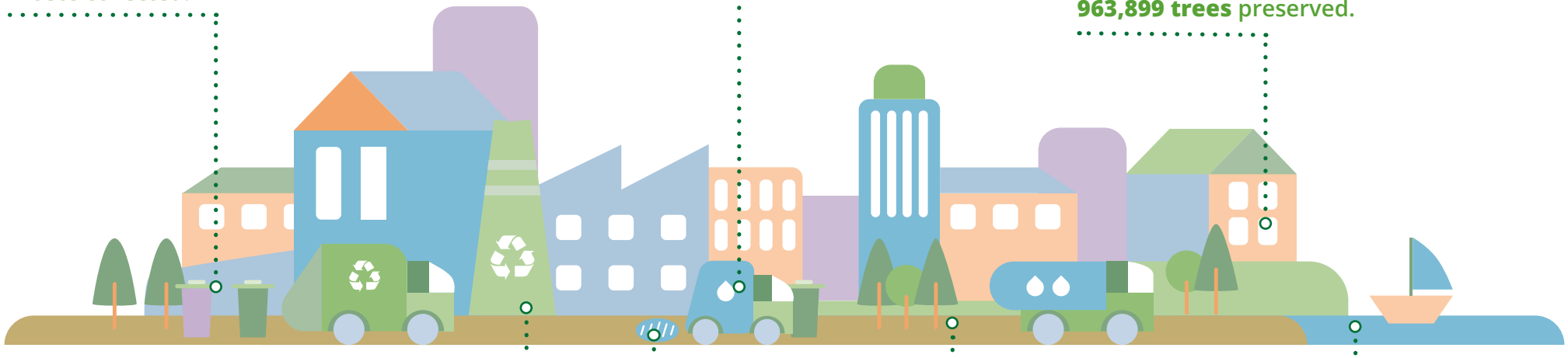
16.7 million people served across **2,152 municipalities.**
5.3 million tonnes of waste collected.

Street cleaning

12.7 million inhabitants 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 inhabitants 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** distributed across Spain and Portugal.

FCC Environment Portugal

Urban services

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

2. A sector with stability and development opportunities

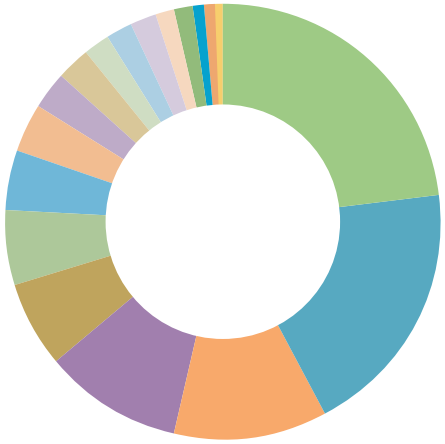
FCC Medio Ambiente Iberia has responded to the **challenges** posed by the pandemic and the war in Ukraine, developing its business pursuing a strategy of **cost optimisation,** helping us to beat even the **excellent performance** we saw the previous year.

In 2022, we secured **contracts worth €3,855.3 million** and a backlog worth €8,258.3 million, breaking records thanks to the **renewal of core contracts** including the contract in **Zaragoza**, where the company has provided services on an uninterrupted basis since 1941; waste collection in **Madrid** (west), where it has been present since 1940; **Vigo,** where the company has provided services since 1989; and **Salamanca,** where it has accompanied citizens since 1975.

Annual turnover came to **€2,006.8 million,** up by 7.08% compared to 2021. The **gross operating income** grew by 7.57% to **€306.4 million,** while **pre-tax profit** increased by 2.76% to **€184 million.** Against this backdrop, the company has continued to develop its **2050 Sustainability Strategy**, achieving commitments established in the first interval of the plan and as reflected in the **2020-2022 Action Plan.**

The investment made in R&D&i in 2022 stood at **€4.08 million, up by 8.35% on 2021.**

2022 Turnover - Geographical location



- **23.1%** Catalonia
- **19.2%** Community of Madrid
- **11.6%** Valencia
- **10.3%** Andalusia
- **6.2%** Basque Country
- **5.6%** Aragon
- **4.4%** Canary Islands
- **3.6%** Castilla-León
- **2.9%** Galicia
- **2.5%** Murcia
- **2.0%** Asturias
- **2.0%** Navarre
- **1.7%** Balearic Islands
- **1.6%** Portugal
- **1.3%** Extremadura
- **0.8%** Castilla La Mancha
- **0.7%** La Rioja
- **0.6%** Cantabria

During 2022, several **100% electric collection and cleaning devices** developed by the company were commissioned; the company continues to perform research both in the field of vehicles using **renewable energy** as in projects that promote the **circular economy** or in **information and communication technology** applied to services. The development milestones of the **hydrogen-powered hybrid battery-fuel cell technology chassis-platform project (H2TRUCK),** have also been met, which received recognition in the form of financial support from the Centre for Industrial Technological Development (CDTI) as part of the **Recovery, Transformation and Resilience Plan for Spain.**

The characterisation of the fuel cell to be installed on the truck on the test bench at the **National Hydrogen Centre** (CNH2) located in Puertollano (Ciudad Real, Spain) is worth particular mention, as is the study and definition of dynamic, structural and regulatory requirements and the **mobile hydrogen compression station** propulsion system that will allow the prototype vehicle to refuel and be tested at any location.

In 2023, FCC Medio Ambiente Iberia will focus on the**tenders** being held in **Spain and Portugal** to develop infrastructures that make it possible to meet the demanding European Union's **recycling and landfill diversion objectives** as well as the implementation of the **separate collection of the organic matter.**

Industrial Waste activity will continue to influence the efficiency of operations and the growth of activity. The incorporation of **new technologies** will enable FCC Ámbito to gain a foothold in the waste recycling and revaluation markets, positioning itself as a **key player in the circular economy.**

The **environmental services market in Portugal,** continues to **make strong progress**, securing a new contract in the Azores to serve the municipalities of Ponta Delgada, Vila Franca do Campo, Ribeira Grande and Lagoa.

Amendments to waste management master plans in various autonomous communities and large city councils to adapt to the European Union's recycling and landfill diversion objectives for 2030-2035 and the implementation of the **social model of the circular economy** continue to be a **source of business opportunities.**

The **European Union's carbon neutrality target**, the **Spanish Decarbonisation Strategy** and the **Climate Change and Energy Transition Act** also bring **business opportunities** in terms of the impact of waste treatment activities on the inventory of greenhouse gas emissions (carbon footprint).

The **Next Generation European funds** awarded in the framework of Spain's Recovery, Transformation and Resilience Plan (PRTRE), despite being released slower than expected, continue to represent an important pillar for the development of Spain and the sector, in which FCC Medio Ambiente Iberia will serve its customers, providing value and know-how in addressing their future plans.

The following can be highlighted among the foreseeable **lines of aid** within the framework of our sector:

1. **Separate bio-waste collection** and improvement of other forms of collection.

2. **Construction of treatment plants for** separately collected bio-waste.

3. Construction of **new facilities for preparing and recovering other** separately collected waste.

4. Investments in **collection facilities, green points, triage and treatment of residential** and other waste types.

3. Green bond issuance

In relation to sustainable finance, which has assumed a critical role in promoting initiatives to mitigate the devastating effects of the climate crisis, particular mention must be made of the **green bonds,** a type of environmentally responsible financing used by public and private institutions. Green bonds have made it possible to finance or refinance green projects in areas such as responsible waste management, clean transportation, renewable energy or energy efficiency.

In November 2019, FCC Servicios Medio Ambiente Holding, S.A.U. published its framework for the issuance of sustainable bonds, linked to the United Nations Sustainable Development Goals (SDGs). Days later, the company issued its first green bond, worth a total of **€1.1 billion,** divided into two tranches: one worth **€600 million, maturing in 2023** and another worth **€500 million, maturing in 2027.**

In 2022, the company DNV GL Business Assurance España, S.L. (DNV GL) performed the **third external audit of the Green Bond annual report** issued by FCC Servicios Medio Ambiente Holding, S.A.U.[5], on the use of the Bond funds as at 31 December 2021. It confirmed the **financing and refinancing of projects and assets** for a total value of the green bond issued coming to **€1.1 billion** in **2019, 2020 and 2021.**

These investments generated important **environmental benefits** in the communities in which FCC Servicios Medio Ambiente operates as well as **preventing the release of more than 6.3 million tonnes of CO_2eq.** of greenhouse gases (GHG).

Distribution of eligible divisions by category in 2021

Activity	Category	Investment (€M)	%
Waste processing	Prevention and control of pollution	46.04	62%
Energy recovery	Prevention and control of pollution	28.61	38%
Total		**74.65**	

(5) FCC Medio Ambiente S.A.U. becomes part of FCC Servicios Medio Ambiente Holding, S.A.U.

Distribution of eligible divisions by category in 2020

Activity	Category	Investment (€M)	%
Prevention and control of pollution	7, 11, 12, 13	191	94.86%
Energy efficiency	7	0.63	0.31%
Clean transport	9, 11, 13	8.38	4.16%
Biodiversity protection	15	1.33	0.66%
Total		**201.34**	

Distribution of eligible divisions by category in 2019

Activity	Category	Investment (€M)	%
Prevention and control of pollution	7, 11, 12, 13	744.52	90.35%
Energy efficiency	7	11.72	1.42%
Clean transport	9, 11, 13	60.40	7.33%
Biodiversity protection	15	7.37	0.89%
Total		**824.01**	

4. Sustainable finance taxonomy

As part of the decarbonisation strategy of the European Union's current economic model, the **Taxonomy** emerges as a **common language and tool** for classifying sustainable activities to encourage investors, companies, administrations and other stakeholders to **redirect capital flows towards more sustainable technologies and businesses.** This will help to meet the objectives of the Paris Agreement and the UN Sustainable Development Goals.

Pursuant to the reporting requirements of the **Taxonomy Regulation (EU) 2020/852**, the FCC Group and its business areas have analysed the **proportion of its economic activities that are eligible**, and where applicable **aligned and non-aligned**, and ineligible by Environmental Taxonomy, in terms of **turnover, CapEx and OpEx** relative to 2022, for the **Climate Change Mitigation and Adaptation targets.** In reporting this information, consideration has been given to **Delegated Regulation (EU) 2021/2178** implementing Article 8 of the Taxonomy Regulations.

A specific **Taxonomy and Sustainable Finance Working Group** was created for this purpose, comprising **Economic and Financial Division and the Compliance and Sustainability Division**, with support from the various management bodies of the **Group businesses** and the **heads of Environment and Quality.**

The **FCC Group** first reported the **proportion of its economic activities that were eligible and ineligible** for Taxonomy under the terms of Regulation (EU) 2020/852 in **2021**. In 2022, the FCC Group conducted an **extensive revision thereof.**

As a result of the regulatory advances seen in 2022, the different activities performed by each of the businesses that form part of the Group have been subject to individual analysis to adjust this exercise. At the same time, we have expanded on this exercise by **quantifying aligned and non-aligned activities** within the activities considered eligible.

Results of the **alignment: 57.2%** of total billing, **64.3%** of **CapEx** and **64.1%** of **OpEx.**

It is essential to differentiate between the following concepts when carrying out this task:

- An activity is assumed to be **eligible** if it is included in the descriptive taxonomic activities listed in the Regulation itself, considered to have the potential to contribute substantially to one or more of the environmental objectives set out in Article 9 of the Regulation, and which is demonstrated through the analysis of the alignment of eligible activities.
- Activities previously deemed eligible are considered to be aligned with the Taxonomy if the activity meets the **criteria for substantial contribution** (SCC), **does no significant harm to other environmental objectives** (DNSH) and complies with **minimum social safeguards.**
- Finally, an economic activity not identified by the EU Taxonomy would be an **ineligible activity** and therefore no criteria are available for it, either because it has no potential to make a substantial contribution to climate change Mitigation and Adaptation or because it could be included in the future EU Taxonomy Regulation.

In order to meet the **taxonomy requirements** during 2022, **FCC Medio Ambiente Iberia** has assessed compliance with these requirements using its own resources, carrying out a detailed analysis based on the taxonomic activities applicable to the Group and their characteristics.

It is worth noting that, while preparing this report (13 June 2023), the European Commission (EC) published:

- The definitive **Delegated Regulation on the environment**, defining the technical selection criteria for the other four environmental objectives of the Taxonomy Regulation:
  - **sustainable use and protection of water and marine resources**
  - **transition to a circular economy**
  - **prevention and control of pollution**
  - **protection and restoration of biodiversity and ecosystems**

- The **Delegated Environmental Regulation** also includes changes to the **Delegated Disclosure Regulation,** including the content of mandatory information templates.

- The amendments to the **Delegated Climate Regulation,** addressing the environmental objectives related to climate change mitigation and adaptation, including amendments and new activities.

Next steps: once translated into all official EU languages, the delegated regulations will be formally adopted and communicated to the co-legislators for consideration. The European Parliament and the Council will have four months (with the option of requesting a further two months) to examine the delegated regulations. Once the review period has come to an end, and assuming that no co-legislators raise any objections, the delegated regulations will come into force and be **applicable from January 2024.**

FCC Medio Ambiente Iberia has developed a **Taxonomy** module as part of its **VISION platform** that automates the **calculation** of the **eligibility** and **alignment criteria** of contracts in line with the EU's sustainable taxonomies.

5. 2021–2022 milestones

2021 milestones

January

- FCC Medio Ambiente reinforces its position in eastern Spain with the award of the collection and cleaning contract for Elche (Spain).
- FCC Medio Ambiente's ie-Urban is awarded the prize for Green Commercial Vehicle of the Year 2021 (Spain).
- FCC Environment begins operations under the waste collection and street cleaning contract in the Sousa Valley (Portugal).

February

- FCC Medio Ambiente renews the waste collection, urban cleaning and sewage maintenance contract in Cornellà de Llobregat (Barcelona, Spain).
- FCC Medio Ambiente steps up its commitment in Barcelona with a new waste collection and public cleaning contract (Spain).

March

- The Environmental Complex of the East Communities of Madrid is commissioned.
- FCC Medio Ambiente unveils its new 2050 Sustainability Strategy (Spain).
- FCC Medio Ambiente renews its waste collection contract for the Communities in the Pamplona region (Navarre, Spain).

April

- FCC Medio Ambiente obtains the Corporate Equality certificate.
- FCC Ámbito participates in a project for the recycling of wind turbine blades to promote the circular economy (Spain).

May

- FCC Medio Ambiente renews the waste collection and street and beach cleaning contract in Mataró (Barcelona, Spain).

June

- FCC Medio Ambiente has been awarded the contract for the refurbishment and operation of the Valladolid Environmental Complex (Spain).
- FCC Medio Ambiente, the first company in its sector to join the Business Network for LGTBI Diversity and Inclusion (Spain).
- FCC Medio Ambiente, award winner at the 4th Diversity and Inclusion Awards for the Best Workplace Inclusion Practices for its 4th CSR Master Plan 2018/2020 (Spain).

July

- FCC Ámbito, awarded the glass management contract for Ecovidrio in the autonomous regions of Aragon, La Rioja, Valencia and the provinces of Ávila and Segovia (Spain).

August

- FCC Medio Ambiente renews its Calculate-Reduce certification, awarded by the Spanish Climate Change Office (Spain).

September

- FCC Medio Ambiente is entrusted with performing waste collection and street cleaning activities in Torrejón de Ardoz (Madrid, Spain).

October

- FCC Medio Ambiente renews its commitment to the services provided in the city of Madrid (Spain).
- FCC Medio Ambiente will build and operate the new organic waste treatment plant in Valdemingómez (Madrid, Spain) as well as renewing the municipal services contract in Girona (Spain).

November

- FCC Medio Ambiente publishes its eighth Sustainability Report in line with the SDGs (Spain).
- FCC Medio Ambiente hands out its Avanza 2021 Awards for quality, environment, innovation and social initiatives (Spain).

December

- FCC Medio Ambiente is entrusted with performing waste collection and street cleaning activities in Pozuelo de Alarcón (Madrid, Spain).
- FCC Medio Ambiente, recognised as a corporate example of good practices and sustainability in promoting health in the workplace (Spain).

2022 milestones

January

- FCC Medio Ambiente receives an award at the 17th edition of the Sustainable City Awards for its Cultural Change Plan in L'Hospitalet de Llobregat (Barcelona, Spain).
- FCC Medio Ambiente launches the I+Dehesas research and development centre in the Valdemingómez Technology Park (Madrid, Spain).

March

- FCC Medio Ambiente receives European Funds for its H2TRUCK Project: hybrid battery and hydrogen-powered fuel cell technology (Spain).
- FCC Medio Ambiente renews the waste collection and street cleaning contract in Badajoz (Spain).
- FCC Medio Ambiente renews the contract for street cleaning, waste collection and operation of the light packaging classification plant in Salamanca (Spain).
- FCC Medio Ambiente, awarded the contract for the maintenance and cleaning of parks and gardens in Zaragoza (Spain).

May

- FCC Medio Ambiente signs a two-year collaboration agreement with the Spanish Commission for Refugee Assistance (CEAR).

July

- FCC Medio Ambiente, awarded the waste collection and street cleaning contract in Mijas (Málaga, Spain).
- FCC Medio Ambiente renews the waste collection and street cleaning contract in Vigo (Pontevedra, Spain).

September

- FCC Medio Ambiente renews the waste collection and street cleaning contract in Zaragoza (Spain).

November

- FCC Medio Ambiente is awarded lot 1 (west zone) for municipal waste collection in Madrid (Spain).
- FCC Medio Ambiente renews its 2021 Calculate-Reduce-Compensate certification, awarded by the Spanish Climate Change Office (Spain).
- FCC Medio Ambiente demonstrates its commitment to combatting Climate Change at the Smart City Expo World Congress 2022 (Barcelona, Spain).

February

- FCC Medio Ambiente publishes its second Green Bond Report (Spain).
- FCC Medio Ambiente launches its ECLOSION renewable hydrogen and biomethane project to promote a decarbonised, sustainable and circular economy (Spain).
- La Campiña Environmental Recycling Complex managed by FCC Medio Ambiente awarded the Best Municipal Work at the 2021 Caminos Awards (Madrid, Spain).

April

- FCC Medio Ambiente starts its provision of maintenance and energy management services for infrastructures in Catalonia (Spain).

June

- FCC Ámbito launches EnergyLOOP in cooperation with Iberdrola as the leader of wind turbine blade recycling (Spain).

August

- FCC Medio Ambiente, through its local office in Madrid, sponsors the expansion works of the soup kitchen of the Asociación Manos de Ayuda Social in the district of Vallecas.

October

- FCC Medio Ambiente renews the urban services contract in Girona (Spain).
- FCC Medio Ambiente will continue to provide municipal services in Manresa (Barcelona, Spain) and renews the contract for municipal services in Girona (Spain).

December

- FCC Ámbito acquires InduRaees, an electrical and electronic equipment waste management company (Spain).
- FCC Environment begins the waste collection contract on the island of San Miguel in the Azores (Portugal).

Main awards 2021-2022

FCC Medio Ambiente 2021

Award of the waste collection and street cleaning contract in Pozuelo de Alarcón (Madrid)

Pozuelo de Alarcón city council (Madrid) has once again placed its trust in FCC Medio Ambiente for the award of the city's waste collection and street cleaning services, as has been the case since 1983. The new contract represents a backlog of €150 million over a ten-year period. In serving the municipality's 83,800 inhabitants, the service has a staff of around 240 people and a fleet of 96 vehicles and machines. Almost all the fleet assigned has the ECO or Zero Emissions environmental label. FCC Medio Ambiente's commitment to the sustainable development of the city goes beyond environmental factors, as reflected in its active collaboration with the Gil Gayarre Foundation, whose mission is to care for and support the life projects of people with learning disabilities and their families.

FCC Medio Ambiente renews its commitment to the services provided in the city of Madrid.

Madrid City Council has awarded service contracts consisting of two lots of street cleaning and two lots of comprehensive green area management to FCC Medio Ambiente, serving more than one and a half million inhabitants. These services, combined with the recent award of the street furniture conservation service for lots 1 and 2, covering the seven central districts of the city, represent a total backlog of €652 million. In serving the city's 1,180,000 residents, covering 2,300 km of streets, 1,500 hectares of garden surfaces and 166,000 trees, the contract consists of a fleet of more than 540 vehicles and a staff of more than 1,100 individuals. A significant majority of cleaning vehicles and all vehicles used in green areas will have the ECO environmental label or will be Zero Emissions electric vehicles.

Award of the waste collection and street cleaning contract in Torrejón de Ardoz (Madrid)

Torrejón de Ardoz city council has awarded the ten-year contract for the collection of municipal solid waste and street cleaning in the municipality to a JV led by FCC Medio Ambiente, worth a sum in excess of €142 million. FCC Medio Ambiente has been providing services in one of the reference locations of the Henares Corridor since 1983. The new services, with a human team made up of 204 people, is structured around the increased mechanisation of the provision of services and increasing human and material resources on the street, such as mixed sweeping and washing equipment. Eighty percent of the fleet will be renewed using low-emission hybrid, electric and compressed natural gas (CNG) vehicles, with their own dedicated refuelling facility.

Main awards 2021-2022

FCC Medio Ambiente 2021

FCC Medio Ambiente will build and operate the new organic waste treatment plant in Valdemingómez (Madrid)

Madrid city council has awarded the contract for the construction and operation of a new organic waste treatment plant in the Valdemingómez Technology Park to a joint venture led by FCC Medio Ambiente, serving the city's more than three million inhabitants. The contract backlog is worth €33 million and has a duration of four years and nine months, with a potential two-year extension. The plant is expected to come fully online in 2023. The technological solution awarded will ensure a high level of quality for the expected +37,000 tonnes of compost per year obtained as part of the production process, facilitating its use as a class A fertiliser pursuant to the legal criteria established to this end.

Award of the contract for the refurbishment and operation of the Valladolid Environmental Complex

The refurbishment and operation of the Household Waste Treatment and Disposal Centre ("Centro de Tratamiento de Residuos" o "CTR"), which serves 521,000 people across the province, has been awarded by the Valladolid City Council to a joint venture managed by FCC Medio Ambiente. The total contract portfolio amounts to 138.43 million euros spread over 11 years. The investment in the refurbishment of the environmental complex is worth approximately €45 million, which will be performed over a 15-month period with a view to adapting the facilities to the new waste management legislation. The new design is structured around the separate treatment of five different types of waste: organic or FORS, inorganic or remaining fraction, light containers, paper-cardboard and glass.

FCC Medio Ambiente steps up its commitment in Barcelona with a new waste collection and public cleaning contract

Barcelona city council has entered into a new contract with FCC Medio Ambiente for the collection of municipal waste and public cleaning in the city centre and the Ciutat Vella district. The total backlog under the contract is worth €830.87 million and has a duration of eight years, with the option of extending this for a further two years. FCC Medio Ambiente has been providing environmental services in Barcelona since 1911, with the first waste collection and cleaning contract dating back to 1915. The city council's commitment to sustainable development and the environment is admirable, with more than 93% of the 572 vehicles used under the contract having Zero Emissions or ECO environmental certification, 65% are electric or electro-hybrid vehicles and 28% use compressed natural gas (CNG). The most notable new development in waste collection is that the services have been designed to increase the selective collection rate from 36% at present to 55% in 2025. The service will consist of a human team of more than 1,081 people.

Main awards 2021-2022

FCC Medio Ambiente 2021

Renewal of the waste collection, municipal cleaning and sewer maintenance contract in Cornellà de Llobregat (Barcelona)

FCC Medio Ambiente has renewed its waste collection, municipal cleaning and sewage maintenance contract in Cornellà de Llobregat for a period of ten years. The contract backlog is worth €100 million. FCC Medio Ambiente has been working in the municipality for almost 35 years. In serving the city's almost 90,000 inhabitants, a total of 145 people are employed and a fleet consisting of 61 vehicles along with specialist machinery used.

Renewal of the waste collection contract for the Communities in the Pamplona region (Navarre)

FCC Medio Ambiente has entered into an agreement with Servicios de la Comarca de Pamplona, S.A. (SCPSA) to renew its municipal solid waste collection contract for four years, with a backlog worth €48.6 million. The collaboration with the Communities of Pamplona, consisting of 50 municipalities in the region, dates back to September 1985. Since then, these services have been provided on an uninterrupted basis. The contract sees services provided to more than 370,000 inhabitants using a fleet made up of 109 vehicles, to which 12 new units will be added. Starting in 2022, the entire fleet will be renewed with vehicles powered by compressed natural gas (CNG), in line with the Communities' concern for achieving a cleaner and more sustainable environment. A total of 183 people provide services under this contract.

La Campiña Environmental Recycling Complex commissioned in Loeches, for the Madrid East Community of Municipalities

The end-to-end La Campiña Environmental Recycling Complex (CMR), owned and promoted by the Madrid East Community of Municipalities, and developed and operated by ECOMESA, a company 100% owned by FCC Medio Ambiente, is located in the municipality of Loeches, in the eastern part of the Community of Madrid. It encompasses an area of 60 hectares and serves more than 735,000 residents in the 31 municipalities that make up the Madrid East Community of Municipalities. The commissioning of the complex, on 1 April 2021, has helped to prevent the annual release of 90,000 tonnes of CO_2 into the atmosphere, giving a definitive shot in the arm to the circular economy model in the Community of Madrid and fulfilling the EU's demanding recycling and landfill diversion objectives. This facility is at the technological cutting edge of waste recovery and recycling, with the capacity to process up to 265,000 tonnes per year. It is made up of treatment lines for different types of waste, such as residues, packaging and organic matter.

Completion of repair works on the Can Caralleu sewer collector in Barcelona

FCC Medio Ambiente has completed the repair of the Barcelona combined sewer network collector that catches water at the top of the Can Caralleu basin. The company has performed the necessary actions and work on the collector and the associated structures following the blockage caused by the build up of waters that normally circulate through the collector, causing serious drainage problems, including a *mattress* effect as vehicles passed by. To safely access the collapsed area, a 17-m deep, 75 m^2 structural foundation well was constructed. A number of the main actions performed involved the earthworks to prepare the working platform, surveys to locate the collector, the repair of the collapsed collector section and its auxiliary structures, as well as the reconstruction of the retaining wall.

Main awards 2021-2022

FCC Ámbito 2021

FCC Ámbito, awarded the glass management contract by Ecovidrio

The glass recycling division of FCC Ámbito has been awarded one of the public tenders for selective collection and temporary storage of waste glass containers managed by Ecovidrio in the autonomous regions of Aragon, La Rioja, Valencia and the provinces of Ávila and Segovia, the latter of which is through Group company Marepa. The contract entails a backlog of €13.5 million over an eight-year period from 1 February 2022 in the regions of Aragón and La Rioja, Ávila and Segovia; and three years in Valencia. FCC Ámbito has more than 25 years experience providing services in these regions on an uninterrupted basis, reaffirming its commitment to building more sustainable societies and strengthening the environmental values that serve as a common ground with Ecovidrio, the end-to-end glass management system, with which it has collaborated since its creation. This new award entails the selective glass collection of 62,000 tonnes/year, deposited in more than 20,000 containers distributed across its geography.

Completion of the second phase of the soil decontamination project in San Pedro da Cova (Portugal)

FCC Ámbito, through its Portuguese subsidiary ECODEAL, has undertaken the second phase of the soil decontamination project at a former mine located in the Portuguese town of San Pedro da Cova. During this phase, 163,000 tonnes of waste and contaminated land were removed. Much of the waste was transported by train, thus reducing the carbon footprint, calculated at 461,161 kg of CO_2eq.

Waste management contract for the Port of Seville

FCC Ámbito was awarded the waste management contract for the Port of Seville worth a total of €1.2 million. The work was performed in several phases during 2020 and 2021 and nearly 11,000 tonnes of different types of waste from a former industrial facility were managed.

New waste connected to the energy transition

FCC Ámbito has continued to take firm steps in developing new business lines related to the management of emerging waste connected to the energy transition, such as wind turbine blades, photovoltaic panels and electric vehicle batteries. Over the past year, a project has been launched to recycle wind turbine blades resulting from the repowering of wind farms or those that come to the end of their useful life or are defective, with FCC Ámbito contributing its extensive experience in recycling and marketing secondary raw materials. This industrial-scale project places Spain at the technological cutting edge of this industry in Europe and contributes to creating more than 400 direct jobs and an innovative export value chain.

Main awards 2021-2022

FCC Medio Ambiente 2022

Renewal of the waste collection and street cleaning contract in Zaragoza

Zaragoza city council, a city where FCC Medio Ambiente has provided uninterrupted services since 1941, has renewed its trust in the company awarding it the city's municipal waste collection and street cleaning contract. The contract backlog is worth over €615 million and will be executed over an 10-year period. This new contract reflects the company's commitment to the environmental sustainability of its services, with its implementation involving the renewal of practically the entire fleet, with more than 270 electric vehicles or vehicles powered by compressed natural gas, with a view to improving air quality and reducing noise pollution. The investment will come to more than €61 million and see a total staff of around 1,130 individuals dedicated to both services.

Allocation of lot 1 (Madrid West) for municipal waste collection in Madrid

Madrid city council has awarded the contract for the collection of municipal solid waste from lot 1 (Madrid West) to FCC Medio Ambiente, serving more than one million residents from the districts of Tetuán, Chamberí, Fuencarral-El Pardo, Moncloa-Aravaca, Latina and Centro over the next six years for the sum of €455 million. The contract involves a staff of 950 people and a fleet of 209 ECO or Zero Emissions vehicles powered by compressed natural gas or electric dedicated to collecting more than 390,000 tonnes of waste per year. Worth particular mention is the incorporation of the ie-Urban Truck to the fleet: this innovative, multi-award-winning 100% electric vehicle was developed by FCC Medio Ambiente for the provision of municipal services.

FCC Medio Ambiente will continue to provide municipal services in Vigo

FCC Medio Ambiente will continue to provide municipal waste collection, street and beach cleaning and waste facilities management services in Vigo, where it has been present uninterruptedly since 1989. The contract backlog is worth more than €366 million over the coming nine years and six months. The commissioning of the service will see the renewal of a large proportion of the current fleet, with more than 50% of units being either electric vehicles or ECO environmentally certified vehicles, emphasising the council's commitment to combatting change climate and care for the environment. The waste collection service will be performed by around 160 people and 58 vehicles and the street cleaning service by approximately 360 people and 90 vehicles.

Main awards 2021-2022

FCC Medio Ambiente 2022

Renewal of the contract for street cleaning, waste collection and operation of the light packaging sorting plant in Salamanca

Salamanca city council, to which FCC Medio Ambiente has been providing services since 1975, has once again awarded the company the contract for street cleaning, waste collection and the renewal and operation of the light packaging sorting plant. The total contract backlog comes to €231.6 million over the next 12 years, starting 1 October 2022. A total workforce of around 440 people will be dedicated to the service, with more than 245 newly acquired vehicles and equipment. One of the aspects of the contract worth particular mention is the renewal of all the machinery. Practically all of the equipment will be powered using compressed natural gas and electricity, making Salamanca a more sustainable city.

Girona city council has once again awarded the contract for the city's municipal services to FCC Medio Ambiente

Girona city council, where FCC Medio Ambiente has been present uninterruptedly since 1987, has awarded the street cleaning, municipal solid waste collection and waste facilities contract in the city to the Sanejament Girona JV, led by FCC Medio Ambiente. The contract backlog is worth almost €153 million over the coming eight years. The entire fleet of vehicles under the contract will have be Zero Emissions or ECO environmentally certified, with more than 50% electric vehicles and the rest powered by compressed natural gas. What's more, both the central plant and the auxiliary cleaning work centres will use renewable energy sources. The total workforce assigned to the contract comes to 165 people, with around 90 vehicles distributed between both services.

Badajoz renews its trust in FCC Medio Ambiente for the provision of waste collection and street cleaning services

Badajoz city council has once again placed its trust in FCC Medio Ambiente, extending the street cleaning and waste collection contract that started in October 2010, boasting a backlog worth €83 million over the next eight years. A human team consisting of 250 individuals and a fleet of more than 90 vehicles and machines will be assigned to the new service. Also, a very significant part of the fleet of service vehicles will be renewed. Investments include the construction and commissioning of a compressed natural gas (CNG) supply point and the necessary electrical recharging infrastructure within the current fleet of machines, as a large part of the new fleet will be powered by CNG or electricity.

Main awards 2021-2022

FCC Medio Ambiente 2022

Renewal of the maintenance contract for green areas in L'Hospitalet de Llobregat (Barcelona)

L'Hospitalet de Llobregat city council has once again awarded FCC Medio Ambiente the contract for the maintenance and renovation of urban green spaces and trees, as has been the case since 2012. The service began in February 2022 and has a backlog worth around €29 million over a three-year period, with the option of extending the duration for a further two years. A staff of 155 individuals and a fleet of 71 vehicles will be responsible for providing services to the city, as part of which vehicles with a maximum authorised mass of more than 3,500 kg will be powered by compressed natural gas and boast the ECO environmental certificate. The newly acquired vehicles will also have zero emissions or ECO labels. In addition, 186 new machines have been included in the fleet, with many being powered using electricity.

The Community of Madrid recognises FCC Medio Ambiente for its "Best Practices for the prevention and control of COVID-19"

FCC Medio Ambiente was the recipient of an award at the 2021 Occupational Risk Prevention (ORP) Awards Ceremony for the "Best Practices for the prevention and control of COVID-19 at companies" organised by the Regional Institute of Health and Safety in the Workplace of the Community of Madrid in the category of companies or institutions with more than 50 workers under the slogan "At the forefront against the pandemic". This honourable mention is in recognition of the ORP efforts made by the company during the COVID-19 pandemic. FCC Medio Ambiente has provided services uninterruptedly since its onset, with these services having been declared essential and the risk prevention protocols implemented considered critical for the purposes of continuity.

La Campiña Environmental Recycling Complex managed by FCC Medio Ambiente awarded the Best Municipal Work at the 2021 Caminos Awards (Madrid)

The end-to-end La Campiña Environmental Recycling Complex (CMR), owned and sponsored by the Madrid East Community of Municipalities, and developed and operated by ECOMESA, owned 100% by FCC Medio Ambiente, has received the award for Best Municipal Work at the 2021 Caminos Awards organised by the Madrid Office of the Professional Association of Civil Engineers (CICCP). This recognition, handed over at the 14th edition of the Madrid Caminos Awards, rewards sustainability and the development of projects that contribute to improving the quality of life in the surrounding area and respect for the environment in the city.

Main awards 2021-2022

FCC Ámbito 2022

FCC Ámbito launches EnergyLOOP in cooperation with Iberdrola as the leader of wind turbine blade recycling

Iberdrola, as part of its PERSEO program and in cooperation with FCC Ámbito, has launched EnergyLOOP, a leader in the recycling of components from renewable facilities. Its purpose will be to recover the components of wind turbine blades (mainly glass and carbon fibres and resins) and reuse them in sectors including the energy, aerospace or automotive sectors. The new company will construct an innovative plant in Cortes (Navarra), which will entail an investment of €10 million. This undertaking will generate nearly 100 jobs and is supported by regional government of Navarra and SODENA.

Renewal of the battery collection contract with Ecopilas in Valencia

The contract in place with Ecopilas entails the collection of button cells and pencil batteries deposited across a wide network of containers (supermarkets, shopping centres, stores and schools) distributed across the region of Valencia (Spain) using dedicated vehicles, followed by their transportation to the Vall d'Uixó plant in Castellón, where they are stored until they are transferred to the final manager.

Acquisition of InduRaees

FCC Ámbito has acquired InduRaees, a company specialising in the management of waste electrical and electronic equipment (WEEE). The company has a recycling facility located in Osorno (Palencia, Spain), which was opened 13 years ago. It employs a staff of 50 individuals and has been awarded the silver medal by the Chamber of Commerce and Industry of Palencia. The treatment of WEEE allows different materials to be harnessed, including metals, glass, different types of plastics and electronic cards. The capture of gases from refrigeration circuits also contributes to the fight against climate change.

Renewal of the contract in place with Transports Metropolitans de Barcelona (TMB)

FCC Ámbito has renewed this contract, which it has provided since 2010, for the end-to-end management of hazardous and non-hazardous waste generated at bus and metro maintenance workshops run by TMB in the Barcelona Metropolitan Area (Spain). The waste collected is transported to its plants in Montmeló and Sant Feliu de Llobregat.

FCC Environment Portugal 2022

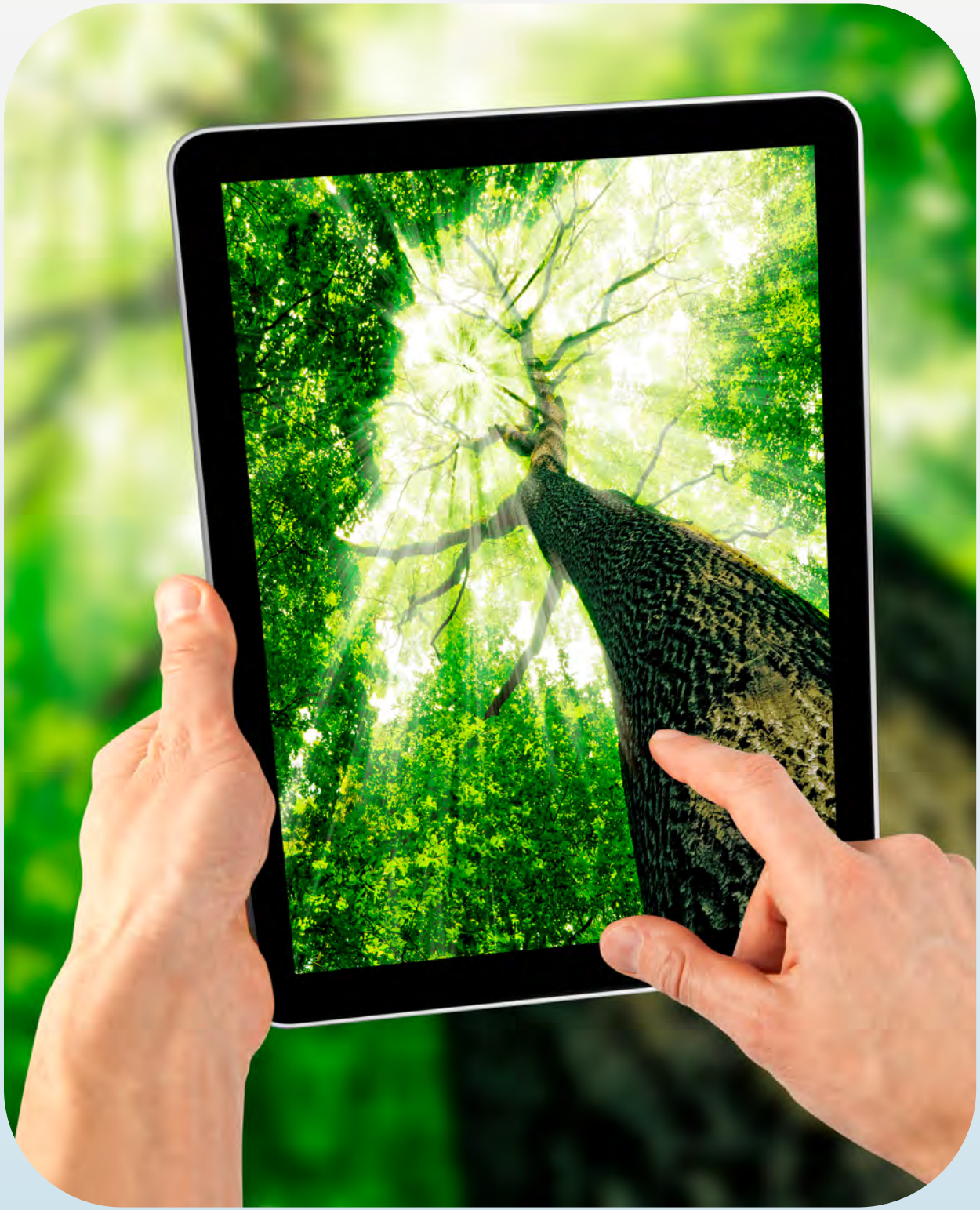
Start of the waste collection contract on the island of San Miguel, in the Azores

FCC Environment has launched the waste collection contract in four municipalities across the Azores: Ponta Delgada, Vila Franca do Campo, Ribeira Grande and Lagoa.

3

Our 2050 Strategy drives SDGs

1. Regulatory initiatives in sustainability
2. Priority SDGs
3. Our 2050 Sustainability Strategy
4. End of the 20-22 Action Plan
5. New 23-26 Sustainability Action Plan



1. Regulatory initiatives in sustainability

Following the huge impact of the COVID-19 pandemic, the last two-year period has been marked by the major instability caused by events such as the **conflict in Ukraine, the energy and food crisis and climate disasters**. We are in a time of transition towards an economic and social model based on environmental, social and governance (ESG) criteria that will enable us to face the challenges presented by the current changing context.

FCC Environment Iberia is aware that its development relies significantly on knowing how to **identify the challenges** presented by a world in constant change (technological development, climate change, growing inequality and increasingly demanding regulatory changes) and reacting swiftly in response to them.

The **SDGs** constitute an opportunity to confront these challenges. The **experience and professionalism** of our company have allowed us to **anticipate and face** both the recent **legislative developments** and changes still to come, in particular in matters of **climate change and the circular economy.**

The transition towards a **climate neutral and sustainable economy** by 2050 offers new opportunities for businesses and citizens across the EU. Many companies and investors have already embarked upon their journey towards sustainability, as reflected by the **increase** in **sustainable investment.** However, companies and investors also face challenges as part of this transition, especially when it comes to fulfilling the **new disclosure and reporting requirements.**

On 13 June 2023, the European Commission approved a new package of measures in the field of sustainable finance with a view to:

Increasing the **transparency** of sustainable investments.

Facilitating the **implantation** of the regulations and sustainable finance tools at companies with different profiles.

Encouraging **private financing** in transition projects and technologies.

NEW DEVELOPMENTS[6]

1. TAXONOMY

The EU Taxonomy is the cornerstone of its sustainable financing framework, as well as an important tool in terms of market transparency that helps guide investments to the economic activities that are most necessary for the ecological transition. To date, criteria had been approved to identify activities that contribute to mitigating and adapting to climate change. Two important new features have now been introduced through the approval of two delegated regulations:

- **Climate taxonomy has been expanded** to include new economic activities that contribute, in different sectors of the economy, to the mitigation of and adaptation to climate change.

- The new **non-climate environmental taxonomy** has been approved, establishing criteria that will make it possible to identify activities that contribute to:
  - The sustainable use and protection of **water and marine resources.**
  - Transition to a **circular economy.**
  - Prevention and **control of pollution.**
  - Protection and restoration of **biodiversity and ecosystems.**

Companies will have to report on these four environmental objectives in 2024 as well as those previously established for 2023.

Another new development in the area of taxonomy is that the Commission considers that, for the purposes of **Disclosure Regulations** (SFRD), investment in activities classified as **"environmentally sustainable"** under the Taxonomy Regulation and its implementing regulations, will automatically be considered **"sustainable investments".**

2. DISCLOSURE

The disclosure regulations establish reporting obligations for financial and non-financial companies to allow investors to make properly informed sustainable investment decisions. The most significant actions undertaken in relation to this matter include the following:

- **SFRD regulation.** A public consultation will be held in relation to this regulation in autumn 2023.

- **Corporate Sustainability Reporting Directive (CSRD) and approval of the European Sustainability Reporting Standards (ESRS).** The first draft of ESRS standards was sent for public consultation until 7 July 2023.

- **International cooperation.** The Commission has warned of the importance of international coordination in the field of sustainable finance and, in particular, in the preparation of disclosure standards to harness the potential of transition finance and avoid market fragmentation and additional costs for companies.

(6) Reference has also been made to the regulatory framework approved during the process of preparing this Sustainability Report.

3. SUSTAINABLE INVESTMENT TOOLS

The terminology makes reference to the system of *ratings,* common standards and labels that aim to contribute to increasing transparency and mitigating the risk of ecological or social money laundering. The new **Sustainable Financing Strategy** aims to support the financing of the transition towards a sustainable economy through actions in four areas: transition financing, inclusion, resilience and contribution of the financial system and global ambition.

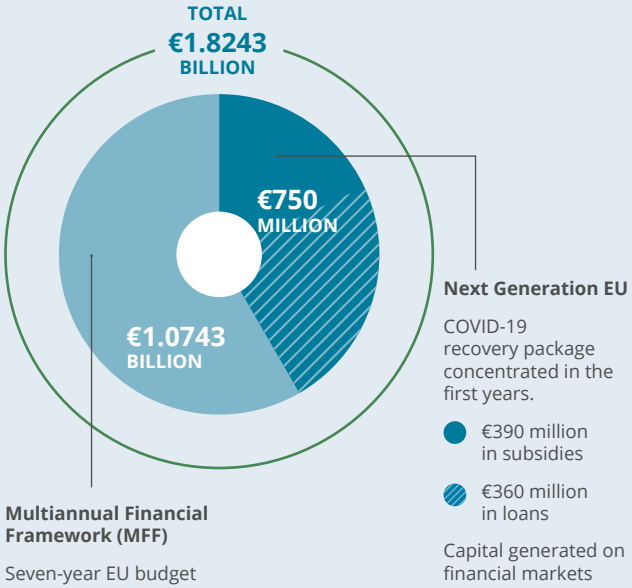
One of the main objectives of the creation of the **voluntary European green bond standard,** which forms part of the European Commission's sustainable financial strategy, is to clarify the regulatory framework for this type of sustainable financing. The proposed EU green bond standard will create a voluntary high quality benchmark for bonds financing sustainable investments.

The Commission considers that the current ESG ratings from a lack of transparency and has presented a **Proposed Regulation on ESG Ratings** with a view to:

- Improving the reliability and transparency of rating activities.
- Regulating potential conflicts of interest.
- Allowing investors to make better informed decisions.

The NextGenerationEU **Recovery Plan for Europe**, which, together with the **Multiannual Financial Framework (MFF) 2021-2027** will give EU states access to unprecedented funding for green and digital projects. A total of **€1.8 billion** will boost Europe's post-pandemic recovery, which will become **greener, more digital and more resilient.**

EU spending between 2021 and 2027:



Next Generation EU

COVID-19 recovery package concentrated in the first years.

- €390 million in subsidies
- €360 million in loans

Capital generated on financial markets

Multiannual Financial Framework (MFF)

Seven-year EU budget

The **Spanish Recovery, Transformation and Resilience Plan** coordinates a coherent series of investments that must be made practically in their entirety between 2021 and 2023, as part of an ambitious programme of structural and legislative reforms aimed at addressing the main challenges facing our country.

It is structured around four transversal pillars, which will serve as the backbone for the transformation of the entire economy and which are fully aligned with the **strategic agendas of the EU, the 2030 Agenda and the UN's Sustainable Development Goals:** ecological transition, digital transformation, gender equality and social and territorial cohesion. These four pillars are addressed as part of a policy that contains ten levers and thirty components that define the important series of reforms and investments looking towards 2023.

Plan de Recuperación, Transformación y Resiliencia

2. Priority SDGs

Governments need the **support** of the **business sector** to achieve the **17 Sustainable Development Goals (SDGs)**, especially in the context of the health and economic crisis caused by the pandemic. Following the approval of the 2030 Agenda, FCC Medio Ambiente performed an **exhaustive analysis**, applying the guidelines defined in the SDG Compass Guide[7]. **It prioritised** the **SDGs** that it could have a direct influence on through technological improvements and the implementation of good practices and the transversal SDGs on which its activities usually have a positive impact.

Below, the **direct and cross-cutting action** SDGs prioritised by the organisation can be consulted, based on which we have aligned our sustainability strategy:

The **SDGs prioritised** by FCC Medio Ambiente Iberia will have a **positive effect** on:

- **People development:** talent generation, diversity and equal opportunities, safety, occupational health and well-being and social inclusion.
- **Green growth and the fight against climate change:** efficient consumption of resources, waste prevention, technological innovation, low carbon processes and services, circular economy and biodiversity protection.
- **A favourable work environment:** fight against corruption, peace and social stability, quality and transparency in the value chain.
- **Public-private partnership and opening up to the third sector.**

As part of the materiality analysis performed in 2022, particular importance was placed on factors related to **biodiversity**; with this in mind, this year SDGs 14 and 15 have been included as additional objectives (see chapter 9 of this report).

(7) The guide for business action on the SDGs, developed by GRI, UN Global Compact and WBCSD.

Contribution to the prioritised SDGs

DIRECT ACTION

Efficient and sustainable environmental management

- Energy efficiency
- Water efficiency
- Waste as a resource
- Technical improvement available

- Calculating and reducing the carbon footprint
- Protecting biodiversity

- Technological innovation

Sustainable management of human needs and capacities (company and society)

- Occupational health and safety
- Supplier chain

- Diversity and equal opportunities
- Social inclusion

- Training
- Talent generation

CROSS-CUTTING ACTION

- Provide sustainable services to the city

- Public-private collaboration contracts and agreements:
  - Scientific institutions
  - Voluntary sector institutions

- Favourable environment: culture and conflict-resolution system

3. Our 2050 Sustainability Strategy

FCC Medio Ambiente Iberia's **2050 Sustainability Strategy**, prepared in 2020, sets out the guidelines that will set the organisation's course for the next thirty years, combining the know-how achieved during 120 years of activity with the development of innovative technologies. It consists of four pillars that will mark the company's actions in terms of sustainable management: **Environment, Social, Excellence and Governance,** with specific objectives in each field of activity. Some of these commitments are:

Promoting innovation as a lever to **boost** Smart cities and services, progressively increasing **annual investment in Research, Development and Innovation (RD&I)** to reach at least 1% by 2050.

Achieve **carbon neutrality** and to have **100% of the vehicle fleet labelled "ECO" or "Zero"** (compressed natural gas, hybrid or electric vehicles) **by 2050.**

Safeguarding natural capital in the performance of our activity by **integrating the biodiversity variable** in the provision of **100% of our services.**

In **circular economy**, helping customers to achieve the EU's 2035 targets: **≥ 65% of recovered waste and ≤ 10% of** landfilled **waste**.

Striking a **gender balance** by 2050, with the establishment of targets for **inclusion, equal opportunities and diversity.**

100% of water consumption from **alternative sources by 2050.**

100% of the workforce trained in biodiversity by 2050.

Watch the 2050 Strategy video

Ultimately, as key players in the environmental services sector:

- We are moving towards a **sustainable management model that contributes to meeting the Sustainable Development Goals** (SDGs) of the **2030 Agenda.**
- We are committed to a **circular, decarbonised, resilient, digitised economy model,** where **innovation and "just transition"** lead the way to sustainable development.
- We promote **innovation** so that it plays a key role in the performance of our activity, through:
  - **100% electric lorries** with **GPS** to **optimise collection routes.**
  - **Smart** waste **containers** with filling sensors.
  - **Machine vision systems** capable of identifying materials arriving at sorting plants.
  - **Robotic arms** for segregating materials.
  - Chemical recyclates in **biorefineries,** etc.

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%** 2017-2030

Climate neutrality in 2050

Vehicle fleet **100%** **"ECO"** or **"0"** by 2050

WATER

Addressing water stress by promoting efficient water use

Origin of **alternative sources** : **50%** in 2030 | **100%** in 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 the 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 leaves rates

STRATEGIC PARTNERSHIPS

Generating unions, partnerships and alliances for sustainable service management

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

Four core areas guiding our efforts

3 Excellence: smart management, Innovation and responsible value chain

RESPONSIBLE PROCUREMENT AND MANAGEMENT SYSTEMS

Being leaders in the implementation of systems, ensuring quality andtransparency of the value chain

Digitisation of other management processes

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

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

INNOVATION

Maintaining our leadership in Research, Development and Innovation

Investment
at least 1% of Turnover by 2050

FCC Medio Ambiente **awarded** for the **best innovative idea** at the Barcelona **Smart City Awards**

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

4. End of the 20-22 Action Plan

It has been four years since FCC Medio Ambiente drew up its **2020-2022 Action Plan,** based on an **integrated and integrating** management model, aligned with the principles of its **2050 Sustainability Strategy** and within the framework of the **global challenges** that mark the path to **achieving the SDGs**. **Two time frames** were chosen as the horizon for the achievement of the objectives: one for the short term **(2020)** and the other for the medium term **(2022).**

The plan consisted of **19 strategic objectives, 159 commitments and 227 compliance indicators** (*drivers* and *KPIs: Key Performance Indicators*) that have enabled us to inform our stakeholders about the fulfilment of the goals established.

Below is a **summary of compliance with the commitments assumed** over these four years. The pandemic and the economic and social crises it caused have prevented us from meeting a number of the challenges set for 2022; given the circumstances, we have extended the deadline for achieving them. There are also **several commitments in the old plan** that we have decided to **include again in the new 2023-2026 Plan** with a view to improving the values obtained.

The report details the percentage of commitments fulfilled for each of the strategic lines defined in the 2020-2022 Plan.

OUR STRATEGY DRIVES THE SUSTAINABLE DEVELOPMENT GOALS

FCC Medio Ambiente

20-22 Action Plan
Our commitment with sustainability

19 Strategic Goals/
159 Commitments/227 Indicators

	FCC ETHICS Exemplary performance	SMART SERVICES	FCC CONNECTED Connecting with citizens
✓	**78.4%** Achieved	**84.5%** Achieved	**70.4%** Achieved
↗	**12.2%** Positive progress	**6.9%** Positive progress	**7.4%** Positive progress
✗	**9.5%** Not achieved	**8.6%** Not achieved	**22.2%** Not achieved

End of the 20-22 Plan:
Goals achieved: 79.2%
Goals progressing positively: 9.4%
Goals not achieved: 11.3%.

5. New 23-26 Sustainability Action Plan

As part of the global challenges that define the path for achieving the SDGs and at the same time as this report is prepared, FCC Medio Ambiente Iberia has designed its new **2023-2026 Sustainability Action Plan,** which is aligned with the **2050 Strategy** and its **four pillars.** This biennial report serves to take stock and report on the progress made in achieving the objectives and targets set for the reporting period.

The plan was drawn up on based on an in-depth analysis of social and environmental needs and trends in the long and medium terms. New **regulatory developments**, the global challenges identified in the **United Nations 2030 Agenda**, environmental demands, and the aim of adding value to the business itself, have been essential in the definition of **17 strategic goals and 176 measures.**

Through the **282 follow-up indicators** defined, every two years, we will inform our *stakeholders* about the **degree of progress** made with the actions taken.

The company's contribution to the fulfilment of the prioritised SDGs will gain in maturity over time and **transversality will be emphasised** for certain SDGs, reinforcing the implementation of sustainable development within the organisation.

17 strategic goals	**176** measures	**282** follow-up 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

4

Governance, ethics and compliance

1 Corporate governance model

2 Ethics and compliance

3 Risk management model

4 We support the 25 ESG Framework

1. Corporate governance model

Good governance at FCC represents a **strategic framework** that is core for the growth and consolidation of the Group. As part of its commitment to **transparency and efficient management,** the company complies with the recommendations of the **Unified Code of Good Governance of Listed Companies approved by the National Securities Market Commission** (2020 version) and includes 84% of its standards in the Corporate Governance Model.

The Company has also formally defined, in its **Company Bylaws and the Rules of the Board,** the responsibilities of the governing body and each year it prepares its Corporate Governance Report and Remuneration Report, available on the FCC corporate *website* with comprehensive and justified information about its structure and practices.

At year-end 2022, the **Board of Directors** of the FCC Group consisted of **thirteen members,** elected by the General Shareholders Meeting. The Board is made up of 31% female directors and three different nationalities: **Mexican, Spanish and French.**

Pursuant to the provisions of the Regulations of the Board of Directors and the Bylaws, in 2022 the Board of Directors **met** a total of **nine times** and saw an average attendance rate of 87.39%.

In terms of corporate governance, this year, the Board of Directors approved the new **FCC Group Sustainability Policy and updated the Compliance Model** with the specific modification of the Code of Ethics and Conduct and the approval of the **FCC Competition Policy.**

The Group has a **Remuneration Policy for directors,** which expires in 2023. Its ultimate objective is to ensure the development of the Group's mission and values, so that directors' remuneration is appropriate to the dedication and responsibilities assumed.

Each year, FCC also prepares its **Annual Listed Companies Director Remuneration Report**.

31% women on the Board of Directors.

The FCC Group's **corporate governance structure** consists of **five core bodies** that enable efficient strategic decision making at the company. Each is assigned duties and powers, as reflected in the following table:

For further information, please refer to the **Annual Corporate Governance Report and the 2022 Annual Remuneration Report** of the FCC Group, available *online:* **www.fcc.es/en/**

GENERAL SHAREHOLDERS MEETING

It is governed by the provisions of the Law, the Company's Bylaws, and the Regulations laid down by the General Shareholders' Meeting.

There is a guarantee of equal treatment for all shareholders in terms of information, participation and the right to vote at the General Shareholders' Meeting.

BOARD OF DIRECTORS

It is responsible for the management and representation of the FCC Group. The body responsible for the supervision and control of the company's management, entrusted to the executive directors and Senior Management.

EXECUTIVE COMMITTEE

Permanently delegated body, designated by the Board of Directors, which in turn defines the responsibilities that are attributable to it, as well as the Directors who are members of it.

It is responsible for decision-making in relation to the FCC Group's investments, access to credits, loans, lines of guarantee or surety, or other financial instruments.

AUDIT AND CONTROL COMMITTEE

It supports the Board of Directors by reviewing the preparation of economic-financial and non-financial reporting, internal control and independence of the external auditor.

Its members need to have technical knowledge of the Group's activity sectors.

Furthermore, at least one of the members must have suitable knowledge of accounting and/or auditing.

AUDIT AND CONTROL REMUNERATION COMMITTEE

It is the body responsible for:
- Inform, advise and propose matters in relation to the appointment, re-election, ratification and dismissal of directors.
- Remuneration of directors and senior managers at the FCC Group.
- Control over possible conflicts of interest and related transactions, notwithstanding other duties, whatever they may be, attributed by Law, the Company's Bylaws or the Board Regulations.

2. Ethics and compliance

Transparent conduct, respect for legality and due diligence and accountability are the cornerstones of the **FCC Compliance Model.** Its purpose is to prevent and detect risks of non-compliance, including those related to criminal offences, and to minimise their possible negative impacts.

To this end, the Compliance Model is structured around the **Code of Ethics and Conduct,** the supreme standard of this model, developed through **policies, procedures and internal controls.** This is reflected in the **regulatory block,** which is reviewed and updated periodically.

The Compliance Model has a high-level body, the **Compliance Committee,** which is responsible for promoting supervising compliance. This committee oversees **Group Crime Prevention** and comprises the following roles:

- The Corporate **Compliance Officer** (Chairman).
- The **Legal Advice Department General Manager** (voting member).
- The **Human Resources Director** (voting member).
- **Compliance Officers** from the different **businesses** (invited).

During 2022, the **Compliance Committee met fifteen times;** twelve on an ordinary basis and three on an extraordinary basis.

RELEVANT FCC GROUP ACTIVITIES

- Revision of the regulatory block of the **Compliance Model** and specific modification of the **Code of Ethics and Conduct.**
- Approval of the **Competition Policy** by the FCC Group Board of Directors.
- **Support provided by the Compliance areas** to the Group's Internal Audit function to **supervise the Compliance Model each year.**
- Revision and updating of the **control matrices** of the Group's various businesses.
- Completion of the two self-assessments in 2022 and certification in the **Compliance Tool** to minimise the most significant criminal risks.
- Completion of **211 third-party due diligence assessments from the** Group's businesses.
- Adjustment of training content for the 2022 Annual Training Plan, in line with the provisions of the FCC Group's **three-year Compliance training plan**, and approval of the **2023 training plan.**
- **On-site training** in Spain on **Competition** and online training on the **Code of Ethics and Conduct.**
- Evaluation of **supplier risk in relation to Compliance** pursuant to the established procedure.
- During 2022, **495 new suppliers** were **assessed** under the defined criteria. An assessment of 23 of these suppliers has been requested by the Compliance areas. None received an unfavourable assessment.

REGULATORY COMPLIANCE BLOCK AT THE FCC GROUP

- Crime Prevention Manual
- Anti-Corruption Policy
- Gift Policy
- Agent Policy
- Partner relationship policy in the area of Compliance
- FCC Group participation policy in bidding processes for goods or services
- Competition Policy
- Compliance Committee Regulations
- Investigation and response procedure
- Procedure for the Whistleblowing Channel
- Harassment Prevention and Eradication Protocol

Further information can be consulted at ***www.fcc.es***

Ethical Channel

All employees of the organisation share responsibility for **knowing, observing and enforcing the Compliance Model**, as well as helping to identify compliance risks. In this regard, FCC places its **Whistleblowing Channel**, governed by the Group's Whistleblowing Channel Procedure, at the disposal of each and every employee. This mechanism guarantees **anonymity**, and is accessible by **post, e-mail and a form** on the corporate intranet.

In 2022, **190 reports** were received via Group's Whistleblowing Channel. At the close of this report, **98%** of these notifications had already been **investigated**, or sent to the business for handling in the case of low-risk notifications.

Fight against corruption and money laundering

The **FCC Anti-Corruption Policy** is supplemented and reinforced by additional procedures, including the **Agent, Gift and Tender policies.** FCC has zero tolerance for money laundering, as reflected in the Code of Ethics and Conduct, and takes action to confront this type of practice, performing a **risk analysis** and implementing **prevention and control measures.** Through this analysis, different **risk events** have been identified in relation to compliance with the **Anti-Money Laundering Law** and customer control procedures, reporting obligations and internal control measures.

Tax transparency

The **FCC Group's Tax Strategy** is supported by the governing bodies of the FCC Group, the Board of Directors and the Audit and Control Committee, and is structured around two core standards: the **Tax Code of Conduct and the Tax Control Framework Standard,** establishing the policies, principles and values that guide behaviour in relation to tax matters and the tax responsibilities assumed within the company.

FCC is **a voluntarily signatory of the Spanish Tax Agency's Code of Good Tax Practices** structured around the principles of transparency, mutual trust and legal certainty. In response to this commitment, each year the Group releases a **tax Transparency Report.**

Human rights

The FCC Group is regulated by the **Human Rights Policy** approved by the Board of Directors in 2019, which is aligned with the Guiding Principles on Business and Human Rights. To reinforce its commitment and capacity for action, the FCC Group is a member of the **United Nations Global Compact** and its **ten fundamental principles,**including the duty of companies to support and respect the protection of fundamental human rights, both internally and throughout their value chain. FCC has a **supplier management procedure**, which defines the approval processes prior to the arrangement of products and services. The **statement of responsibility,** which is mandatory, expressly includes the **protection of Human Rights.**

Dissemination and awareness

The **dissemination** of the **Compliance Model and the corresponding training initiatives** play a fundamental role in the prevention of crimes. The main training courses imparted during 2022 were as follows:

- *Online* training on the Code of Ethics and Conduct
- Online Anti-Corruption Training
- Online Training on the use of technology resources
- Online Training on workplace and sexual harassment
- Online Training in relation to cybersecurity, Internet use and social engineering
- Training on the competition policy

Data protection and privacy

The **Group's Cybersecurity Model** and its regulatory framework set out the basic principles and minimum requirements for the implementation of information system security measures and their correct use (in particular the personal data of its customers, employees and suppliers) with a view to guaranteeing the confidentiality, integrity and availability of information at FCC.

In 2022, different initiatives were undertaken to promote and consolidate a cybersecurity culture based on the development of capabilities and knowledge, awareness campaigns, measures implemented across the systems that support **critical infrastructure and essential services and mechanisms** to **supervise and monitor cybersecurity** at the company.

3. Risk management model

The companies that make up the FCC Group are exposed to various risk factors inherent to both the nature of its activities and the risks related to environmental, economic, social and geopolitical upgrades in the different countries in which it carries out these activities and to the risks arising from its relations with third parties, including the risks arising from the non-exhaustive application of the principles of ethics and compliance set out in its regulations.

The **Risk Management Model** is framed under the FCC Group's **Corporate Governance Model**, which assigns duties, powers and responsibilities both at a corporate level and in each of the business units, enabling them to function in coordination to enhance their effectiveness and consolidate the control environment. FCC has **risk committees in every business area.** For further information, consult the **FCC Group's Annual Report for 2022** (pages 22-25).

The **FCC Medio Ambiente Iberia Risk Committee** analyses the organisation and its environment,identifying the risks and opportunities for each identified risk category: **strategic, financial, operational and compliance.**

All factors and conditions that may influence the organisation must be taken into account, including those related to **service quality**, **environmental aspects**, **health and safety** of workers, **economic-financial aspects**, **current legislation**, **information security**, **energy efficiency** and **R&D&I** as well as any related to the expectations of the most relevant stakeholders.

Once identified, the risk is assessed in terms of the **impact** it could have if it were to materialise and the **likelihood of occurrence**, according to a set of criteria defined in a Procedure PG.06.01 Management System.

FCC Medio Ambiente Iberia risks

COMPLIANCE RISKS

Applicable legislation
Contracts with third parties
Code of Ethics and Corporate Social Responsibility

STRATEGIC RISKS

Markets/Sector/Competition
Reputation
Innovation
Corporate governance
Economic planning
Sustainability
(circular economy, climate change, etc.)

FINANCIAL RISKS

Liquidity
Exchange rate/interest rate
Tax risks

A specific chapter has been dedicated in the governance axis of the **2050 Sustainability Strategy,** outlining how risk management should advance in our business area. **FCC Medio Ambiente Iberia**'s priority is to be a **resilient organisation**, with a risk management model that is constantly integrated into strategic planning and decision-making.

The main objectives are:

- **Improve our risk management system by** integrating it into the organisation's strategy so that relevant decisions are taken on the basis of a **systematic, objective and effective risk analysis.**
- Collaborate with the administrations in the preparation of **contingency plans** for emergency situations and/or environmental risks.

OPERATIONAL RISKS

Tendering and approval of dossiers
Partners
Subcontracting and suppliers
Service delivery and customer satisfaction
Environmental management
Occupational
Reliability of economic-financial information
Information security
Accident rate management
Equity
Public health

4. We support the 25 ESG Framework*

FCC Medio Ambiente Iberia's mission and vision define the **future** pursued by the organisation and provide purpose to its actions.

At **FCC Medio Ambiente Iberia**, our **mission** is to respond to the challenges faced by the urban areas in which we provide our services, including but not limited to:

- **population growth**
- **climate change**
- **shortage of natural resources**
- accelerated **digitisation and innovation processes**
- **increasing economic and social inequality.**

The period of **uncertainty** in which we find ourselves in, having recently emerged from the pandemic and given the war in Ukraine, has seen the aforementioned challenges **intensifying** and **society** being more aware of its **vulnerability.**

The primary challenge is to analyse how these trends impact our business and, accordingly, to **design solutions** that **mitigate risks** and offer us opportunities for development. **Sustainability** is the vital lynchpin in addressing these changes.

To implement its **vision**, the organisation develops and manages **environmental services**, maintaining the highest standards of **operational excellence** and applying the strictest principles set out in the **FCC Group's Code of Ethics and Conduct** in all its geographies and activities.

This **code** represents for the members of the company the highest standard in the set of policies and procedures of the **FCC Group** and allows to strengthen a **culture of compliance and to** support the **creation of value** of its long-term project.

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.

(*) FCC Group's 5th Sustainability Master Plan.

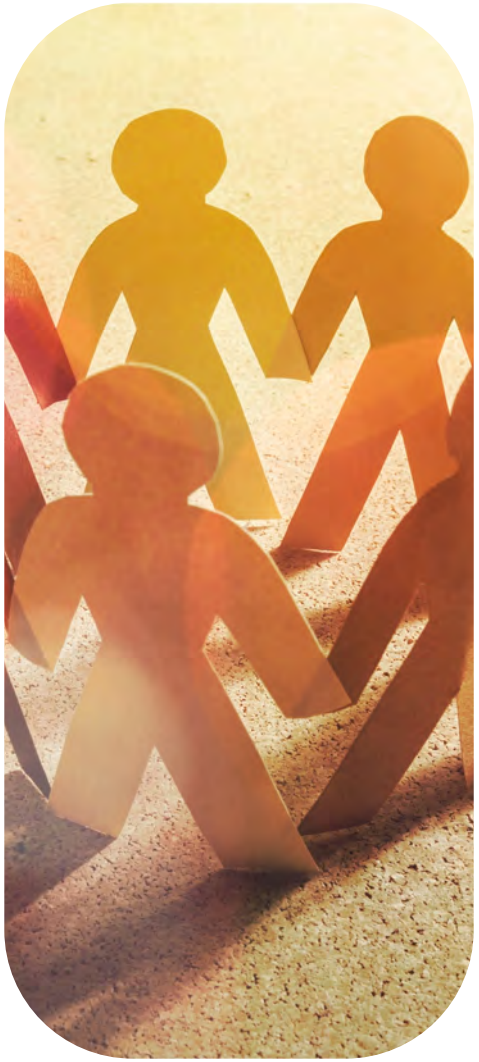
The **values** define the **identity and culture** of the FCC Group and their objective is to transmit and instil the **principles of ethical behaviour** that must guide all the organisation's employees.

Our path to sustainability has been linked to the FCC Group's principles of **transparency, honesty and integrity** and the commitment to the **United Nations Global Compact** as well as the contribution to achieving the **2030 Agenda and the Sustainable Development Goals** (SDGs).

On 26 April 2022, the Board of Directors approved the FCC Group's **Sustainability Policy,** which reformulates the previous policy and established the main priorities for the sustainable development of FCC in terms of the **environment, society and governance** (ESG), as well as the Group's commitments in relation to its **dialogue with its stakeholders.**

To address the priorities defined in the Sustainability Policy, and in advance of the strategy marked out by the **Group's 5th Master Plan,** a roadmap has been prepared that includes environmental, social and governance criteria for the years to come. This is known as the **ESG Framework** and, under the title **"Building a better future together",** it structures the Group's strategic lines and objectives in four pillars: environmental, social, governance and transversal (innovation, communication and partnerships).

Building a better future together



INNOVATION

Generating knowledge synergies to foster innovation, technology and digitalisation.

COMMUNICATION

Enhancing the information we provide on sustainability.

PARTNERSHIPS

Creating strong collaborations to contribute to the 2030 Agenda.

ENVIRONMENTAL

CLIMATE ACTION
Moving towards a competitive, low-carbon economy.

CIRCULAR ECONOMY
Applying its principles to ensure the efficient use of resources.

WATER MANAGEMENT
Reducing water stress where we operate.

PROTECTION OF BIODIVERSITY
Contributing to the maintenance of natural capital.

SOCIAL

HUMAN RIGHTS
Guaranteeing the protection of Human Rights internally and across the value chain.

SOCIAL ACTION
Contributing to the development of communities where we operate.

HUMAN CAPITAL
Driving talent and empowering our professionals.

HEALTH AND WELLNESS
Caring for people's health as part of their physical and mental well-being.

DIVERSITY AND EQUALITY
Generate a real culture of respect, tolerance and equity.

GOVERNANCE

ESG RISK MANAGEMENT
Minimising the impact of non-financial risks on results.

VALUE CHAIN
Translating our ESG commitments throughout the value chain.

ETHICS, INTEGRITY AND COMPLIANCE
Maintaining a robust model to guarantee responsible behaviour.

The **25 ESG Framework** also constitutes a guiding reference for the development of the ESG master plans of the different businesses, in which specific initiatives are established in accordance with the specific characteristics of their activity.

The **23-26 Action Plan** defined by **FCC Medio Ambiente Iberia** will support and endorse the principles contained therein.

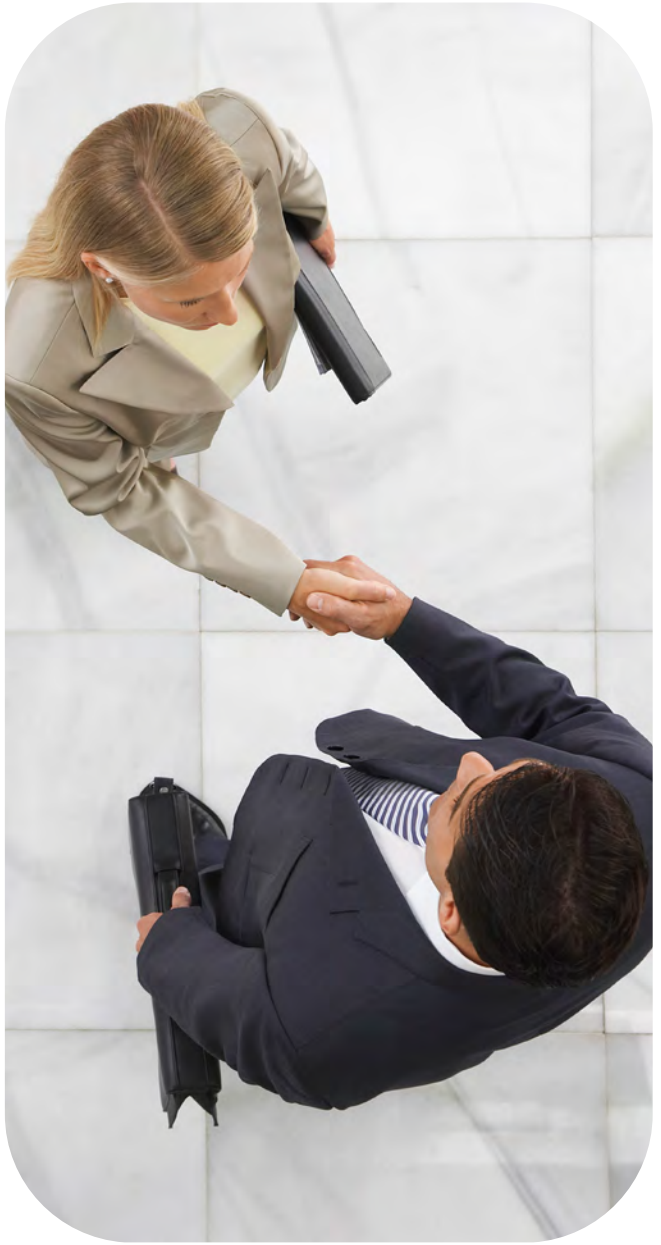
The sustainability actions are directed by the company's **highest governing bodies**, whose responsibilities are set out in the **Sustainability Policy** and cover:

The remit of **FCC's Board of Directors,** which is responsible for supervising compliance with the Sustainability Policy through the Audit and Control Committee, includes approving, monitoring and assessing the company's sustainability strategy and practices.

The **FCC Group Sustainability Committee,** made up of the different business areas and corporate units, is responsible for implementing the common policy and strategy.

The **Area Sustainability Committee,** is responsible for developing, implementing and ensuring, at each business unit, compliance with the policy and the implementation of its own strategy.

The **Compliance and Sustainability Department,** under the General Secretary, performs duties including but not limited to the results monitoring systems, the identification of associated risks and the coordination of the FCC Group Sustainability Committee.



RELEVANT ACTIONS AT FCC MEDIO AMBIENTE IBERIA

- Approval of the **donation and sponsorship procedure.**
- **Review and update** the assessment of **compliance risks** and of the **controls implemented** to prevent, detect and mitigate these risks.
- Performance of **two half-yearly self-assessments and certification** in the **Compliance Tool** of the controls designed to minimise **crime risks.**
- **On-site training** in Spain on **Competition** and *online* training on the **Code of Ethics and Conduct.**
- **Risk assessment** on **suppliers** in relation to **compliance.**
- Performance of **due diligence assessments** on **potential partners.**

FCC Medio Ambiente has complied with **92% of the commitments** indicated in the **20-22 Action Plan.**

2050 Sustainability Strategy

RISK MANAGEMENT
Organisational resilience

Support for **emergency** contingency planning

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

Certification of the **Compliance Model** under ISO 37301

ACTION PLAN CHALLENGES 23-26

For ethics, transparency and integrity

- Extend the **compliance model to investee companies and existing JVs**.
- **Extend the controls** that are validated every six months to other laws that would not entail criminal consequences for the organisation.
- **Certify the compliance model** under **ISO 37301.**

5 Service excellence

1. Sustainability through our Management System
2. Responsible purchasing
3. Leaders in innovation

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

1. Sustainability through our Management System

FCC Medio Ambiente Iberia's **commitment** to **sustainability** would not be complete without the incorporation of an **Integrated Management System** into the provision of its services. This system, structured around the requirements of the main international standards **(ISO 9001, ISO 14001, EMAS, ISO 50001 and R&D+i UNE 166002),** ensures a management model based on **excellence.**

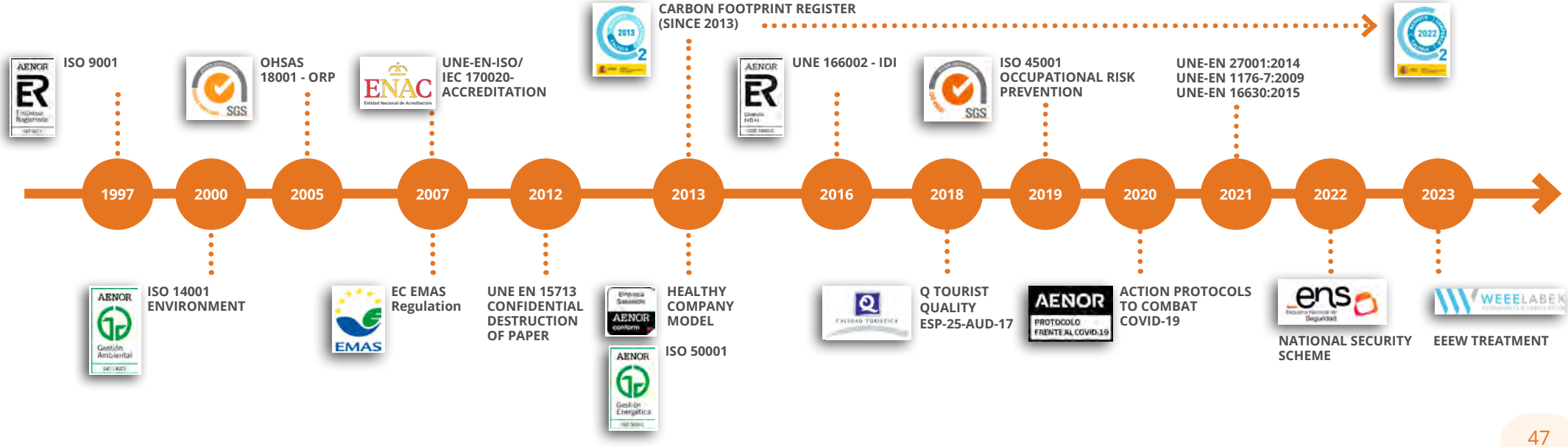
The use of management categories increases efficiency and productivity, standardises the work methodology developed across all the company's contracts and guarantees that processes are performed rigorously and in line with common procedures.

What's more, it ensures that human activities remain within the planet's bearing capacity and benefits the entire **value chain,** including customers, suppliers and employees as well as all **citizens who live in the communities in which we primarily serve our public customers.**

FCC Medio Ambiente was the first company in the municipal services sector to achieve **ISO 9001** certification of its Quality System, with 2022 marking the **25th anniversary** since the certification was first achieved.

Our **Management system** has evolved into a **360º Integrated System** model and constitutes an effective tool for ensuring the excellence of our quality, socially and environmentally sustainable and innovative services to our stakeholders.

Management Systems certificates



To satisfy and even exceed the **expectations** of our stakeholders, at FCC Medio Ambiente Iberia we pay particular attention to the changes that occur at both a global and local level, to incorporate them into the bids submitted for the management of services. What's more, we include investments in **digitalisation**, in **new technologies** applied to machinery and installations and in the implementation of **initiatives and good practices**, which allows us to provide our customers with **solutions** with an ambition for the **future** in agreement with all the parties involved that contribute to the development of sustainable **cities and communities.**

To this end, we offer a **Sustainable Services Management Plan** aligned with the **SDGs** and with the **strategies, plans and policies** implemented by **local councils** in relation to **sustainability** across its three vertices: **social, environmental and financial.** In addition, the organisation has an internally developed **intelligent platform for the management of citizen services** called **VISION**, which automatically serves and responds to the needs of its customers.

The structure of FCC Medio Ambiente Iberia, with its 21 local offices, enables it to offer services that meet the expectations of communities in all regions of Spain and Portugal.

FCC Medio Ambiente has met **33% of its commitments** established in the **20-22 Action Plan.**

2050 Sustainability Strategy

TARGET

Lead **the implementation of systems.**

MEASURES

Integrate the existing management systems in all the divisions that make up FCC Medio Ambiente.

Digitalise management processes to improve their efficiency and effectiveness and to be able to access objective and reliable information for decision-making.

Implement standards connected to human resources, social responsibility, information security, environmental management, operability, safety and health.

ACTION PLAN CHALLENGES 23-26

For an excellent management system

- Include the FCC Medio Ambiente Management System in contracts and treatment centres across Portugal.
- Digitalisation of the following processes:
  - Data validation and certification.
  - Customer satisfaction.
  - Inspection plans.
- Disseminate the Management System's criteria among the organisation's staff.

Trust, quality and transparency in the value chain

New **2021-2022 certifications and seals:**

- UNE-ISO/IEC 27001:2014. **Information Security Management System.**
- UNE-EN 1176-7:2009. Playing area equipment and surfaces.
- UNE-EN 16630:2015. Fixed physical training equipment installed outdoors.
- National Security Scheme.
- Awarded the "**Calculate-Reduce-Compensate**" seal for the third time by the Spanish Office for Climate Change, part of the Ministry for Ecological Transition and the Demographic Challenge.

Some key figures:

- **67.83%** of turnover corresponds to activities certified according to ISO 9001.
- **67.36%** according to ISO 14001, **66.37%** according to ISO 50001 and **9.26%** under the EMAS Regulation.

Some examples of green purchasing are listed below:

- **Green fleet: 23.7%** of industrial vehicles powered by **alternative energies.**
- **Connected fleet:** newly acquired vehicles **equipped with GPS**, which allows the optimisation of routes, with the consequent **reduction of resource consumption** (water and energy) and the generation of GHG emissions.

2. Responsible purchasing

At FCC Medio Ambiente Iberia, we have been promoting **sustainable purchasing management** and **responsible consumption** of **resources** for more than 25 years, favouring a **transparent** relationship with the supply chain. We also promote the **circular economy model** by giving a **second life** to our own **waste.** The management of glass treatment plants and their end-of-waste certification pays testament to this.

As a result, **green and socially responsible purchases** are an important tool for achieving environmental and social objectives, including but not limited to:

- Providing a high level of protection to people and the environment.
- Reducing greenhouse gas emissions and fighting climate change.
- Reducing waste and improving recycling ratios.
- Eliminating or reducing toxic substances harmful to health and the environment.
- Improving levels of competitiveness and innovation.
- Creating *green* employment and improving levels of social cohesion and sustainable local development.
- Providing more hard-wearing and innovative products that offer economic savings and a higher quality of life.

2050 Sustainability Strategy

TARGET

Ensuring quality and transparency throughout the value chain.

MEASURES

Draw up a **responsible purchase policy.**

Assess the **volume of purchases** from **suppliers** that meet the **responsible purchasing criteria**, which allows us to set pledges for improvement.

A responsible purchasing management model

- The **procurement management model** implemented is governed by the principles set out in the **Purchasing Manual** common to the entire company, which is based on the principles of **transparency, competitiveness and objectivity** that provide **efficiency and generate value** for the business.
- FCC Medio Ambiente Iberia continues to work on the application of **ethical, social and environmental criteria** in procurement processes, trying to guarantee the highest degree of **sustainability** and **promoting innovation.**
- The FCC **Code of Ethics and Conduct** also includes the **basic principles** that all partners, collaborators and suppliers have **to respect:**
- **Failure** by suppliers to adhere to any of the principles of the **FCC Code of Ethics and Conduct or of the United Nations Global Compact**, in any of their commercial operations, may result in the **cancellation** of contracts by the company.
- The objective is to obtain the collaboration of the most competitive **top-level companies** in their markets, following **responsible principles** in the **selection process** and making them participate with **appropriate conduct.** We also try to **promote proximity purchasing**, always following the bottom-up criterion "municipality-community-country".
- **FCC Medio Ambiente Iberia identifies and assesses the environmental, social and economic risks associated with the supply chain** through an analysis conducted on all new suppliers, including visits to their facilities, interviews with management or requests for relevant information.

FCC Medio Ambiente has met **83% of its commitments** established in the **20-22 Action Plan.**

ACTION PLAN CHALLENGES 23-26

Responsible procurement

- Define the procedure that makes it possible to evaluate and prioritise integrity and sustainability at suppliers and contractors and implement this through digitalisation.

3. Leaders in innovation

In the coming years, the **collaboration** between **science** and **companies,** as well as the coordination and joint undertakings of **public-private** organisations will be crucial to Spain and Portugal efficiently absorbing the new lines of funds under the **European Union Recovery Plan.**

Research and innovation in **Spain and Portugal** have followed similar paths, they share **synergies** in their strategic agenda in the fields of energy and **decarbonisation** of the economy, although with different specific features.

Spain has set out the **2021-2027 Spanish Science, Technology and Innovation Strategy**, which serves as the basic instrument for consolidating and strengthening the science, technology and innovation system over the coming seven years.

In turn, **Portugal** seeks to enhance the innovation of its companies and increase their participation in European financing programmes.

What's more, it has set out its **SIFIDE (R&D Tax Credit System) programme** and its roadmap, under the slogan **Portugal 2030.**

In line with these plans, FCC Medio Ambiente Iberia has included, under the **Excellence** pillar of its **2050 Sustainability Strategy**, the roadmap for the coming 30 years, in which innovation plays a critical role. **R&D&i projects** in the development or launch phase have seen investment of **€4.08 million, up by 8.35% on 2021.**

Despite the COVID-19 pandemic and the conflict between Russia and Ukraine, FCC Medio Ambiente has continued to develop innovation projects, consolidating the organisation of the **third edition** of the **Avanza awards** in 2022, which place particular importance on **innovation.**

It has also maintained the certification of its **R&D&I Management System,** pursuant to the UNE 166002 standard, which focusses on **four strategic lines:**

2050 Sustainability Strategy

TARGET

Improve the **culture of innovation** and creativity within the organisation.

Spending on R&D&I vs. Revenue

≥ 0.3 % by 2030

≥ 1 % by 2050

TECHNOLOGICAL INNOVATION IN MACHINERY

CIRCULAR ECONOMY

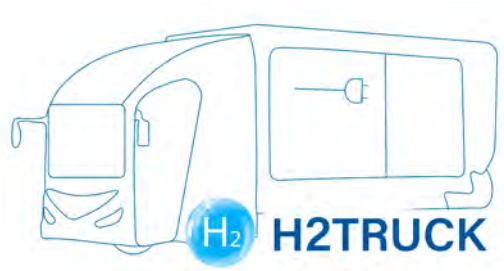
INFORMATION TECHNOLOGIES - *SMART CITIES*

SUSTAINABLE DEVELOPMENT

The "information technologies" line is linked to the development of *smart cities* and "sustainable development" is included into the other strategic lines.

Technological innovation in machinery

In the new **2050 Sustainability Strategy, FCC Medio Ambiente** is committed to achieving **100% of the fleet of vehicles with "ECO" and "0" labels** within thirty years. The 2021-2022 period has been key as part of the commitment to the **diversification** of our **fleet of electric vehicles through the development of new prototypes:**



At the end of 2021, FCC Medio Ambiente was awarded financing to develop a **heavy-goods vehicle** using **hydrogen-powered battery-fuel cell hybrid technology (H2TRUCK)** intended for use in urban services. This financing forms part of the Sustainable Automotive Technology Programme (PTAS), within the framework of the subsidies granted by the Centre for Industrial Technological Development (CDTI), with support from the Ministry of Science and Innovation as part of the Spanish Recovery, Transformation and Resilience Plan, financed by the European Union. The aim of the project is to manufacture a **100% electrically driven large-tonnage side-loading waste compactor collector prototype,** powered by a hybrid hydrogen cell and lithium ion battery system within a period of two and a half years.

The different project tasks performed in 2022 include the **characterisation of the lorry's fuel cell** performed on the test bench at the National Hydrogen Centre (CNH2), the study and definition of the dynamic, structural and regulatory requirements, as well as the **propulsion system** and the **mobile hydrogen compression station** design. This mobile station will allow the prototype to refuel and be tested in any location. During the third year, both the prototype and the mobile hydrogen refuelling station are expected to be completed.

CNG compactor collector with a two-metre-wide side-loading body, on a small chassis (2x7 metres), with a legal waste payload of five tonnes and capable of covering a gap in the existing side-loading collectors market.

Small-size rear-loading **electric compactor collector** with double compartment body and 10 m^3 capacity. Operates in electric mode during collection tasks and comes equipped with self-recharging with a compressed natural gas (CNG) engine.

100% electric tanker for irrigation and washing on a two-metre wide chassis and maximum authorised mass of 18 tonnes, equipped with new generation lithium ion batteries.

Street cleaning cart with electric assistance, equipped with 250 watt electric motor powered using a lithium ion battery, weighing system and *bluetooth* that records the area of action. With the option of activating and deactivating electric assistance and regulating the speed (max. 6 km/hr).

Circular economy

Plastic management and recycling

The new **European Strategy for Plastics in a Circular Economy** proposes making all plastic packaging **recyclable** or **reusable before 2030.** However, according to data from Plastic Europe (the European association of producers of plastic raw materials), in 2018 only 32.5% of the 29.1 million tonnes of plastic collected post consumption in the EU28+2 was recycled. The remainder was diverted to incineration or controlled landfill.

With the aim of seeking new solutions capable of increasing the recycling of plastic waste, FCC Medio Ambiente is leading **two European LIFE** projects to increase efficiency in the recovery of this waste, which is difficult to dispose of in the recycling market, avoiding its incineration or disposal in landfills. As well as **improving recovery and recycling,** both projects aim to **reduce the carbon footprint.** To this end, **innovative recovery and recycling plants on a semi-industrial scale** are being operated to demonstrate the **technical and economic feasibility** of new **plastic recovery and recycling solutions.**

LIFE4FILM (2018-2023): with a budget of €4.54 million, it aims to avoid the sending of the plastic film present in urban waste to landfill, or pursuing energy recovery, through the implementation of an innovative material recovery process across two lines: one line of recovery and one line of recycling at Granada Ecocentral (11,000 t/year). These allow **polyethylene film to be separated** and recycled into **plastic bags** to be dedicated to uses including but not limited to **FCC Medio Ambiente**'s street cleaning services and green area management, thus completing the **BAG2BAG** cycle. The main milestone in 2022 was the commissioning of the washing, extrusion and blowing line (recycling line), generating the first plastic bags using recycled film plastic, and once the project comes to an end in 2023, the aim will be to replicate this line at another five plants in Europe.

Further information: **www.life4film.com**

LIFEPLASMIX (2019-2024): with a budget of €5.33 million, its objective is to demonstrate the **material recovery of mixed plastics** from municipal waste (polypropylene and polystyrene in form of **chaff or flakes** to be used in the production of new plastic products at a semi-industrial plant (5,600 t/year) at the Ecocentral waste treatment plant in Granada. During the year, the second line of the process, washing, was launched, generating the first tonnes of recycled *pellets*.

Further information: **www.lifeplasmix.com**

VALOMASK (2021-2022): project developed by **FCC Medio Ambiente** and co-financed by the Institute for Business Competitiveness in Castilla y León (Spain) to **avoid the disposal of face masks in landfills,** offering a new sustainable solution to the huge environmental challenge posed by COVID-19. To this end, an innovative process has been investigated that includes the automatic separation of face masks at Waste Treatment Centres, the **thermochemical treatment of plastics,** such as pyrolysis and bioconversion of the oil obtained during the thermochemical process, generating products with high added value, such as citric acid and bioplastics.

Circular economy

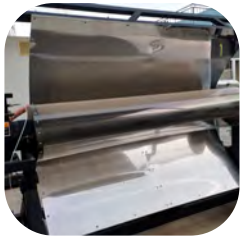
Treatment of waste and biomethanisation effluents

I+Dehesas Centre: Biorefinery

FCC Medio Ambiente has set itself the challenge of transforming traditional biological treatment processes into a **new biorefinery concept,** turning the **Las Dehesas plant in Madrid** into its R&D&I reference centre. Given its strategic location, it will be one of the driving forces of this transformation, which is why **different pilot plants** have been set up at which different **disruptive technologies** are being applied for the treatment of the organic fraction of waste collection **(OFSC)** and the different biomethanisation effluents (**biogas, digested liquid and digest**) in the form of three research projects:

Further information: **https://www.youtube.com/watch?v=pWQL_8DCR30**

INSECTUM (2019-2023):



this CDTI CIEN project, led by **FCC Medio Ambiente**, consists of implementing a system for **recovering urban bio-waste** based on their **bioconversion by means of insects** into products with high added value for industry (food, neutra/ pharmaceuticals and chemicals). **FCC Medio Ambiente** is involved in the conditioning and supply of organic fractions of municipal solid waste to obtain a **dehydrated substrate** that facilitates its storage, conservation and transportation. To this end, a **solar tubular dryer** has been developed to remove moisture from biowaste. During 2022, the dryer was installed and commissioned at the Las Dehesas biomethanisaion plant.

SCALIBUR (2018-2022):

Cofinanciado por el Programa "Horizonte 2020" de la Unión Europea en virtud del acuerdo de subvención nº 817788

SCALable Technologies for Bio-Urban Waste Recovery is a European project that has received **Horizon 2020** funds, as part of which **FCC Medio Ambiente** is involved as a partner of a consortium made up of eight European countries. Its aim is to make progress towards a **circular economy** and transform urban organic waste into **high added value products**. **FCC Medio Ambiente** was involved in this project, completed in 2022, assuming responsibility for validating the design and operation of two technologies: a waste monitoring system, providing for the continuous and real-time characterisation of waste; and an electrochemical bioconversion system that has made it possible to convert the CO_2 in biogas into organic products with high added value, such as acetic acid.

Further information: **www.scalibur.eu**

DEEP PURPLE (2019-2023):

Domestic Extraction of Emerging Products with Purple Phototrophic Bacteria is a project co-financed by the **Bio-Based Industries Joint Undertaking** as part of the **European Union Horizon 2020 research and innovation** programme, which proposes **synergistic and integrated treatment** for the**recovery** of three types of **biowaste:** the organic fraction of municipal solid waste, wastewater treatment plant sludge and urban wastewater, as part of a multiplatform photo-biorefinery using **phototrophic purple bacteria.** This new concept will allow for the generation of **five new bioproducts** with commercial applications in the cosmetics, plastics, construction and fertiliser sectors. **FCC Medio Ambiente** is involved in the optimisation of the thermal hydrolysis process to produce a broth rich in nutrients employed as food for the purple phototrophic bacteria that synthesise PHA, an essential molecule for the production of bioplastics.

Further information: **www.deep-purple.eu**

Circular economy

Renewable energy production and gas recovery

The new **Integrated National Energy and Climate Plan 2021-2030 (PNIEC)** and the **Climate Change and Energy Transition Law** have placed an emphasis on the need to reduce energy dependence and enhance energy diversification policies to address the climate crisis linked to the current geopolitical situation. This highlights the importance of promoting the use of new sources of **clean energy**, making it possible to reduce the use of fossil fuels and the emission of polluting gases while pursuing the **decarbonisation of the economy.** FCC Medio Ambiente is undertaking a variety of projects for the production and validation of energy vectors considered part of clean energies, such as biogas, biomethane and biohydrogen.

KET4F-GAS (2019-2021): In 2021, after three years, work was completed on SUDOE's "KET4F-Gas - Reduction of the Environmental Impact of Fluorinated Gases in the Sudoe Space through Essential Facilitating Technologies" project, in which **FCC Ámbito** participated. As a result, **two technologies** have been generated based on *green chemistry* processes, nanotechnologies, materials and easily-applicable advanced separation processes, which have an implementation cost that is low enough to make the **recycling and reuse of refrigeration gases** economically feasible. As part of this project, an economic alternative for the **separation and recovery of refrigerant gases** at the end of their useful life has been achieved for the first time that restores their purity and, as a result, their efficiency. This encourages the recycling and reuse of gases rather than their emission into the atmosphere, while giving waste a second life and introducing circular economy principles.

Further information: **www.ket4f-gas.eu**

life landfill biofuel

Comisión Europea

LIFE LANDFILL BIOFUEL (2019-2023): (LIFE18 ENV/ES/000256: Integral management of the biogas from landfills for use as vehicle fuel) is a project co-financed by the **European LIFE program** and approved in June 2019, allocated a budget of **€4.67 million.** Its aim is to demonstrate the technical-economic feasibility of a solution based on the implementation of new **landfill exploitation** techniques to **improve biogas production** and facilitate the **recovery of residual gas** by purifying biogas through a vacuum pressure oscillation adsorption process for use in vehicles, achieving more efficient management by obtaining biomethane from a clean and abundant energy source. The final milestone of the project saw the **refuelling station** set up at the **Ecocentral treatment plant in Granada,** where the first refuelling process was performed using the biomethane generated. In 2022 and 2023, a tractor unit and a van will travel more than 60,000 km to validate the quality of the biomethane.

Further information: **www.landfillbiofuel.eu**

infusion

Proyecto financiado por la Comisión Europea bajo el programa Life LIFE19 ENV/ES/000283

LIFE INFUSION (2020-2024): (LIFE19 ENV/ES/000283: Intensive treatment of waste effluents and conversion into useful sustainable outputs: biogas, nutrients, and water), the main aim of this project is to demonstrate, with a vision of circular economy, an innovative scheme for the recovery of resources (biogas, biofertilisers and reclaimed water (RW)) from effluents in municipal management, through an almost zero discharge process. This project is being developed by a consortium that includes **FCC Medio Ambiente** through its shareholding in Ecoparc del Besós, EBESA, in cooperation with seven institutions (Fundació Eurecat, the project leader; AMB, AMIU, Aqualia, Cogersa, Detricon and IRTA), co-financed using funds obtained as part of the European LIFE programme. It has been allocated a budget of **€3.12 million.**

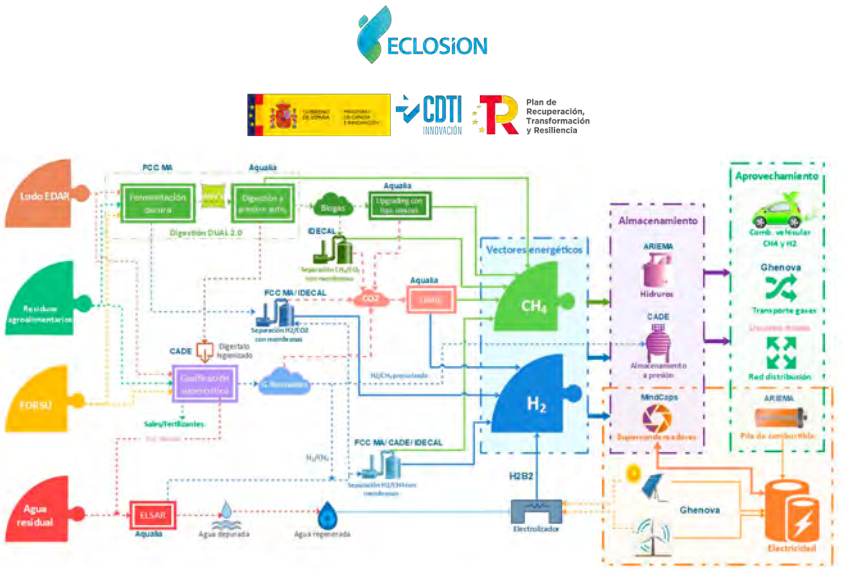
Further information: **www.lifeinfusion.eu/es**

Circular economy

Renewable energy production and gas recovery

ECLOSION (2021-2024): project that develops new **materials, technologies and processes** for the **generation, storage, transport and use of renewable hydrogen and biomethane** obtained from **biowaste** (municipal, agro-food, wastewater and sewage sludge). Undertaken by a consortium consisting of eight Spanish companies, ten prestigious research organisations and universities have collaborated in the project. The project has been allocated a budget of **€6.6 million** and funding of €4.45 million, awarded by the Centre for Industrial Technological Development (CDTI) and the **Next Generation EU Fund** within the framework of the **Science and Innovation Missions Programme 2021,** with support from the Ministry of Science and Innovation.

Throughout 2022, **FCC Medio Ambiente** has performed research at the University of Valladolid's laboratories with a view to studying the process of **dark fermentation** using the Organic Fraction of Municipal Solid Waste as a substrate. The result was a considerable amount of **hydrogen** compared to the total biogas generated during each fermentation. Likewise, the development of new efficient and low cost **polymeric membranes,** for the separation of biohydrogen mixtures as part of dark fermentation (H_2/CO_2) and H_2/CH_4 mixtures produced by supercritical gasification. During 2023, the first prototype, a pretreatment system and a digester will be installed to perform the dark fermentation process at the CTR in Valladolid.



Recovery and reuse of raw materials and slag

RECYGAS (2019-22): material reuse of municipal solid waste through the production of recycled Syngas. Subsidised by the **HAZITEK programme run by the Basque Government,** it is supported by the European Regional Development Fund and developed by FCC Medio Ambiente as part of a consortium. The **gasification of waste** converts waste into a **synthesis gas** (Syngas) that can be used for different purposes, as a precursor to industrial products. Its main difference compared to waste incineration is that it can be converted into **high-added value products,** as **liquid fuels, synthetic natural gas,** chemical products **(methanol** or **ethanol)** and energy vectors, such as **hydrogen.**

Circular economy

Recovery and reuse of raw materials and slag

MINETHIC (2021-2023): recovery and reuse of strategic mineral resources for the ecological transition. subsidised by the **Centre for the Development of Industrial Technology (CDTI)**, it has been cofinanced by the **Recovery and Resilience Mechanism** as part of the 2022 call of the **Science and Innovation Missions Programme.** This project has been undertaken by a consortium in which FCC Medio Ambiente participates and its objective is to **research new sources of unconventional mining raw materials** (industrial and urban) for the ecological transition encompassing the entire value chain: pre-treatments to concentrate materials of interest and eliminate interference, separation, recovery and purification treatments and the validation of the recovered materials in final applications. New technologies are due to be investigated that facilitate the **recovery reuse of critical raw materials** from mineral resources, by-products and waste streams, as well as the integration of digital technologies, promoting a sustainable, efficient and local supply of critical raw materials. **FCC Medio Ambiente** will extract the phosphorus, nickel and cobalt present in the slag generated by the incineration of municipal solid waste and the phosphorus from the biostabilised material from the biological treatment of organic matter in mixed municipal solid waste.

minethic

Financiado por la Unión Europea NextGenerationEU

CDTI INNOVACIÓN

Plan de Recuperación, Transformación y Resiliencia

RSU4HOM (2022-2024): development of new construction products by recovering slag from the incineration of municipal solid waste. Led by **FCC Medio Ambiente** and co-financed by **HAZITEK 2022, a programme to support business R&D in the Basque Country,** this project is due to last for a total of 30 months. Its aim is to reduce the environmental impact generated by the deposit of slag from two plants in Zubieta (Guipúzcoa) in a landfill to a minimum, reusing this waste and integrating it as aggregates in the manufacturing of construction products.

RSU4HOM

ECO2D4.0 (2022-2024): development of **comprehensive solutions using priority waste from the Basque Country and an ecosystem for the operational and environmental monitoring of road infrastructures. FCC Medio Ambiente** participates in this project, co-financed by a **programme to support business R&D in the Basque Country-HAZITEK 2022,** investigating **waste management** applications, in particular, for cases in which there are limited recovery routes, although milling waste and black slag are also included. The creation of products has been expanded for **ECO-digitalised roads,** analysing the technical and market feasibility of using different community waste streams as secondary aggregates in the dimensioning of road surfaces. Working on the creation of sustainable solutions for the most common scenarios and undertaking necessary actions in upstream and/or recovery processes, ensuring compliance with functional and environmental specifications throughout all development phases.

Europar Batasunak kofinantzatua
Cofinanciado por la Unión Europea

EUSKO JAURLARITZA GOBIERNO VASCO

Sustainable development

BICI SENDAS

CDTI @CDTIoficial

BICISENDAS (2018-2023): FCC Ámbito is a participant in the CIEN Bicisendas project, led by **FCC Construction,** the objective of which is the development of a new **generation of sustainable, energy self-sufficient, smart, decontaminating, integrated and safe bicycle lanes,** which will be modular, manufactured using sustainable materials and can be tailor made to integrate different technologies, depending on the needs to be covered. The project is due to come to an end in the second half of 2023.

Information technologies - smart cities

As part of the provision of services to cities, consolidating the concept of ***smart cities*** is crucial. To this end, the **Excellence** axis of the **Sustainability Strategy 2050,** includes a point dedicated to the development of **smart cities.** These are cities that employ sustainable urban development, that apply innovation and Information and Communication Technologies (ICT) to management and that facilitate the provision of effective, efficient, sustainable and comprehensive services.

VISION - a smart platform for the provision of citizen services has been designed by **FCC Medio Ambiente** for the **end-to-end and sustainable management of municipal services.** The platform makes it possible for us to meet the needs of all the stakeholders involved in the provision of services (administration, company and citizens) and includes all aspects related to their correct development (production, legal, environmental, resources, validations and services).

During 2021-2022, the **management system and the platform were certified** in the **National Security Scheme** and the following **improvements** have been made:

- Inventories and management of the renovation of public lighting to facilitate the planning, installation and monitoring of energy efficiency criteria.
- Generation of bulky waste collection routes based on requests received and the optimisation algorithms developed.
- Control system at waste facilities pursuant to the criteria determined by the corresponding Administration.
- Improvements to information exchange systems with municipal systems.
- Direct connection of the VISION platform to the Power BI application to generate dashboards that facilitate the exploitation of information by users with different levels of training.
- Support in the creation of the Service Monitoring Centre to support contracts, with high information communication demands by customers.
- System for the preparation of the market study of activities provided by the company, with an analysis by companies, business groups, population figures, production figures and maturities.
- Roll out of the manual sweeping operator tracking application.
- Calculation of eligibility criteria and alignment of contracts with financing criteria, pursuant to the EU sustainable taxonomies.

In terms of **sustainability,** VISION has dedicated modules that respond to the different requirements of **non-financial information**, allowing us to calculate the **environmental footprint** and the **carbon footprint.** It also includes a **sustainable initiatives** module where users can register their **good practices**, both **social** and **environmental,** according to their profile.

Sustainability

ce2d®

Environmental footprint
Capture, emit, avoid, return.

Carbon footprint

GHG emissions inventory
Calculation of GHG emissions generated by our activities.

Sustainable initiatives

Good practices
Information on sustainable actions.

Taxonomy for sustainable finance

EU taxonomy
List of "eligible" and/or "aligned" contractors and calculation of indicators

Green bond

Green bond
List of eligible contractors and calculation of indicators.

Environmental risks

Environmental risks
Relationship between environmental risks and workplaces.

vision

FCC Medio Ambiente has met **89% of its commitments** established in the **20-22 Action Plan.**

ACTION PLAN CHALLENGES 23-26

To promote innovation

- Position/maintain the organisation as an **innovation** leader in the sector.
- Improve the **culture of innovation** and **creativity** within the organisation, increasing the number of ideas submitted for consideration.
- Promote the **image** of an **innovative company** through participation in contests, awards, publication of articles and participation in events.
- **Increase annual spending on R&D&i** as a part of **turnover.**

To promote *smart cities*

- Develop **new service models** to offer our clients in relation to ***smart cities.***
- Establish a **system of indicators** to measure impacts related to sustainability in cities.

6

Our environmental achievements

1 Key figures of our Environmental Footprint

2 Sustainable environmental management

2.1 Circular economy, seal of our management

2.2 Climate Action

2.3 Achieving efficiency in use of water

2.4 Conserving and protecting ecosystems and their bidodiversity

2.5 Healthy cities

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

1. Key figures of our Environmental Footprint

FCC Medio Ambiente Iberia has focussed its strategy on**applying the** know-how acquired over the course of **more than 120 years of experience and professionalism.** During this time, using innovative technologies, the organisation has offered its customers more efficient services with a minimal impact on citizens and the environment, which contribute to achieving **Goal 11** of the United Nations 2030 Agenda: achieving **inclusive**, **safe, resilient and sustainable environments.**

Our **sustainable service management model** contributes to **green growth** in the communities where we operate through five priority lines of action, which we will develop throughout this chapter:

- **Circular economy**
- **Climate action**
- **Efficient use of water**
- Protecting **biodiversity**
- Good practice for **healthier cities**

FCC Medio Ambiente Iberia calculates the **overall balance of the impact of the services provided on the environment** through the **environmental footprint**, based on the indicators of the **Global Reporting Initiative** (GRI) and the **ce2d®**[8] methodology developed internally by the organisation. Regulated by the principles of **Capture, Emit, Avoid, Return**, this methodology allows for the **identification, harmonisation, quantification and consolidation** of the main parameters and variables involved in the different production processes from the perspective of **environmental sustainability.**

On the basis of this environmental accounting, the organisation has characterised the environmental repercussions of its actions and assessed the degree of compliance with the commitments made. In this regard, it should be noted that we have a **history of more than 15 years of data and information verified by a third party**[9]**.** Below are the **key figures of the 2022 Environmental Footprint represented in "ce2d®".**

(8) The environmental footprint reflects all the GRI environmental indicators adapted to each activity. Different external bodies validated this methodology. Registered trademark at the Spanish Patent and Trademark Office: ce2d®, FCC Medio Ambiente, S.A./M2931259/España/2010.
(9) Scope: FCC Medio Ambiente España.

The ce2d® of FCC Medio Ambiente Iberia. Key figures of the 2022 Environmental Footprint according to the GRI

AVOID
Prevention and fight against the effects of climate change. Energy efficiency

305-5 GHG emissions avoided:	**3,333,990.04 tCO_2eq**
Direct GHG emissions avoided:	433,110.56 tCO_2eq.
Indirect GHG emissions avoided:	12,822.02 tCO_2eq.
Scope 3 GHG emissions avoided*:	2,888,057.47 tCO_2eq.
303-1-3 Water resource savings:	**2,745,752.55 m^3**
302-5 Electricity savings:	**48,507.70 GJ**

RETURN
Generation of resources

306-2 Recovered materials:	**851,286.72 t**
306-2 Compost:	**33,418.07 t**
306-2 Biostabilised:	**79,584.12 t**
302-4 Cogenerated electricity:	**233,144.76 GJ**
302-1 Sold:	184,637.06 GJ
Self-consumed:	48,507.70 GJ
303-3 Reused purified water:	**16,219.56 m^3**

SUSTAINABLE DEVELOPMENT GOALS

EMIT
The control and reduction of emissions, discharges and waste production

305-1-2 GHG emissions:	**2,718,522.5 tCO_2eq**
305-1 Direct GHG emissions:	534,889.98 tCO_2eq.
305-2 Indirect GHG emissions:	23,796.04 tCO_2eq.
Scope 3 GHG emissions*:	2,159,836.47 tCO_2eq.
305-1-3 Biogenic CO_2 emissions:	**358,972.64 biogenic tCO_2**
Scope 1 biogenic emissions:	64,163.22 biogenic tCO_2
Scope 3 biogenic emissions:	294,809.43 biogenic tCO_2
305-7 NOx emissions:	**1,657.72 t**
305-7 SOx emissions:	**283.71 t**
305-7 Particulate emissions:	**74.64 t**
306-1 Discharges of treated industrial wastewater:	**869,992 m^3**
306-2 Waste generation:	**1,375,375.67 t**
Generation of non-hazardous waste:	1,372,108.54 t
Generation of hazardous waste:	3,267.13 t

CAPTURE
Responsible consumption

303-3 Water consumption:	**11,052,690.06 m^3**
Tap water:	8,306,937.51 m^3
Water from other sources:	2,745,752.55 m^3
302-1 Total energy consumption:	**4,266,905.58 GJ**
302-1 Energy from non-renewable sources:	**2,741,925.73 GJ**
Fossil fuels:	**2,424,648.57 GJ**
Mains electricity:	**317,277.16 GJ**
302-1 Energy from renewable sources:	**1,524,979.85 GJ**
Renewable fuels:	**1,476,042.01 GJ**
Renewable electricity:	**48,937.84 GJ**
301-1 Consumption of raw materials:	**644,156.20 t**

Note: in the Environmental Footprint all indicators have been calculated for contracts under operational control except for GHG emissions generated and avoided which reflect the three scopes determined in the internal carbon footprint calculation procedure.
(*) Scope: FCC Medio Ambiente España.

By having the most representative environmental performance indicators for the period 2020-2022, we are in a position to analyse the **trends set** and identify through them, both the **minimisation** of the **environmental footprint** and the degree of **compliance with the commitments** established in our previous sustainability report.

FCC Medio Ambiente has fulfilled **84.5%** of the **commitments established** in the **20-22 Action plan.**

Reduction of the environment impact of our services

The consolidated results and trends confirm the progress made by our organisation to reduce the impact of negative environmental factors in favour of:

- **Increased material recovery,** both in variety and quantity, in our municipal waste treatment plants. We have increased recovery at plants under operational control by **28.9%**, from 748,015.91 tonnes in 2021 to 964,288.91 tonnes in 2022, avoiding the deposit thereof in landfills.
- An **increase** of **9.3% in GHG emissions avoided,** from 3,051,333.88 tCO_2eq. in 2021 to 3,333,990.04 tCO_2eq. in 2022 (Scopes 1+3).
- An **increase** in the **reuse of engine and boiler biogas**, up by **46.3%** between 2020 and 2022 from 906,734.29 GJ to 1,326,373.46 GJ.
- A 35.3% **increase** in the **consumption of renewable energy,** from 1,127,211.83 GJ in 2020 to 1,524,979.85 GJ in 2022. Given the increase in prices, in 2022, **less electricity with a guarantee of origin has been procured.**
- **Smaller carbon footprint:** during 2020-2022, FCC Medio Ambiente managed to reduce the average emission intensity by **0.67%** compared to the previous three-year period. With this in mind, and following the registration of a new offsetting project, the Spanish Office of Climate Change (OECC) at MITERD has awarded us the triple **Calculate, Reduce and Compensate certificate.** In September 2023, we also registered the 2022 carbon footprint of FCC Ámbito (Spain) for the first time as well as registering an offsetting project that has seen us obtain the double certification: Calculate, Compensate.
- **Minimising dependence on mains water: 25% of our water consumption is covered by alternative sources.** Total water consumption has been reduced by 1.3% over the past three years.
- **A 41.2% increase in the number of initiatives related to urban** biodiversity protection in the last three years.

ACTION PLAN CHALLENGES 23-26

Care for the environment

- Collaborate with our clients to be able to comply with the **EU objectives for 2035** in relation to **waste management,** specifically:
  - **≥ 65% of waste recovered.**
  - **≤ 10% of waste dumped in landfills.**
- **Reduce** emissions of**greenhouse gases and increase** the tonnes of GHG **avoided** compared to those avoided in **2017.**
- **Reduce biogas emissions from landfills.**
- **Increase** the proportion of **vehicles powered by alternative energies.**
- Optimise and control water consumption to promote the use of **water from alternative sources.**
- Implement **practices that are respectful** of the **preservation** of **biodiversity.**

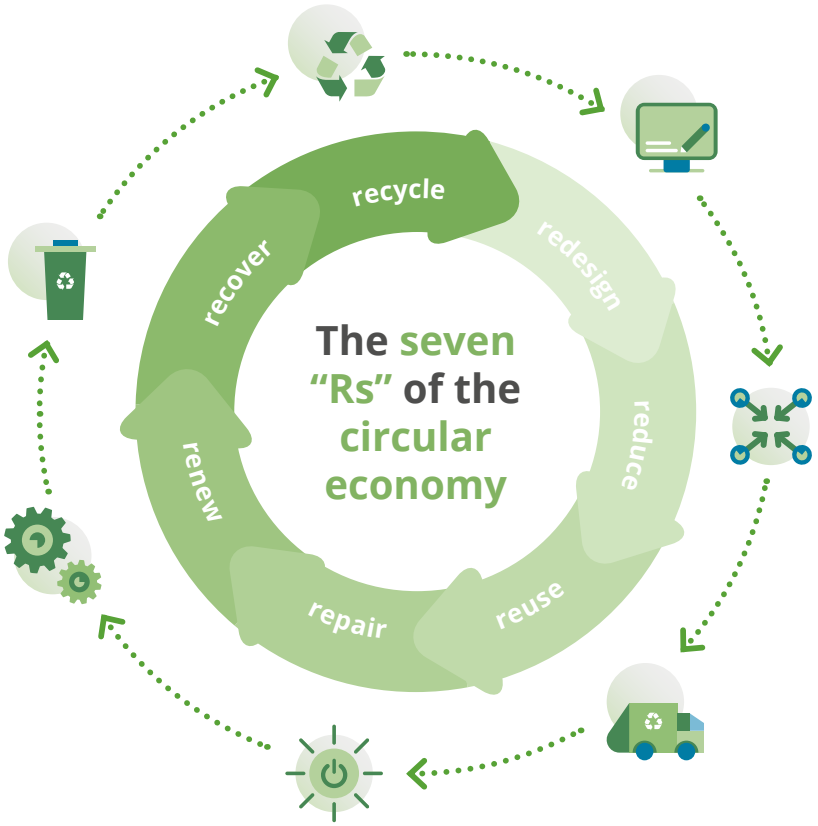
2. Sustainable environmental management

2.1. The circular economy, seal of our management

The **seven "Rs"** for the production of products and the management of waste that support the circular economy are as follows: **redesign, reduce, reuse, repair, renew, recover and recycle.** Combined, they represent a powerful tool for replacing the current unsustainable straight-line economy, which consists of extracting finite raw materials, transporting them, manufacturing products, distributing them, using them and disposing of them as waste, with another model as part of which everybody is responsible for preserving the environment and, at the same time, promoting the circular economy.

Based on this philosophy, in 2022 **FCC Medio Ambiente** renewed its adherence to the **Circular Economy Pact,** part of the **Spanish Circular Economy Strategy.** This renewal represents another step forward as part of its **2050 Sustainability Strategy,** where public-private collaboration is considered essential. We have established a specific roadmap for the circular economy, which considers three scenarios that entail a substantial change in the selective collection model and waste treatment with a view to **limiting landfill to 10% in 2035.**

Within this framework, our organisation plays an essential role, as the circular economy poses, in turn, a challenge and a major opportunity for FCC Medio Ambiente Iberia.



2050 Sustainability Strategy

TARGET

Collaborate with our customers to be able to **comply with the EU objectives** for 2035 in relation to **waste management,** specifically:

≥ 65% of waste recovered

≤ 10% of waste dumped in landfills

In 2035

65%
Recycling of MSW

10%
Maximum in landfill

By simply analysing the situation it is possible to see that on average, EU citizens generated a total of 513 kg of municipal waste each in 2000. Two decades later, this ratio has increased, although not necessarily on a straight line, coming to 530 kg per person in 2021. The data thus suggests that consumption patterns have not been reoriented towards sustainability: quite the contrary.

Spain has started to urgently process its **National Waste Framework Plan (also known as PEMAR) 2023-2035**, which must be approved in 2023 for the authorities to access EU funds as part of the 2023-2027 programme.

The purpose of this new plan is to serve as an instrument for reorienting waste policy in Spain, promoting the necessary measures to improve the shortcomings detected and ensuring the achievement of legal objectives.

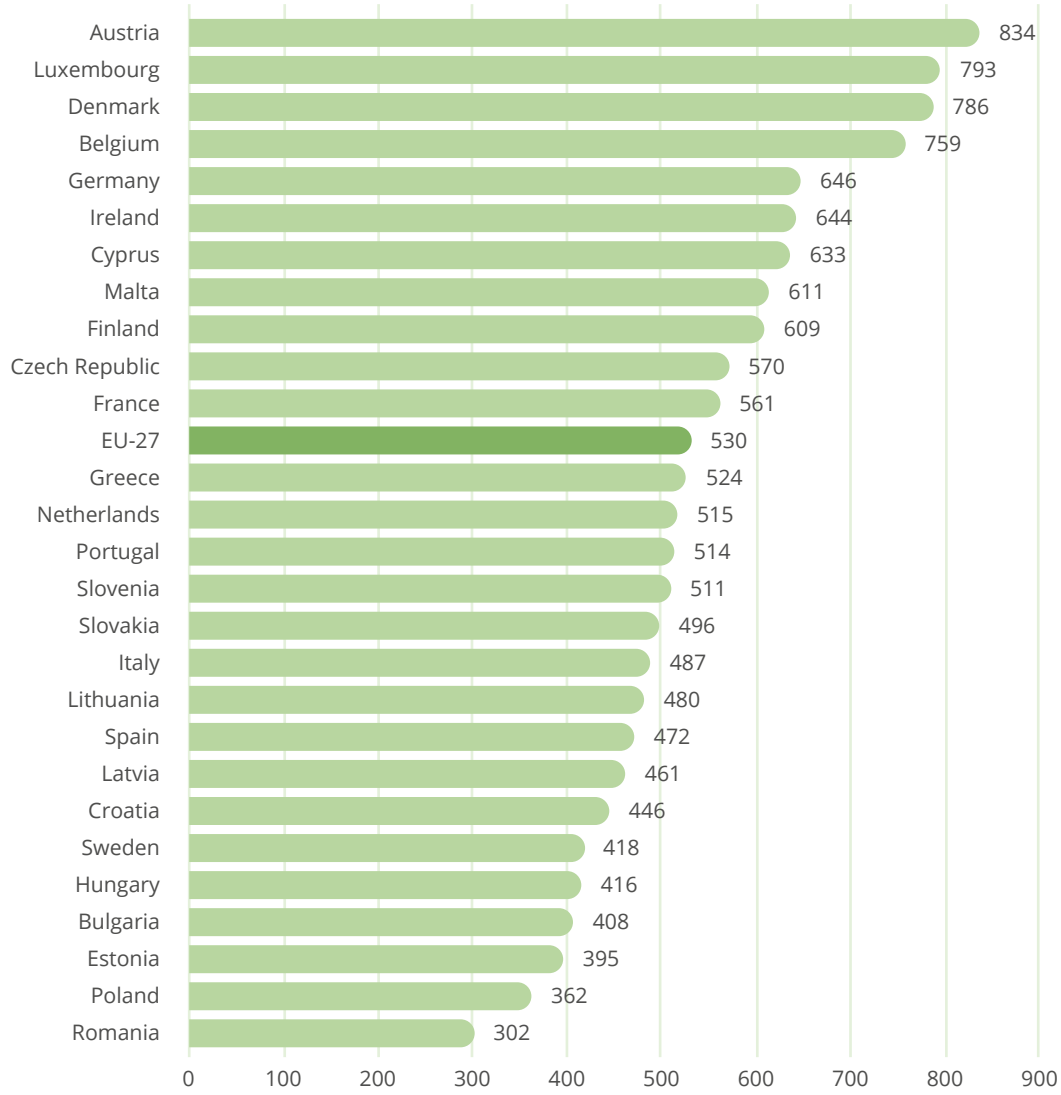
Spain is one of the countries that has failed to meet the EU recycling target 50% of municipal waste by 2020; achieving the targets set by the EU over the coming decade will require considerable efforts.

In turn, Portugal has set the ambitious **Circular Economy Action Plan (PAEC),** which defines a solid regulatory framework and positive market incentives for reducing production, the use of natural resources and environmental degradation, as well as moving towards waste prevention and ecological regeneration. The new Circular Economy Action Plan addresses **priority elements** including but not limited to the following:

- Aim of reducing the use of natural resources by 50% by 2030.
- Waste prevention aims (with a focus on reuse).
- Increased public and private investments in sustainable circular solutions.
- Strengthening a local and inclusive economy.

Municipal waste generation in the EU-27. 2021 (*)

(kg per person)



(*) Depending on its availability, this data corresponds to 2020 for Bulgaria, Italy, Ireland and Austria and 2019 for Greece.
Source: Eurostat.

Selective collection, a key point of the circular economy

Separation at the source contributes to six of the seven "Rs" of the circular economy: reduce, reuse, repair, renew, recover and recycle. Recycling practices are also essential for the purposes of high-quality waste treatment.

In 2022, the tonnes of **waste collected** by **FCC Medio Ambiente Iberia decreased** by around **3.6%** year-on-year. These figures demonstrate a downward trend in terms of waste generation that was evident in 2020, attributable to the reduction in the population's general activity and the closure of commercial establishments. Likewise, this reduction was reflected in the **selective collection of blue and green containers,** down by **2.45%** and **1.79%,** respectively, although there was a slight increase of **0.46%** in relation to **yellow containers.** Also, thanks to the efforts and commitment of all FCC Medio Ambiente employees, in 2022, we delivered a total of **1,582,241 tonnes of byproducts** for their reuse, **22.1%** more byproducts than in 2021.

Although the figures are positive, we are aware that we have a big challenge ahead of us in Spain and we must continue our efforts to achieve **65% recycling of municipal waste in Spain by 2035.**

Implementation of organic collection

FCC Environment has accompanied citizens when it comes to transforming waste management in different towns and cities across Spain. Including organic waste in the separation at source in **Salamanca, El Campello** (Alicante) and **Leganes** (Madrid), as well as other cities, has represented major progress and has meant that less and less waste is sent to landfills and more is sent for the final treatment of biowaste, with the consequent environmental benefits that this entails. **Separating the organic waste and doing it well with the collaboration of everyone has been "a great success" for citizens.**

YO COLABORO CON LA ORGÁNICA

In cooperation with FCC Medio Ambiente, **El Campello** council has embarked upon a dissemination campaign on social media to encourage and promote organic collection.

Circular economy in recovery processes

ECOSAC, BAG2BAG

ECOSAC is the result of a one-of-a-kind project in Europe, led by **FCC Medio Ambiente and the Provincial Council of Granada,** which recovers plastic film from the municipal waste stream and **converts** the **bags recovered** into new **recyclable plastic bags as part of its municipal sanitation services.** The project aims to implement an integrated and viable solution for bales of plastic film generated as part of classification processes at solid waste treatment plants. The separation of the different types of plastic contained in the film bales and, in particular, LDPE and HDPE polyethylene, through different processes, creates 100% recycled plastic bags, closing the cycle of plastic bags (BAG2BAG) and thus increasing recovery and recyclability ratios.

The system offers strong value for money and **extraordinary environmental benefits:**

The project is a **clear example of circular economy,** prioritising the reduction of the use of non-renewable resources, the reuse of waste as raw materials, recycling, the inclusion of ecological design criteria in production processes and raising public awareness in the achievement of the desired objective.

Circular economy in recovery processes

Reducing the volume of biodegradable waste dumped at landfills

FCC Medio Ambiente Iberia operates different plants that are equipped with production lines for refuse-derived fuel. This process harnesses the high calorific value of some non-recyclable waste (intimate hygiene products and non-recyclable materials such as paper, cardboard, textiles, film, etc.), converting it into fuel that can be used for the production of cement.

RDF at the Las Marinas complex (El Campello, Alicante)

The **Las Marinas Comprehensive Treatment Centre (CITR) in El Campello** has been in operation since April 2009 and serves more than 50 towns and cities. Located in the Marina Alta and Baja regions, this encompasses a large part of the Alicante coast and includes famous towns such as Benidorm, Denia, Calpe and Jávea. During the 2021-2022 period, the centre's facilities were renovated and modernised. This project came about as a result of the need to adapt the plant to new regulations, which require greater recovery of materials, selective collection of organic waste treatment and more careful environmental measures from the perspective of odour emissions.

As a result, comprehensive facilities have been set up to **manufacture refuse-derived fuel (RDF),** making it possible to significantly reduce non-reusable rejection. The facility has a RDF drying system, meaning it can be transformed into **solid recovered fuel (SRF).** This drying module is required for the purposes of humidity reduction and sanitisation. For it to be used as SRF, the **44% moisture** that the waste contains upon arrival is **reduced to 10% in the dryer.** The plant has been equipped with the necessary devices to produce CSR practically on demand, making it possible to control parameters such as composition, granulometry and moisture. To reduce moisture, a boiler is used that harnesses the **biogas** generated during the biomethanisation process as a **replacement for diesel,** thus **improving energy efficiency** and making a **dual contribution to the circular economy.**

The results in 2022 were as follows:

RDF production (kg)	Gasoil consumption (l)	Biogas diverted to boiler (m^3)
2,061,220.00	296,530.48	118,484.71

The implementation or development of these environmental improvements demonstrates FCC Medio Ambiente's commitment to meeting the recovery and management objectives set out in the latest version of the Comprehensive Waste Plan established in the region of Valencia, issued in 2019 (PIRCV19), the National Waste Framework Management Plan (PEMAR) and Law 7/2022, of 8 April, on waste and contaminated soils.

Circular economy in recovery processes

Castellbisbal SRF Plant (Barcelona)

The **solid recovered fuel (SRF) plant,** developed by the Eastern Local Office at FCC Ámbito since 2011, spans an approximate surface area of 7,000 m² in Castellbisbal.

Its waste **treatment capacity** is **45,000 tonnes** per year and is **equipped to manufacture** around **30,000 tonnes** of **SRF per year.** The plant also facilitates the reduction of the volumes dumped in landfills for them to only be used as unusable waste. As part of the process of obtaining SRF, the maximum amount of waste is reused, with most coming from FCC Ámbito material recovery plants, where all recoverable waste has previously been extracted (paper, cardboard, plastics, metals, etc..).

This new fuel allows for the number of tonnes of CO_2 released into the atmosphere to be significantly reduced, as one tonne of SRF can offset more than one tonne of CO_2 emissions.

La Campiña Environmental Recycling Complex in Loeches (Madrid)

The La Campiña Environmental Recycling Complex (ERC) managed by **Ecoparque Mancomunidad del Este** (ECOMESA, a subsidiary of FCC MEDIO AMBIENTE, S.A.U.) is one of the most outstanding projects on a national scale. Its construction and implementation in times of pandemic, despite the difficulties arising from prevention measures, have been carried out in record time.

The ERC has involved an investment of **€130.5 million** and, from April 2021, will serve the **31 municipalities of the Mancomunidad del Este.** It is designed to operate with five treatment lines, differentiating residual fraction, Organic Fraction from Selective Collection (OFSC), packaging waste, commercial waste, bulky waste and vegetable waste, with a **nominal production of 265,250 t/year.**

It has a **refuse-derived fuel (RDF) production line** with the capacity to process up to 66,500 t/year and a renewable **energy source.** It is powered by a photovoltaic system with 630 kW field power and is equipped with a **vehicle charging station** featuring two 22 kW sockets.

Circular economy and decarbonisation

The **EU Methane Strategy** recognise the role of **biogas** and **biomethane** as low-carbon gases contributing to **climate neutrality**. These renewable gases are clear allies to achieve emission targets, air quality, the introduction of renewables and the circular economy.

In this regard, and in line with EU guidelines, Spain has acquired the commitment to **decarbonising its economy**, which is embodied in the **National Integrated Energy and Climate Plan - PNIEC (2021-2030)** and in the **Climate Change and Energy Transition Law.**

The **expansion** and **intensification of the biogas production network** and **its upgrading to biomethane** will be two key challenges in meeting European climate commitments.

FCC Medio Ambiente is positioned as a **key player in the production of biogas in our country** as it manages a network of **twelve biomethanisation plants** and **around thirty landfills with active degassing** located in **Spain.** To this end, our **Sustainability Strategy** includes a roadmap for **achieving carbon neutrality by 2050.**

Possible uses of biogas and/or by-products

- Use of biogas for process heat generation and electricity generation.
- Manufacture of biomethane through upgrading processes for injection into the natural gas grid or use as a biofuel.
- Use of digestate and digested liquid to replace mineral and synthetic fertilisers in agriculture.
- Use of the CO_2 stream from biogas.
- H_2 production for use in transport.
- Application of emerging technologies for the conversion of CO_2 to CH_4 using H_2 (Power to Gas: TCM thermochemical methanisation and BM biological methanisation).

Key figures 2022 (*)

Tonnes treated: 7.3 million

Biogas biomethanisation: 29 million Nm³

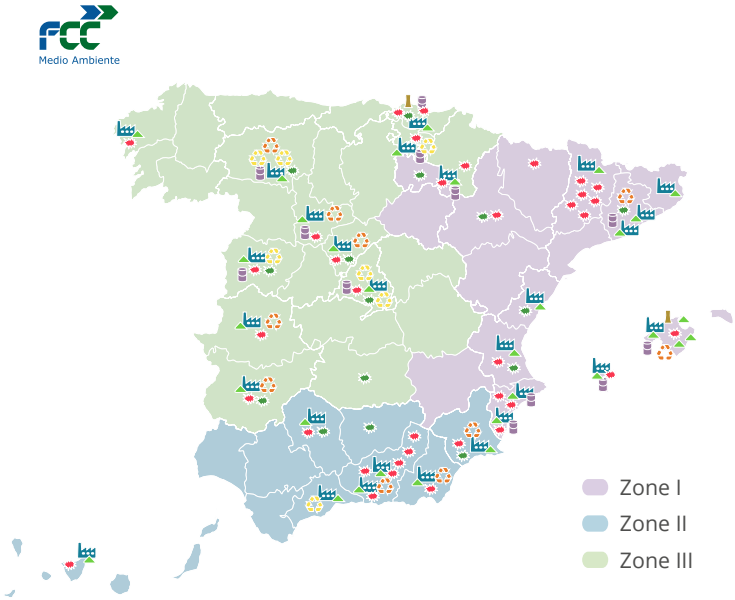
Biogas landfill: 117.4 million Nm³

Electricity generated: 3,954,114.2 GJ

The release of 3,333,990 tCO_2eq. of GHG emissions were avoided, 9.26% up on **2021,** equivalent **to the emissions generated** by **266,719** homes or **1,575,791** vehicles.

(*) Perimeter: 100% of treatment and disposal facilities.

12 biomethanisation plants and 30 landfills in degasification



2022 facilities

- **28** CTR treatment centres
- **12** biomethanisation plants
- **31** composting plants
- **37** active landfills
- **14** closed landfills
- **2** energy recovery plants
- **18** classification of packaging (7 independent + 11 in CTR)

FCC Medio Ambiente has met **75% of its commitments** established in the **20-22 Action Plan.**

ACTION PLAN CHALLENGES 23-26

Commit to the principles of the circular economy

- **Reduce the weight** of waste collected pursuant to the **established prevention objectives.**
- **Improve waste treatment recovery ratios.**
- Introduce **new lines of reuse** to **transform waste** into **by-products and energy.**
- **Improve** the **reuse** ratio of **waste generated in-house.**
- **Improve the efficiency of resources** (chemicals and materials).

13 CLIMATE ACTION

2.2. Climate Action

FCC Medio Ambiente Iberia, towards climate neutrality by 2050

Although originally scheduled for 2020, the **United Nations Climate Change Conference (COP26)** was ultimately held in 2021 in **Glasgow (United Kingdom)** following a one-year delay caused by the COVID-19 pandemic. The health crisis also resulted in the **COP27** held in **Sharm El Sheikh (Egypt)** being delayed until **2022.** The aim of both was to achieve the **climate goals** established in the **Paris Agreement** and in the **United Nations Framework Convention on Climate Change** (UNFCCC). The most recent of the two, the **COP27,** represented a turning point with the **Adaptation Fund,** providing funding for "losses and damages" suffered by countries most vulnerable to climate disasters.

Spain's commitment is reflected in the **Long-Term Decarbonisation Strategy (ELP 2050),** which serves as a roadmap for achieving **climate neutrality by 2050,** establishing two intermediate milestones in 2030 and 2040 as well as proposing two scenarios between 2031 and 2050: the **base scenario** (no additional measures to those in the PNIEC proposed) and the **climate neutrality scenario** (aims to reduce greenhouse gas [GHG] emissions by 90% between 1990 and 2050). What's more, the **Climate Change and Energy Transition Law** (LCCTE) and the **National Integrated Energy and Climate Plan** (PNIEC) will constitute two major pillars of the **Strategic Energy and Climate Framework** for the **2021-2030** period in Spain.

At **FCC Medio Ambiente Iberia**, we are committed to climate change and the urgent need to **reduce greenhouse gas emissions.** To this end, each year we calculate and register the **carbon footprint** through our own tool, **VISION**, which allows us to identify emissions according to contract, type of activity, facilities and process used. Verification is carried out by AENOR, taking as a reference the international standard UNE EN ISO 14064-3:2006. Currently, the carbon footprints for the **Balearic Islands** date to **2020** and **2021** and the carbon footprint for **FCC Ámbito to 2022.**

Climate targets in Spain

2030

- **23%** Reduction of GHG emissions compared to 1990
- **42%** Renewable energies as a part of final energy consumption
- **74%** Generation of electricity using renewable sources
- **39.5%** Energy efficiency

2050

- **100%** Electricity from renewable sources
- CO_2 NEUTRAL Carbon neutrality

In its **2050 Sustainability Strategy,** the company has stepped up projects and actions under the axis entitled **Climate and Energy.** As part of this strategy**, FCC Medio Ambiente Iberia** has assumed demanding commitments regarding the **reduction of GHG emissions** and **the increase in avoided emissions.**

2050 Sustainability Strategy

In 2050, **100% of the vehicle fleet** will be either **ECO** or **Zero** emissions certified. We will also promote systems for low carbon treatments (composting and/or biomethanisation).

Reduction of GHG emissions compared to 2017:

35% by 2030.

Carbon neutral by 2050.

Increase in the tonnes of GHGs avoided:

20% by 2030.

50% by 2050.

In 2022, the GHG emissions inventory held by **FCC Medio Ambiente (scopes 1+2+3)** came to a value of **2,662,918 $tCO_2eq.$** and **FCC Ámbito (scope 1+2)** to a value of **55,157 $tCO_2eq.$**, providing for a **total (scopes 1+2) of 558,239 $tCO_2eq.$**

In **Portugal,** GHG emissions are calculated although their verification will take place at a later date.

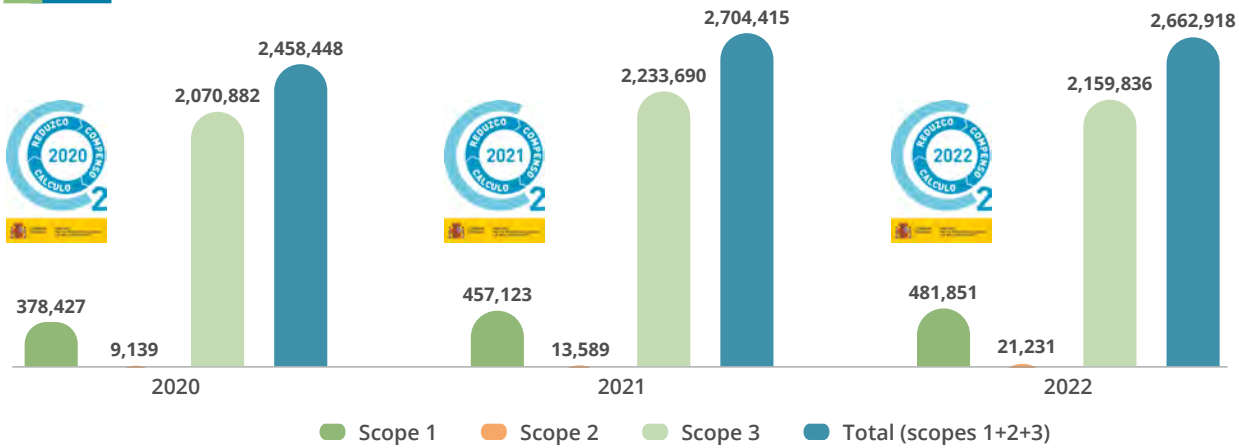
Emission reductions between 2021 and 2022 at **FCC Medio Ambiente** are mainly due to the **degasification of landfills**, the promotion of the use of **electric and hybrid vehicles** as well as the **optimisation and improvement of processes and services.**

Biological treatment (composting and biomethanisation) offers clear advantages compared to disposals at landfills in terms of emissions (16.7%). To this end, the **2050 Sustainability Strategy** sets out a **Roadmap** for pursuing **biological treatment,** to achieve the aim of **limiting landfill to 10%** before 2035.

In the period 2020-2022, **FCC Medio Ambiente** achieved a 0.67% **reduction in average emission intensity** compared to the previous three-year period. As a result, the **Spanish Office of Climate Change (OECC)** awarded us the **triple Calculate, Reduce and Compensate certificate** for the third consecutive year. The "Compensate" certification has been achieved thanks projects including **forest repopulation** in the Orzaduero mountains (Ávila) in 2020 and the Iruelas valley (Ávila) in 2021, and natural regeneration in Coto María (Pontevedra) in 2022 (in progress).

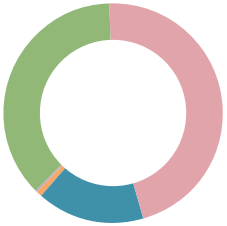
The **FCC Ámbito carbon footprint** was also registered for the first time in 2022 and it has obtained the **Calculate and Compensate certificate** thanks to the natural regeneration project underway in Monte Vecinal de Valladares (Pontevedra).

Evolution of GHG emissions at FCC Medio Ambiente in 2020-2022 (tCO2eq.)



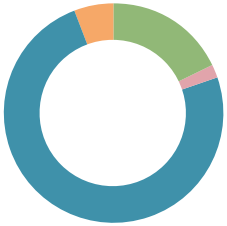
Distribution of GHG emission sources of scopes 1+2 in 2022 (%)

FCC Medio Ambiente



- **37.0%** Direct GHG emissions associated with energy consumption (fuels + electricity)
- **46.1%** Direct GHG emissions associated with landfill dumping
- **15.8%** Direct GHG emissions associated with composting
- **0.9%** Direct GHG emissions associated with biomethanisation
- **0.2%** Direct GHG emissions associated with fluorinated gases

FCC Ámbito



- **17.8%** Direct GHG emissions associated with energy consumption (fuels + electricity)
- **2.0%** GHG emissions associated with the treatment of industrial waste
- **74.5%** GHG emissions associated with disposals in landfills
- **5.7%** Emissions associated with the leak of refrigerant gases in the decontamination of equipment

Sustainable mobility

Sustainable mobility represents one of the key aspects of the **Climate Change and Energy Transition Law,** which aims to gradually mitigate GHG emissions to achieve a **zero direct CO_2** emissions vehicle fleet between now and 2050.

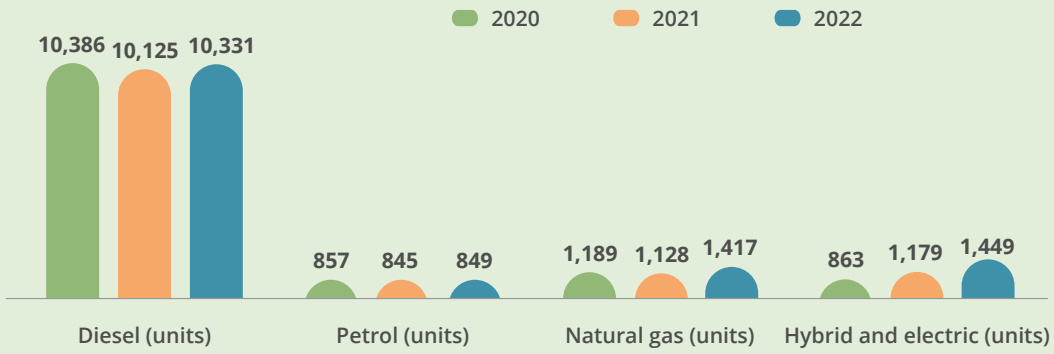
To achieve this aims, towns and cities with more than 50,000 inhabitants and island territories have been adopting **sustainable urban mobility plans,** in line with the corresponding **air quality plans.**

As part of the **2050 Sustainability Strategy** adopted at **FCC Medio Ambiente Iberia**, a roadmap has been drawn up that contemplates the **greening of the entire fleet** through electric-hybrid vehicles with the **ECO and Zero Emissions label.**

For 40 years, **FCC Medio Ambiente Iberia** has been **committed to electric mobility in urban services,** as reflected in the increase in the number of vehicles powered by alternative energies over the past three years.

FCC Medio Ambiente Iberia vehicle fleet	2020	2021	2022
Total FCC Medio Ambiente Iberia vehicles (units)	13,295	13,277	14,046
Vehicles powered using alternative energy as part of the total (%)	15.4%	17.4%	20.4%

Categorisation of FCC Medio Ambiente Iberia vehicles by fuel type



FCC Medio Ambiente has met **93% of its commitments** established in the **20-22 Action Plan.**

ACTION PLAN CHALLENGES 23-26

- **Position the calculation of the Carbon Footprint as a useful and integrated instrument for controlling and monitoring the organisation's GHG emissions.**

Mitigation measures

- **Reduce direct non-renewable energy consumption** (GJ) as a proportion of total energy consumption.
- **Increase the number of tons of GHG avoided** compared to 2017, by leveraging by-products, generating energy or avoiding waste disposal.
- **Reduce biogas emissions from landfills,** through its capture and management, avoiding its dissemination into the atmosphere and prioritising its energy recovery.

Adaptation measures

- **Assessment of climate impacts, vulnerability and risks.**

Offsetting measures

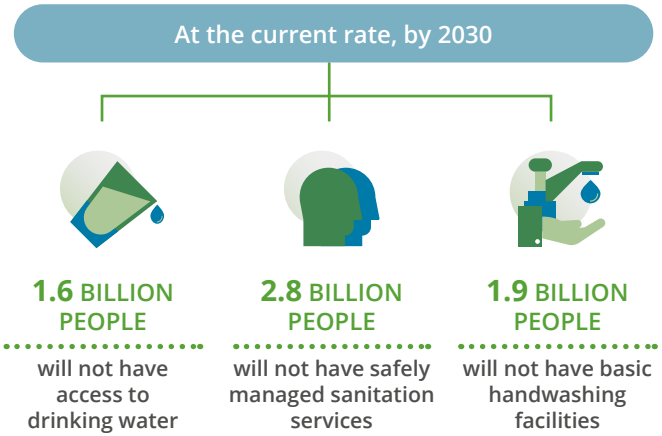
- **Participation and/or development of CO_2 absorption projects.**

2.3. Achieving efficiency in use of water

Demand for water is on the up due to rapid **population growth, urbanisation** and the **growing pressure** generated by **agriculture**, **industry** and the **energy sector.** Decades of misuse, poor management, overexploitation and contamination of freshwater and groundwater reserves have aggravated water stress and harmed water-related ecosystems. This, in turn, has affected human health, economic activity and the supply of food and energy. **Urgent measures** must be taken to **reverse** the **current trend[10].**

According to **World Bank** estimates, if current practices continue, the world will face a **40% shortfall** between expected **demand** and **available water** in **2030.** It is expected that, **by 2050, half the world will not have access to drinking water.**

Without a doubt, **2023** is the year in which commitments will be assumed as regards **water use and sanitation,** as the commemoration of **World Water Day** will coincide with the start of the **2023 UN Water Conference.** Governments and society as a whole are invited to come together to voluntarily assume commitments that will speed up progress with **SDG 6** (Clean Water and Sanitation) as well as other internationally agreed water-related goals.



According to a report prepared by the **World Resources Institute** (WRI) on countries expected to be affected by the greatest water stress **by 2040, Spain** may be among the **33 countries around the globe with the biggest problems supplying water** to its inhabitants. Taking into consideration the latest information published by the **Water Footprint Network[11],** Spain ranks **eighth in the world** as regards the biggest water footprint and **ranks second in Europe.**

However, when it comes to **water consumption** in **Spain**, it is not high, at around **133 litres per inhabitant per day[12]**, ranking **eleventh** *in* Europe. Of the total water abstracted in our country, almost 70% is used for agriculture, 17.6% for industrial use and the remaining **14.2%** for **municipal consumption[13].** However, all European studies suggest that **Spain has the biggest water reuse potential,** despite already being the country **that most reuses water in the European Union.**

Water consumption in Portugal stands at around **175 litres per inhabitant per day[14]** and approximately **30%** of tap water seeps into the ground **without being used** as supply networks have not been modernised. Approximately **80%** of the country's water supply is consumed by the **farming industry,** while almost 10% of drinking water is discharged on golf courses intended for tourism. Officially, **89%** of the **country's** surface area is classed as **dry** and **40%** is affected by **extreme drought.**

Unless the current trend in water use is reversed, the world will have a **40%** water shortfall come **2030.**

(10) Source: 2022 Report on the Sustainable Development Goals.
(11) The Water Footprint Network is a dynamic international learning community that aims to connect different communities interested in sustainability, equality and efficient water use. The mission of the Water Footprint Network is to promote the transition towards the sustainable, fair and efficient use of freshwater resources worldwide.
(12) Data from 2020, the last year for which information is available, which represents the same as in 2018, according to figures from Spain's National Statistics Institute (INE).
(13) Source: FAO 2019.
(14) Aquae Foundation 2021.

Water represents a **key factor in the performance** of FCC Medio Ambiente Iberia's activities. One of the goals prioritised by the organisation was **SDG 12 "Responsible production and consumption"**, which includes the consumption of water resources.

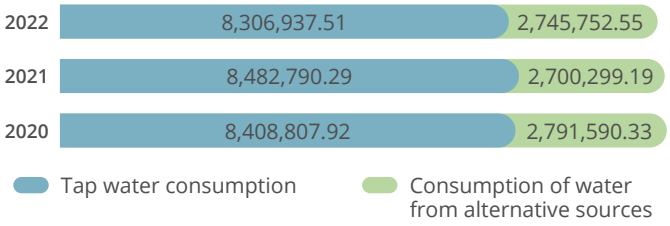
The organisation continues spare no efforts in **adapting** to the consequences caused by **climate change and mitigating** its **adverse effects.** Encouraging the **rational and efficient consumption** of this resource and promoting the **use of water from alternative sources** is a priority for us.

At FCC Medio Ambiente Iberia, we give priority to **water-saving technology and equipment** in the services provided, in particular in the **irrigation of parks and gardens** that we maintain and in the **street washing** services that we provided. We also promote **water-saving devices** at our **facilities.**

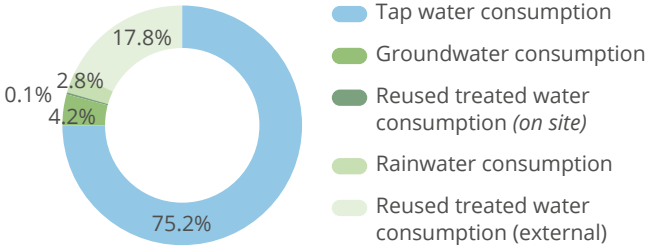
With the implementation of the VISION platform, we continue **to improve the tracking and control of water consumption,** covering all facilities (parks and barracks) of urban services. An **environmental risks model** has also been implemented, which facilitates the monitoring of water consumption in areas affected by water stress.

Total water consumption has **dropped by 1.3%**
and 2.7 million m³ of water comes from alternative sources.

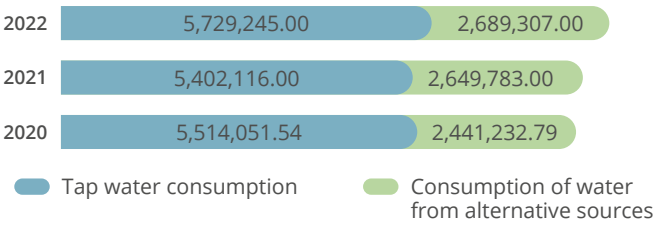
Change in water consumption by source (m³). Operational control 2020-2022



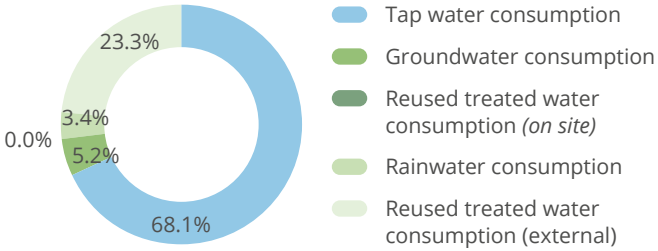
Water consumption by sources. Operational control 2022



Change in water consumption by source (m³) in areas affected by water stress. Operational control 2020-2022



Water consumption by sources in areas affected by water stress. Operational control 2022



2050 Sustainability Strategy

TARGET

Achieve the following levels of **water consumption** from **alternative sources** to mains water:

50% in 2030

100% in 2050

MEASURES

Promoting **water consumption monitoring** through the available service management software applications.

Implementing **initiatives and good practices** to improve the **efficiency** of water use in our facilities and the provision of street cleaning and irrigation services in parks and gardens

Optimisation of water use in parks and gardens

In order to reduce and optimise water consumption in the maintenance and conservation of green areas and trees in the cities where we provide our services, we encourage the introduction of sustainability criteria such as:

Efficient irrigation management:

- **Gradual** replacement of **manual irrigation** by **automatic irrigation, also achieved** with new and advanced technologies such as **remote management.**
- Optimisation of water supply by **night irrigation.**
- Use of **localised irrigation systems** and elements that help to avoid surface runoff, such as anti-drainage valves to prevent unnecessary water losses in slope areas, and self-compensating drippers that allow for homogeneity in water supply.

• Installation of **weather stations** and **humidity sensors** to enable:

a. Calculation of allocations, taking into account a set of factors such as orientations, soil type or slope, which will determine whether it is advisable to increase the irrigation frequency and lower the allocation, or the other way round.

b. Managing the ETP (Evapotranspiration Potential) which, at each time of the year, can determine the water requirements of the plantations, adjusting them to the existing climatic conditions.

- **Proper maintenance** of the **irrigation system:** routine inspections to check for broken pipes, broken sprinklers, broken drippers, etc.
- Technification of control systems such as the use of **geophones** to **detect leaks** in the irrigation network.
- Installation of **draining pavement** in cork oaks to improve the use of irrigation water.

Selection of species with lower water requirements and better adapted to the climate:

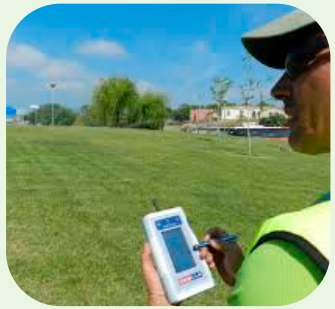
- For new **plantings, replanting** or replacement of **trees, shrubs and flower beds,** species adapted **to the** climate of each municipality and with low **water requirements are selected.**
- For the replacement of **lawns and meadows, species are chosen that are adapted** to the climatic conditions, are **more hardy**, resistant to drought and extreme temperatures and require less watering, mowing and fertiliser application.
- Use of **creeping and ground cover species** as an alternative to grasses, which require less water for their maintenance.

Use of water from alternative sources:

- Where technically possible, use of **reclaimed water** for irrigation of the green area, thus saving on the use of higher quality water intended for human consumption.
- **Sustainable urban drainage systems:** in cases of construction of new landscaped areas, design and use of these techniques for **rainwater harvesting.**
- Drilling of boreholes **in large** parks for **groundwater abstraction.**

Other measures:

- Use of organic and inorganic **mulches** that reduce surface water evaporation and prevent weeds.
- Fertilisation with **balanced fertilisers,** with **relatively** low **percentages of nitrogen** and **slow release,** which reduces water requirements.
- **Mowing of lawns** at **mowing heights** that avoid evapotranspiration losses, as the vegetation, being higher, shades itself.



Efficient use of water at our facilities

Adaptive management of decreasing water availability in **MSW treatment plants:**

- Installation of **rainwater collection systems** together with recovery basins that allow their use in **biological waste treatment processes** and **road cleaning.**

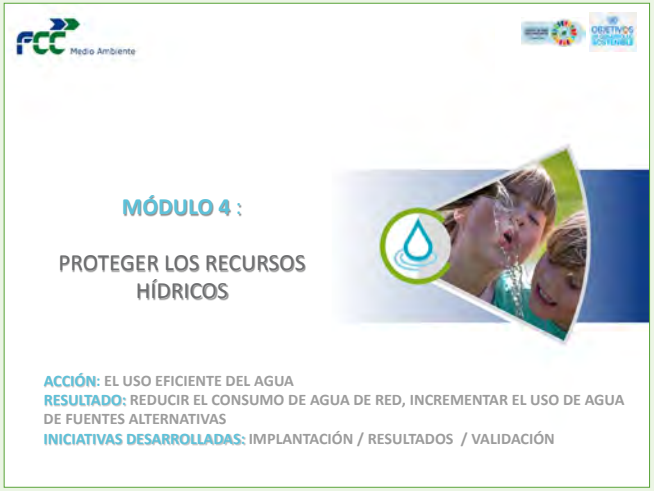
Our **vehicle fleets** are a model for the use of **water from alternative sources:**

- **Purification and recycling of flushed water** for reuse in car washing tasks.
- **Recirculation of the car washing water,** facilitating its reuse.
- **Collection and retention of rainwater** on the roof for use by container washers.
- **Collection and storage system for rainwater, groundwater and purified** water prior to transfer to mixed cleaning equipment and other uses.

We promote water savings among operating staff through the **Ecological Office initiative and the Integrated Sustainability Training Plan**, which addresses the rational use of this resource.

We also **equip our facilities** with:

- **Water saving systems in** toilets and changing rooms, such as perlators or flow reducers, which will allow us to save up to 50% of water, without reducing comfort and the sensation of water quantity.
- **Timed taps,** with automatic shut-off to adjust water consumption to actual needs.
- **Thermostatic taps in showers,** which improve comfort and guarantee water savings.
- Equipment that guarantees the correct cleaning of machinery through the use of **highly efficient washing systems,** which help to minimise water consumption to the maximum.



Reducing water consumption in urban cleaning

- Incorporation of **high-pressure**, **low-flow pumping systems** in street **flushers.**
- Installation of **adjustable flushing units** with **programmable automaton.**
- Reduced water consumption through the use of the **dual sweeper,** which is more efficient than conventional sweepers.
- Promotion of the **use of water** from **alternative sources** as part of street cleaning services (flushing, sweeping, scrubbing).

ACTION PLAN CHALLENGES 23-26

Protecting water resources

- Improve water **consumption efficiency** (10% planned for 2030).
- **Optimise and control** water consumption in favour of the use of water from **alternative sources** in **road cleaning** services and the irrigation of **parks and gardens, as well as facilities.**
- **Reduction of discharges.**

FCC Medio Ambiente has met **2/3 commitments** established in the **20-22 Action Plan** and **1 is in the process** of being implemented.

2.4. Conserving and protecting ecosystems and their bidodiversity

In just **forty years,** the global population of **vertebrate species has decreased by 60%**[15]**,** one **million species** are **endangered** and **tropical forests** are being destroyed at a startling speed. Moreover, the introduction of invasive alien species (IAS) into the wild is one of the main drivers of biodiversity loss on a global scale. Climate change is projected to be the fastest growing driver of biodiversity loss by 2050.

2022 ended with the achievement of a new historical milestone: the 196 countries under the **Convention on Biological Diversity** adopted the**Kunming-Montreal Agreement** to stop and reverse the loss of nature within the framework of **COP15.** This highlights the **30x30 commitment** (the protection of 30% of the planet and 30% of degraded ecosystems by 2030), becoming the equivalent of 1.5 °C in terms of climate action. The other big issue is financial: how to **redirect capital flows (public and private)** to finance conservation actions, adjust tax incentives to promote positive actions for protection and restoration and increase financing to developing countries.

As a central element of the **European Green Deal,** the ambitious, realistic and coherent **2030 Biodiversity Strategy** was adopted in 2020: natural areas should cover 30% of EU territory by 2030 and degraded ecosystems should be restored. There is also a commitment to **reduce the use of pesticides** by 50% for before the same deadline.

At the national level, **the State Strategy for Green Infrastructure, Ecological Connectivity and Restoration** is an opportunity for the design of ecological networks and corridors in municipalities.

The **2030 Strategic Plan for Natural Heritage and Biodiversity** is the tool for promoting the conservation, sustainable use and restoration of heritage, land-based and marine natural resources, biodiversity and geodiversity. It assumes the core principles of **United Nations Convention on Biological Diversity** and responds to Spain's commitments at an international level and within the European Union, contributing to the achievement of the goals of the **Kunming-Montreal Global Biodiversity Framework,** as well as those of the **European Union Biodiversity Strategy 2030.** It also complies with the provisions of the **Law of Natural Heritage and Biodiversity** and component 4 (conservation of land-based and marine biodiversity) of the **Recovery, Transformation and Resilience Plan** (RTRP).

In 2023, we will see significant progress being made with tools and methodologies, such as those proposed by **Science-Based Targets for Nature** or **TNFD Nature-Related Risk** & **Opportunity Management and Disclosure Framework,** as well as a growing interest in establishing mandatory requirements for all large companies and financial institutions to **assess and disclose their impacts and dependencies on biodiversity looking ahead to 2030** (Make it Mandatory movement).

Taskforce on Nature-related Financial Disclosures

(15) WWF (2018): "Living Planet Report - 2018: Aiming Higher", Grooten, M. and Almond, R.E.A. (eds). WWF, Gland (Switzerland).

Against this backdrop, FCC Medio Ambiente Iberia has stepped up its involvement in the **protection of biodiversity in the urban context** through its **park and garden maintenance and conservation activities** and has implemented **more specific initiatives** at its **industrial facilities for the treatment and elimination of waste.** In addition, through our beach cleaning services, we contribute to the improvement of the Spanish coastline. **SDG 14 and 15,** related to the conservation of marine and land-based natural capital, are being **integrated**across all activities provided by our organisation.

Garden maintenance

5,769 hectares of managed surface area.

58 hectares classified as special interest.

963,899 trees preserved.

Beach cleaning

1,503 km of coastline managed.

Waste treatment

78 urban waste facilities.
39 industrial waste centres.

FCC Medio Ambiente renews its affiliation to the Spanish Business and Biodiversity Initiative

Coinciding with the tenth anniversary of its launch in 2013, **FCC Medio Ambiente** has renewed its affiliation to the **Spanish Business and Biodiversity Initiative** (IEEB), a public-private collaboration platform that seeks to include the business sector in the improvement and maintenance of biodiversity and natural capital, coordinated by the **Biodiversity Foundation** at the Ministry for the Ecological Transition and the Demographic Challenge (MITECO).

The renewal, presented on 24 May 2023 while this report was being prepared, at the IEEB annual meeting held at the Foundation's headquarters in Madrid, at which the Secretary of State for the Environment, Hugo Morán, was in attendance seeks, as part of a new membership model, the public support of signatory companies for the objectives of the **Kunming-Montreal Global Biodiversity Framework** and express their level of ambition by implementing actions over the next two years.

GOBIERNO DE ESPAÑA · VICEPRESIDENCIA TERCERA DEL GOBIERNO · MINISTERIO PARA LA TRANSICIÓN ECOLÓGICA Y EL RETO DEMOGRÁFICO · Fundación Biodiversidad · IEEB INICIATIVA ESPAÑOLA EMPRESA Y BIODIVERSIDAD

2050 Sustainability Strategy

TARGET

The protection of **natural capital** in the management of services by understanding cities as "ecosystems" that host "urban biodiversity".

100% of staff aware

about topics relatedto the protection of biodiversity in 2050.

MEASURES

Development of a training and awareness-raising plan for personnel to raise awareness of the importance and value of biodiversity.

Incorporation of criteria and measures in favour of biodiversity in the urban green areas and coastal environment that we manage through tenders.

Increasing the number of biodiversity-related initiatives, so that all garden contractors with more than **50 employees** propose at least one initiative per year.

The care and protection of urban biodiversity

The new role of cities as **ecosystems** hosting **urban biodiversity** requires new challenges in their use and management to minimise the risks arising from climate change and the introduction of invasive species.

A number of the measures implemented at the parks and gardens we manage are reflected below:

- Incorporation of **working methods** and **cultural practices that are more respectful of biodiversity:** rigorous technical evaluation of pruning criteria, adaptation of maintenance tasks to the natural cycles of flora and fauna, reduction of mowing frequency, endotherapy, use of ecological and/or low-toxicity products, etc.
- Implementation of **integrated pest management systems,** which seek to enhance **natural control mechanisms** and limit the use of phytosanitary products; or use of **biological control** through the controlled release of predatory insects or parasites that target the pest and reduce its population. Examples of biological control can be seen in gardens managed by FCC Medio Ambiente in **Madrid, Valencia, Zaragoza, Oviedo, L'Hospitalet de Llobregat, Jaén, Santa Cruz de Tenerife, Argentona, Mataró and San Lorenzo de El Escorial.**
- **Inventory**-taking of **flora** in parks and gardens, as well as the study of bird communities and the **fauna** that inhabit them: **biodiversity maps.**
- Promotion of the preferential use of **indigenous species.**
- Conservation of populations of **pollinating insects,** applying measures such as reducing the frequency of mowing, conserving weeds or creating flowering meadows and, in particular, using a wide selection of plants attractive to pollinators in urban gardens.
- Incorporation of **nest boxes, insect hotels, bird feeders, naturalised ponds to** encourage the presence of wildlife. Worth particular mention is the **butterfly garden** in **Parque de San Juan Park in Teide** (Las Palmas), which pursues both **environmental** and **educational** purposes. The presence of a wide variety of plant species has led to a rapid increase in the biodiversity of the park, where several species of birds, reptiles, insects and small mammals find their ideal habitat.
- Adoption of **Nature-Based Solutions.**
- **Limiting the area of artificial paving and naturalising tree surrounds.**
- **Assessment of risks posed by trees** and preparation of risk maps.
- Monitoring and control of the spread of invasive alien species.
- **Use of drones for the detection of pests and diseases in urban trees (example:** red palm weevil).
- Use of wood from sustainable forest management systems in the purchasing of furniture.
- **Implementation of ICT** to manage trees.

Caring for the Spanish coastline

FCC Medio Ambiente is active in the beach cleaning activity sector in locations including but not limited to **Mallorca, Menorca, Ibiza, Formentera, Las Palmas de Gran Canaria, Puerto del Rosario, Tuineje, Tías, San Bartolomé de Tirajana, La Oliva, Vigo**, **San Sebastián, Laredo, Llanes, metropolitan area of Barcelona, Alicante, Castellón, Oropesa, El Campello, Elche, Gandía, Cartagena Torrox, Almuñécar, Motril, Rincón de la Victoria** and **Almonte**.

We were also the first Spanish company to obtain the Q Tourism certificate from ICTE, which has awarded the Q Mark specifically to services relating to the conservation of parks, gardens and green areas, in addition to the cleaning of beaches, coasts and coastal waters.

A number of the initiatives undertaken include:

- **Restoration** and **creation of dune systems** along the **beaches of Menorca.** To this end, FCC Medio Ambiente has transferred the **posidonia collected** to the dune system. Over time, it decomposes and leaves its calcareous remains, contributing to increasing the reserves and retaining the sand displaced by the action of the wind.
- **Early detection and control of discharges and floating objects,** using a drone to carry out periodic aerial inspections of the beaches of **San Sebastian** and its waters of influence.
- Collaboration in the **clean-up of the marine reserve of La Graciosa.**

- Participation in the cleaning of the seabed and coastline on the beaches of Almuñécar and La Herradura.
- Collaboration with **Vigo City Council** as part of it **sponsorship** of the contest entitled ***"Cíes. O paraíso de todos."***
- Environmental awareness project under the name **Mares Circulares** in **El Campello** to **protect biodiversity** in marine environments.

In addition, FCC Medio Ambiente employees have participated in initiatives for the protection of inland waters, such as:

- Collaboration with **Almunecar** City Council as part of citizen mobilisation workshops to **clean the town's rivers.**

35% of the 108 coastal municipalities where we provide beach cleaning services have a **Blue Flag**.

Landfills: places rich in biodiversity

Measures that we carry out:

- Collaboration in the study and tracking of endangered bird populations. A **surveillance and tracking programme for the protected birdlife** present in the area has been developed at the **Gomecello Waste Treatment Centre** (Salamanca). During the five years of the contract, the evolution of the bird populations present will be studied and the population variations of each species will be analysed within the framework of their phenology and habits.
- **Prevention of the possible risks derived from the overpopulation of certain opportunistic species.** Our actions are focused on deterrents such as falconry or the use of air cannons to avoid risks to our personnel and annoyance in the local population.
- **Revegetation of sealed landfills.**

Biodiversity management in fountains

- FCC Medio Ambiente is responsible for the **maintenance** and cleaning of **naturalised ornamental fountains** and for special coordination in **Barcelona** with a view to **preserving** the **animal and plant communities** present in them.

The scientific partnership involved in the fight against pests

- Phytosanitary advisory contract between the **Polytechnic University of Valencia** and FCC Medio Ambiente for **comprehensive pest management** in the green areas of the city of Valencia.
- Contribution to knowledge in collaboration with the **Experimental Farm organised by the island council of Gran Canaria** to study the **decline of the *Ficus nitida*** in **Las Palmas de Gran Canaria.**
- Collaboration with the Canary Islands Institute of Agricultural Research (ICIA) as part of a study to develop a pheromone and to design a trap to control Diocalandra frumenti, a plague affecting Canary Island date palms.
- Collaboration with **Department of Phytopathology at the Experimental Farm of the island council** in biological and chemical trials to **reduce and possibly eradicate picudín** *(Diocalandra frumenti)* in **Canary Island date palms** *(Phoenix canariensis)* at schools in Las Palmas de Gran Canaria, with funding from the University Foundation of Las Palmas de Gran Canaria.

Training, awareness and communication actions

- The Comprehensive Training Plan for responsible management, the objective of which is to report on and raise awareness amongst employees about activities that improve and consolidate the sustainable environmental management of the services provided, with a module dedicated to biodiversity protection. An example of this is the training given to our operators for the **control and detection of invasive species such as the Asian wasp.**

- We should also highlight our collaboration with SEO Bird Life in the integration of biodiversity in the management of Oviedo's Public Parks and Gardens, through a biodiversity action plan, the training of key actors, the implementation and tracking of good practices as well as awareness-raising initiatives that promote public awareness and action.

SEO Bird_life

FCC Medio Ambiente also **communicates its actions and raises awareness** about the **conservation of natural capital** through initiatives and good practices such as:

- **Spanish Business and Biodiversity Initiative (IEEB),** belonging to the Biodiversity Foundation of the Ministry for Ecological Transition and the Demographic Challenge, which publicises the actions carried out in the field of biodiversity by member companies.

- **Sponsorship** of the citizen-run project **El Bosque de los Zaragozanos,** the aim of which is to **plant 700,000 trees and bushes** in **Zaragoza.**

- Collaboration in the **awareness-raising campaign Donostia Zero Plastic** concerning presence of **plastic in the sea.** Different artists have designed a giant figure in the shape of a transparent sea bream, installed on **Zurriola beach** (San Sebastián), where citizens can **insert plastics and waste found on the beach** that could otherwise be potentially ingested by **sealife.**

- Participation in the Mares Circulares initiative with to collect and clean waste in green areas of Candeleda (Ávila), in collaboration with students and volunteers from Coca Cola as part of the viral movement Trashtag Challenge.

- Collaboration in the celebration of **Tree Day** and **World Environment Day.**

- **L'Anoia** collaborates with **Let's Clean Up Europe,** a common action undertaken across Europe to raise awareness about the amount of waste dumped uncontrollably into natural environments and that promotes awareness-raising actions by collecting waste illegally dumped in forests, beaches, river banks, etc.

- Collaboration in the **"1m² por la naturaleza" campaign in Ávila,** as part of the **Libera project**, the aim of which is to remove waste from natural environments to raise awareness and preserve nature.

- **Collaboration with and sponsorship of conferences, forums and workshops** (such as, for example, the PARJAP Conference, the annual Conference of the Association of Green Spaces Professionals of Catalonia or the Ecoplayas Conference).

- Undertaking various **initiatives to raise awareness among schoolchildren, students (taking specific courses in environmental techniques), technical staff and professionals in the sector.**

- Publication of the **FCC Group Annual Report** and the **FCC Medio Ambiente Iberia Sustainability Report:** include information on the biodiversity protection initiatives implemented and the corresponding GRI indicators are reported.

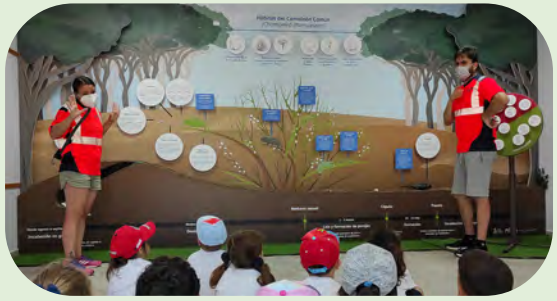
- Presentation of **reports on the sustainable management of parks and gardens** delivered to our customers.

Training at the Coto de la Isleta Environmental Education and Nature Activities Centre in Cádiz.

Over the last three years, **more than 66,500 schoolchildren** have participated in programmes and activities organised by the centre.

The general objectives of the educational actions undertaken include, but are not limited to, the following:

- Understand different aspects of the **biology and ecology** of the **common chameleon.**
- Identify the **factors that trigger imbalances** in the **chameleon**'s ecosystem and establish **strategies** to facilitate the **conservation** of this **species.**
- Assess **human actions** in the **environment.**



FCC Medio Ambiente has met **100% of its commitments** established in the **20-22 Action Plan.**

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

The project is organised in cooperation with **Bosques Sostenibles,** a company recommended by the Ministry for the Ecological Transition and the Demographic Challenge and the State Association of European Forests, which has been performing **forest restoration projects** on the Iberian Peninsula since 2010. Its work involves planting, conservation and maintenance of forestry projects to promote the preservation of biodiversity and, in cooperation with FCC Medio Ambiente in the **Orzaduero project,** aims to boost the fight against climate change by preventing carbon emissions into the atmosphere.

Bosques Sostenibles

ACTION PLAN CHALLENGES 23-26

Biodiversity protection

- **Raise awareness amongst staff** about biodiversity protection through the implementation of the **comprehensive training plan for sustainable environmental management.**
- Implement practices that are respectful of the **preservation** of **urban biodiversity** in **gardens.**
- Implement practices that are respectful of the **preservation** of **biodiversity** on **beaches.**
- **Cross-cutting measures:** renewed membership of the Spanish Business and Biodiversity Initiative (IEEB), developing a corporate environmental volunteering plan, disseminating our initiatives and good practices regarding the protection of biodiversity.

2.5. Healthy cities

Environmentally improved machinery with lower emissions and noise impact

The emission of **greenhouse gases (GHG)** is one of the main environmental concerns of our time and companies are increasingly aware of the impact they generate. With this in mind, they are increasingly committed to implementing actions **to mitigate and adapt to climate change.** However, there are also **other pollutants that are harmful to health**, which are encouraging cities to **improve air quality** with a view to avoiding and reducing a long list of diseases, ranging from allergies to respiratory infections, heart disease, strokes and different types of cancer.

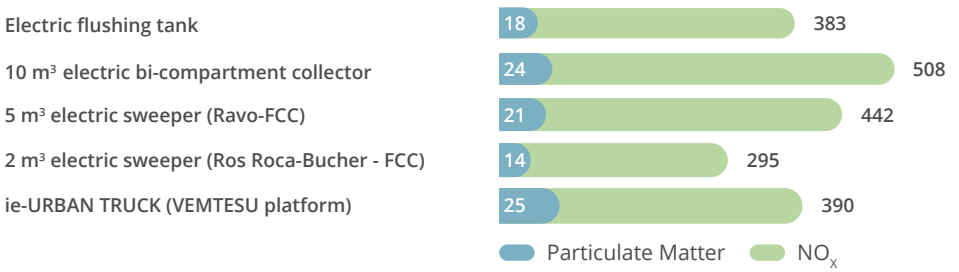
The **National Emission Ceilings Directive**[16] set national **anthropogenic atmospheric emission reduction commitments** for each Member State in 2016. Under the Directive, they are required to develop, adopt and apply **national air pollution control programmes** and **monitoring emissions and their effects,** as well as the **report on this information.** The emissions percentages that Spain must cut by 2030 when compared to 2005 are reflected in the following table:

National commitments to reduce emissions compared to 2005, the base year

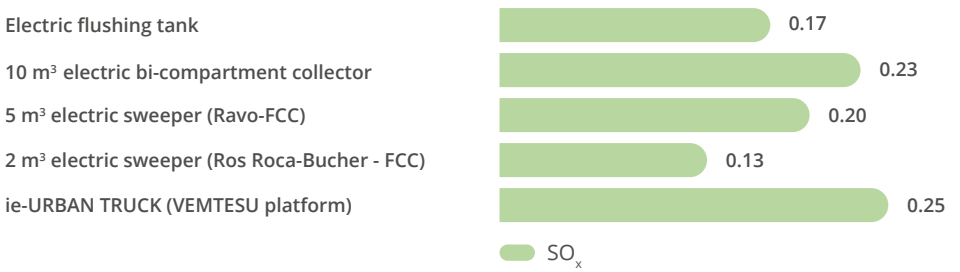
	SO_2	NO_X	COVNM	NH_3	$PM_{2.5}$
2020 - 2029	67%	41%	22%	3%	15%
2030 onwards	88%	62%	39%	16%	50%

In addition to GHGs, the activity of FCC Medio Ambiente Iberia also results in the emission of pollutants, including PM_{10} (10 µm) and $PM_{2.5}$ (2.5 µm), which **are not GHG,** such as **NO_x, SO_x** and **particulate matter.** With this in mind, within the framework of our **2050 Sustainability Strategy**, the **progressive greening of the fleet** will also lead to a gradual reduction of these atmospheric emissions, which are mainly due to diesel consumption by the vehicle fleet.
The new electric prototypes will avoid the following non-GHG emissions by vehicle type:

Annual avoided emissions of NO_x and particulate matter (kg/year)



Annual avoided emissions of SO_x (kg/year)



As regards **noise pollution,** the priority use of electrical equipment will reduce inconvenience caused to local residents, in particular concerning tasks that must be carried out at certain times, such as night services.

(16) National Emission Ceilings Directive: Directive 2016/2284 on the reduction of national emissions of certain atmospheric pollutants. Transposed into Spanish law through RD 818/2018 on measures for the reduction of national emissions of certain atmospheric pollutants.

Sustainable mobility initiatives

Bicisendas

As indicated in the innovation chapter, FCC Ámbito is a participant in the CIEN Bicisendas project, the objective of which is to develop a new **generation of sustainable, self-sufficient, smart, decontaminating, integrated and safe bicycle lanes,** that can be custom designed depending on the needs for the integration of a variety of technologies.

FCC Ámbito aims to investigate **two types of advanced, functional, sustainable and materials** that can be integrated into urban infrastructures through:

- Research and development of **new biomaterials** with the capacity to absorb and break down hydrocarbons through the action of **microorganisms** supported on its surface, reducing hydrocarbon contamination by up to 99%.
- Research in the incorporation of **new materials** developed as functional components of the new future cycle path concept.
- Research into the reuse of**Si/Al-rich residues** for use as raw materials to develop an AAM (Alkali Activated Materials) binder.

Fleet of Zero Emission vehicles

The Local Office for the city of Barcelona and the Balearic Islands at FCC Medio Ambiente is committed to the implementation of **clean technologies**. The winning project at the **AVANZA 2021 awards**, was presented for the category of ***e-mobility* technologies in building and facility maintenance services and** developed as part of the contract awarded by the Institut Català de la Salut to serve the areas of Lleida, Tarragona, Girona, Barcelona city and the southern metropolitan area.

As part of this project, **FCC Medio Ambiente has committed to implementing clean technologies** by incorporating **22 PHEV KIA NIRO passenger cars** with the environmental **Zero Emissions** label adapted for industrial use and approved by the Council for Industry. Furthermore, smart electric charging stations have been installed in addition to those the company had already set up at its central plant to optimise travel, maximise effective work times, minimise emissions into the atmosphere and reduce the carbon footprint.

This is combined with the **complete digitalisation of services,** incorporating daily equipment programming and execution into VISION, making this an **end-to-end Project** that includes improvements in **quality, innovation, social and environmental aspects.**

Safety and health of our clients

FCC Medio Ambiente Iberia guarantees the performance of services in the best conditions of **health and safety** for its **workers, clients** and **end users.** Its aim is to increase the levels of protection in the performance of its activities to ensure compliance with the current legislation and acquire a genuine **commitment** in terms of prevention before all its **stakeholders.** All the services provided are performed in public spaces and on roads with vehicles and machinery; as a result, protection measures are taken both in the design of equipment and in the performance of activities to ensure the safety of workers and citizens. The **impact** of products and services on **health and safety** is also considered to improve the different phases of the life cycle:

- Research into innovation in healthier and safer machinery and facilities.
- Compliance with the rules for the use of hand tools, bearing in mind the manufacturer's instructions and using them only for the jobs for which they were designed.
- Preventive maintenance plans indicated for vehicles and facilities.
- Machines are equipped with lights (rotating headlights) and an acoustic reverse signal.
- When the driver abandons a vehicle, it is correctly parked: in a safe place, with the engine turned off, activating the parking brake and removing the key from the ignition. If necessary, it is left in gear and with chocks positioned accordingly.
- A fire extinguisher must be kept in the vehicle, subject to a review of the current regulations.
- Strict compliance with road safety regulations.
- CE marking of the machinery used.
- During sweeping tasks, a sufficient distance is maintained from people, vehicles or objects on public roads.
- Signs in work areas.
- We ensure that our clients' waste and the waste generated by our activity is properly managed.

Starting in 2022, we exert more advanced control over environmental records through VISION, as the tool allows us to identify, in relation to each record, whether there have been any problems, the impact on the health and safety of clients and users, as well as evaluating its scope and adopting the measures proposed to minimise these problems. This new system has facilitated the assessment that was already being made of the impact caused by our services on stakeholders, which was zero during the last two-year period.

7

Management of an exemplary team

1. Key Social Footprint figures
2. Creating stable and quality employment
3. Encouranging talent as the driving force of development
4. Fostering a safe and healthy organisational model
5. Promoting equality, diversity and social inclusion

1. Key Social Footprint figures

FCC Medio Ambiente Iberia is proud to boast the **talent,** the **experience,** the **professionalism** and the **exemplariness** of its team of **35,957 employees.** For this reason, as reflected in the **2050 Sustainability Strategy**, we continue to work on lines aimed at:

- Bolstering the **ethical framework** and support the company's **common culture**.
- Boosting the talent of the human team through **training** and **development.**
- **Attracting and retaining** the **best people.**
- Promoting a **safe** and **healthy** working **environment.**
- Promoting the well-being of the workforce.
- Ensuring a **diverse, inclusive, equal opportunities** for all and **non-discriminatory** working environment.
- Promoting **transparency, communication** and **dialogue** with our stakeholders.

As part of the sustainable management of human needs and capacities, as well as the implementation of initiatives and best practices, FCC Medio Ambiente Iberia contributes to the achievement of the SDGs identified as priorities for its activity In terms of **integrity and good governance,** we abide by the **principles of transparency** and the **policies and codes** approved by the FCC Group, supporting and promoting them[17].

The main **social performance indicators** represented in the **social footprint** according to the *Global Reporting Initiative* standards are shown below.

(17) For further information, refer to the *FCC Group Annual Report* available on its website at *www.fcc.es/en*.

Key Social Footprint indicators in 2022 according to the GRI standards

HEALTH AND SAFETY
Occupational health and safety as a permanent requirement

403-9 Accident rates	Frequency rate:	27.13 accidents per 10^6 hrs worked
	Severity rate:	1.13 days lost per 10^3 hrs worked
Healthy company		16 local offices and SVAT

AWARENESS RAISING
Promotion of training and talent generation

404-1 Hours of training		222,535 hours
	Women: 19%	Men: 81%
	Hours per participant and year:	7.6 hours

EQUAL OPPORTUNITIES
Solidarity commitment to diversity and equality

405-1 Breakdown of the workforce by gender	Women: 26.3% Men: 73.7%
405-1 Staff with disabilities	5.3%
405-1 Social and occupational insertion of disadvantaged groups	223 initiatives
405-1 University Agreements for hiring	257 trainees with scholarship or training contract
401-3 Maternity/paternity return rates	93.3%
405-2 Adjusted wage gap	3.88%

EMPLOYMENT STABILITY
Safeguard employment: a shared priority

102-7-8 Total number of employees	35,957 employees
Permanent (85.5%)	30,744 employees
Temporary (14.5%)	5,183 employees
Full-time (79.8%)	28,701 employees
Part-time (20.2%)	7,256 employees
401-1 New hires	8,114 hires
401-1 Turnover rate	4.06%
402-1 Minimum notice period	4 weeks

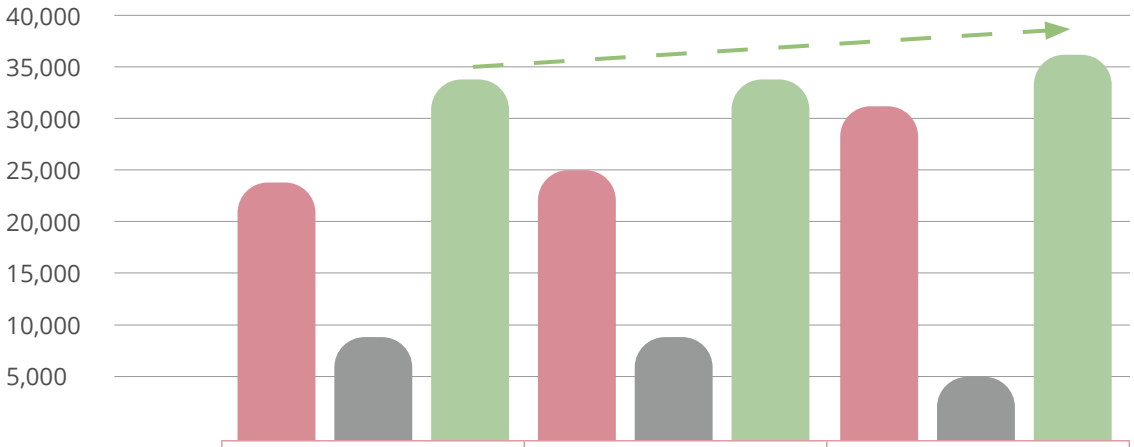
2. Creating stable and quality employment

The **creation of stable and quality employment** is one of FCC Medio Ambiente Iberia's **main contributions** to the **socioeconomic progress** of the areas in which it provides its services, fostering the achievement of the goals included in **SDG 8 "Decent work and economic growth".**

We have a team of **35,957 professionals**, representing **55.5%** of the total FCC Group staff. During the pandemic, the FCC Medio Ambiente Iberia team demonstrated its **capacity for adaptation** and **resilience.** The organisation was also able to act proactively and implement the necessary **measures** to ensure the **provision** of services considered **essential while** guaranteeing the **safety** of employees, **continuous training** and **attracting new talent.**

It is worth noting that FCC Medio Ambiente Iberia's **workforce** has **grown** by **7.6%** over the past **three years.**

Evolution of the workforce at 31 December



	2020	2021	2022
Fixed	24,393	25,122	30,774
Temporary	9,015	8,983	5,183
Total	33,408	34,105	35,957

2050 Sustainability Strategy

TARGET

Maintain employee motivation,
to generate a sense of belonging to the company and increase performance based on feeling part of a "family."

MEASURES

Diagnosing the professional **profiles needed** in the sector over the coming years in order to anticipate the challenges and adapt the workforce to these demands.

Establishing a **competitive and equitable wage policy.**

Encouraging **national and international** promotion and internal mobility.

Fostering **outplacement programmes within the** business.

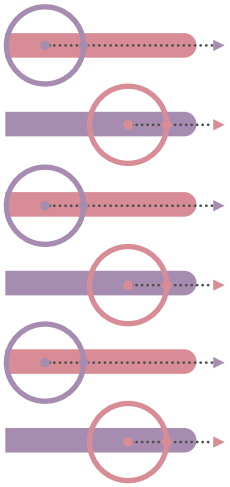
Empowering **employees as ambassadors of** good practice.

Training the organisation's human resources and constantly **refresh** their **skills** (knowledge, capabilities and abilities).

Promoting the adoption of social policies and collaboration agreements to promote **inclusive employment.**

FCC Medio Ambiente Iberia establish a link with its workers through **social dialogue**, which is materialised in **dialogue with the teams**, the **legal representatives** of the **workers, trade unions** and other **social agents.** Not only do we promote collective bargaining agreements. By setting up **monitoring committees,** we also guarantee that the different collective processes are undertaken with transparency, providing staff and their representatives with all the necessary information.

With a view to **improving the well-being** of workers, FCC Medio Ambiente Iberia considers it essential to manage the **organisation of work** appropriately, to which end, it has different initiatives in place. Of the different actions taken, particular emphasis is placed on **work-life balance, flexibility, co-responsibility and disconnection**, all adapted to the different organisational and productive realities and requirements for each centre, function and activity. These include but are not limited to:



- Flexible working hours and holiday entitlement.
- Leave to attend to personal and family matters.
- Early-out working days during summer periods and Fridays.
- Baby nursing leave, reduction of working hours and leave of absence.
- Improved sickness and death leave.
- Job reserve extension for leave of absence.

FCC Medio Ambiente Iberia promotes achieving a **work-life balance** through the search for a suitable **balance between an employee's professional and personal life**, promoting the following measures set out mainly in the **equality plans**:

- Prioritising meetings during the **working day.**
- Enhancing the use of **videoconferencing** as a meeting channel.
- Developing **awareness-raising** campaigns and actions on work-life balance and the sharing of responsibilities between women and men.
- **Raising awareness of work-life balance rights** and the use of parental leave among **men.**

How we generate stable and quality employment

- **85.6%** of employees on a **permanent contract, 26.2% more** than in 2020.
- **The** number of employees on a **temporary contract is down by 42.5%.**
- **Turnover rate: 4.06%.**
- **79.8%** of employees are on a **full-time contract.**

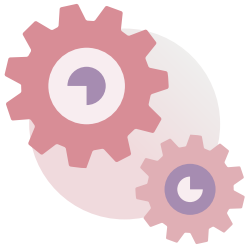
Remuneration and social benefits

- Staff expenses: **58.1%** of turnover.
- Minimum average remuneration **1.7 times** higher than the minimum wage in Spain.
- **€1,166.5 million,** distributed between wages, salaries and social charges.

ACTION PLAN CHALLENGES 23-26

For a model company to work for

- **Reduce temporary employment** to generate stability in the workforce.
- **Increase** the base **wage** at the organisation.
- **Increase** the percentage of employees on a **full time contract.**
- **Increase the years of service at the company.**
- Conduct **surveys on work environment** and implement actions to improve it.
- Implement actions aimed at **giving the worker value** within the organisation.
- Promoting **social dialogue** and adopting approved social policies.
- **Extending** the **Cultural Change Plan.**



FCC Medio Ambiente has met **78% of its commitments** established in the **20-22 Action Plan.**

3. Encouranging talent as the driving force of development

Human resources management is essential when it comes to attracting global talent, retaining the best professionals, generating commitment, consolidating the culture of the organisation and managing diversity, especially generational diversity.

FCC Medio Ambiente Iberia promotes the creation of optimal working environments, with the aim of attracting, motivating, developing and retaining the best professionals, improving the efficiency of the organisation and achieving excellence and quality in the provision of services. Developing talent is a vital objective for the company, from the processes of selection and recruitment, training, performance evaluation and retention and promotion of the best professionals. We firmly believe that talent in an organisation is a factor of differentiation, innovation, attraction and growth.

Selection and recruitment

In terms of selection, it is worth noting that FCC Medio Ambiente Iberia is subject to the **FCC Group Selection Policy** and applying the following **principles of action:**

Equal opportunities and non-discrimination

Applicable to all selection, internal promotion and mobility processes.

Criteria to be taken into consideration: technical knowledge, skills, critical experiences and attitudes.

Favouring different groups

Through programmes and other agreements, the occupational inclusion of people with particular difficulties should be encouraged.

Applying the same process to all people recruited

Ensuring that candidates meet the suitability conditions for the position and pass the corresponding phases and tests.

Guaranteeing absolute confidentiality

Absolute confidentiality in the process and **respect for and compliance with** the data protection **regulations.**

2050 Sustainability Strategy

TARGET

Attracting talent from the global market, retain our best professionals, generate commitment, consolidate the culture of our organisations and manage diversity, especially generational diversity.

MEASURES

Boosting the image of the **organisation** as an **employer**, towards its customers as well as towards its employees.

Promoting the **attraction of talent** through **attractive proposals.**

Developing **leadership** through specific programmes.

Standardising **internship programmes:** for graduates, talent programmes, mass recruitment.

Improving employee **recognition** and **motivation** programmes.

Attracting talent

During the 2021-2022 period, **907 selection processes** have been published in the different job search tools used by the organisation has, with a total of **119,224 candidates[18].**

One of the usual sources of selection is **internal mobility**, which is a lever for **professional growth**, offers **new development opportunities** and favours the **exchange of knowledge** between the different businesses that make up the FCC Group. During the last two-year period,**43 internal processes** have been published and filled by personnel from the FCC Group.

(18) Scope of the organisation's information in Spain. At present, data for Portugal is not available.

Training

At FCC Medio Ambiente Iberia, the **training and development** of its human resources represents one of the core **pillars** of **talent management** and is key in addressing the needs and requirements arising from the challenges faced in the provision of services. It represents a **strategic element** for maintaining and **improving competitiveness,** planned and executed in permanent dialogue with the legal and trade union representatives of workers.

The different local offices and departments of the organisation **detect** the training **needs** of their workers, adapted to the characteristics of each job and the prospects for professional development. This is reflected in the **Annual Training Plan**, which aims to update and reinforce the **knowledge** and **skills** of our human team, **promoting their growth, development and evolution, both professionally and personally.**

TARGETS

- **Training and updating** of our staff's **knowledge, skills and abilities**.
- **Development of employees'** qualifications to promote their **professional and personal development.**
- **Adaptation to new processes,** motivated both by technological innovations and new ways of working.
- Contribution to the **improvement of the quality and efficiency** of **services** provided.
- **Increased functional versatility,** thereby facilitating new opportunities.
- **Adaptation to** legal and conventional requirements, in particular in relation to **occupational risk prevention.**

The organisation, which benefits from the most advanced training tools developed at **corporate** level, also has its own specific **training lines** to meet the needs of its **environmental activities**. In addition, FCC Medio Ambiente Iberia continues to implement **internal training** programmes based on the direct **transmission** of its **own experience** among employees.

At FCC Medio Ambiente Iberia, **digitalisation**, **new technologies** and **process innovation** go hand in hand with the **training** and **technical and managerial retraining** of the human team. These factors enable the organisation to **anticipate** the **skills** that will be needed in the future.

The **initiatives and good practices** implemented by the H R Department at FCC Medio Ambiente Iberia, include the following:

- ✓ Youth Business Unit–Young talent programme.
- ✓ "Vuela" Programme–Business continuity plan.
- ✓ Managerial skills for service managers.
- ✓ Skills and leadership for production managers.

Evolution of the number of training hours by functional level and gender

	2020	2021	2022
Governance and management	5,196.7	5,370.1	2,792.9
Men	4,817.0	3,692.7	2,268.3
Women	379.7	1,677.4	524.6
Supervisors	32,239.0	40,401.6	20,026.6
Men	26,215.0	33,685.1	16,227.6
Women	6,024.0	6,716.5	3,799.0
Technical staff	32,995.3	30,759.5	16,127.0
Men	20,365.5	21,417.1	9,514.4
Women	12,629.8	9,342.4	6,612.6
Administrative staff	19,341.3	14,821.9	6,955.3
Men	7,868.7	3,910.7	2,240.6
Women	11,472.7	10,911.2	4,714.7
Other trades	134,858.8	171,328.9	167,568.8
Men	112,975.8	146,938.0	143,058.8
Women	21,883.0	24,390.9	24,510.0
Aggregates*	173.2	3,193.8	7,924.1
Men	132.5	2,443.1	6,246.1
Women	40.7	750.7	1,678.0
Total**	**224,804.3**	**265,875.7**	**221,394.6**
Men	172,374.5	212,086.7	179,555.8
Women	52,429.8	53,789.0	41,838.8

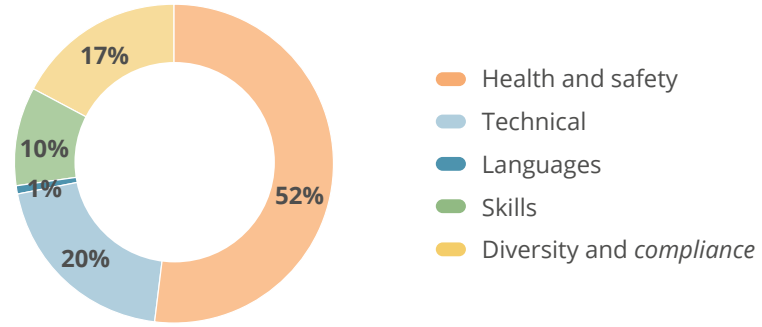
(*) Aggregates: includes JV staff who do not report to FCC Medio Ambiente Iberia, but who have received training with an associated cost.
(**) The total that appears in this table differs slightly (0.5% less) from the actual total, as for some training imparted in Portugal the breakdown by category and gender was not provided.

Boosting training and talent generation

- **62,743 participants** attended training courses over the past two years.
- **490,917 hours of training** imparted during said period.
- Average hours of training in 2021-2022 **increased** by **8.9%** compared to 2020.
- **20.2% increase** in the average number of **employees trained** during the last two-year period compared to 2020*.
- **18.9 hours*** of training per **employee on average during the previous two-year period.** 0.7% **increase** compared to 2020.
- **€8,8 million in** investment in training in 2021-2022.

(*) Scope: employees trained in Spain. For the calculation, training received through Campus has been excluded.

Participants trained by knowledge area in 2022



FCC Medio Ambiente successfully launches the first edition of its young talent programme

FCC Medio Ambiente has launched the **first edition of its young talent programme** to provide the new generations at the company with the skills, aptitudes and key competencies required to guarantee the future of the company and the business area, as well as to motivate the transformation of its organisational culture.

The management team at FCC Medio Ambiente has designed a training programme included in its **Transition School:** the **Youth Business Unit** (YBU) programme. The aim of YBU is to **retain young talent** with high potential and commitment, increase the quality of training and guarantee that new generations have access to equal opportunities, all in line with Sustainable Development Goals 4, 5 and 8 of the United Nations 2030 Agenda.

This programme aims to promote **professional recycling** amongst young people through training to guide their careers *(reskilling)*, creating **professional global opportunities,** as well as providing them with new skills to optimise their performance at the organisation *(upskilling)*. On this path to promoting the transformation towards a more innovative and higher quality organisational culture, we have selected **60 young people** from all areas and departments nationwide, with two conferences held in 2022. At least four more conferences are due to be held in 2023 and more editions are expected to be launched in the future.

The aim of YBU is to enhance generational diversity and inclusion, establishing a network to create business partners between the different members of departments and, ultimately, improve the customer experience. It also seeks to position the FCC Medio Ambiente brand as an innovative company in terms of talent development and loyalty programmes through inbound & pull recruiting.

The cutting-edge corporate initiatives rolled out include **FCC Campus** or FCC's online **University**, which aim to satisfy the training needs linked to the business *(upskilling)* and facilitate the development of new skills that are expected to be required in the positions of the future *(reskilling)*.

This helps to ensure the **increased versatility, satisfaction and employability** of those working at the FCC Group. The following programmes in this area are worth particular mention:

- **Values and compliance**
- **Digitalisation and cybersecurity**
- **Diversity and equality**
- **Sustainability**
- **Health and well-being**
- **Digital coaching, leadership and development**

A total of **5,469 FCC Medio Ambiente Iberia participants benefited from this initiative in 2022.** Additionally, the **OnBoarding Programme** for digital users in Spain through Campus allows new recruits to learn the fundamentals of the Group and its businesses, as well as to take all the key training courses that will help them adapt to the company.

FCC Medio Ambiente has met **50% of its commitments** established in the **20-22 Action Plan.**

ACTION PLAN CHALLENGES 23-26

Attracting and retaining talent

- Promote flexibility and **work-life balance initiatives.**
- Boost young talent by increasing the percentages of **hires of new graduates.**
- Identify **"talented" professional profiles** in each business area as an internal promotion portfolio.

4. Fostering a safe and healthy organisational model

At FCC Medio Ambiente Iberia, we consider the **health**, **safety** and **well-being** of our employees and all other stakeholders with which we collaborate as a priority. This core commitment is reflected in our **Management Policy.**

With a view to consolidating a preventive culture, promoting health and reducing absenteeism rates, FCC Medio Ambiente Iberia actively promotes training in occupational risk prevention, paying particular attention to the surveillance of health, stimulating innovation, facilitating an atmosphere of healthy work and comprehensively making the commitment to all its employees through different awareness raising initiatives.

We have a **Prevention Service in both Spain and Portugal** that promotes the integration and development of preventive activity and evaluates the implementation of the Management System in all the member companies.

The organisation continuously implements **good preventive practices,** the effectiveness of which has been demonstrated thanks to the use of **innovative information analysis tools** by **our** members of **staff.** Thanks to these, there has been an improvement in the identification of the causes of accidents, preventing them from occurring again.

2050 Sustainability Strategy

TARGETS

Decrease absenteeism **rates** by 2050 compared to 2019:

50% reduction in **accident rates.**

25% in the sick leave **rate.**

0 serious or fatal accidents (own or third party) by 2050.

Reduce traffic accidents by 50% with the implementation of initiatives and training in efficient and safe driving.

MEASURES

Reduce the absenteeism rate in the variable **remuneration system** for executives.

Foster a safety culture among employees through **training.**

Develop accident rate **research** and **analysis.**

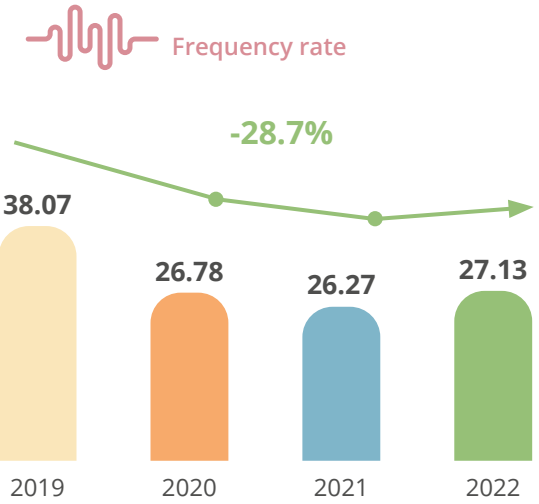
Encourage the **involvement of all departments** of the organisation.

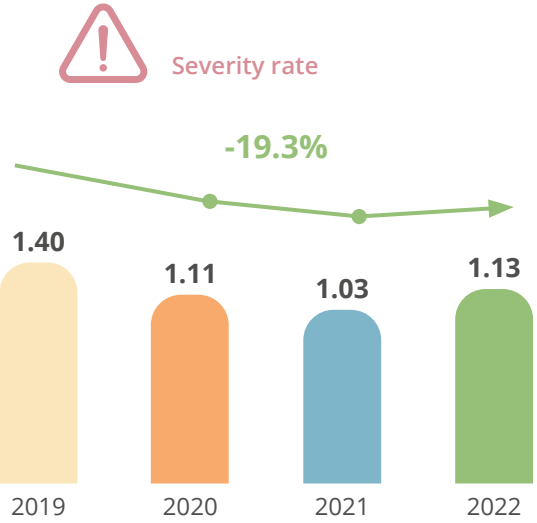
Implementing initiatives and training in **efficient and safe driving**.

Absenteeism reduction plan

Based on the direct involvement of the General Management of FCC Medio Ambiente Iberia and commitment of its entire human team, since 2019, a plan to reduce absenteeism in the workplace has delivered positive results in recent years. In 2022, there was a 28.7% decrease in the absenteeism rate compared to 2019, as well as a 19.3% drop in severity.

Having achieved a drastic reduction in absenteeism in 2020, during 2021 and 2022, the rates have remained at good levels compared to the historical data. Thanks to the new **measures implemented** to prevent accidents, these rates are expected to continue falling in the coming years.





Promoting the safe business model

- ISO 45001:2018 certification at the **106 companies** included in the FCC Medio Ambiente and FCC Ámbito Prevention Services in Spain and Portugal.
- **Statistical analysis** of **absenteeism** through the Qlikview platform in relation to Economic Activity Code, Local Office, Contract, Zone and Sector, allowing absenteeism rates and accident and common illness costs to be obtained.
- **Monthly meetings** at which both the stakeholders involved in the health and safety of the local office's employees and Central Services technical staff participate.
- **Management occupational risk prevention** via the **VISION** platform, making it possible to manage and analyse **information** actively and effectively.
- Introduction of improvements in accident investigation and health and safety inspections by middle management.
- **Monthly meetings** with **mutual insurance companies** to track indicators and improve collaboration with Medical Services.
- Recruitment of absenteeism **management companies** and disability retirement processing firms.
- Participation in forums, conferences and congresses to share experiences and good practices in Health and Safety.
- Performance of **awareness campaigns** aimed at workers with a view to improving awareness about the main causes of **accidents,** either on account of their frequency or the seriousness of their consequences. Examples: dissemination of ***"Learning from accidents"*** records, which establish the main preventive measures having analysed the circumstances. Risk prevention modules and informative talks are also prepared for the entire workforce.

Accident prevention measures implemented

Improvements to work equipment

- **Agreements** with the Machinery and Purchasing departments for the installation of **mandatory implements** on work equipment and vehicles to improve their safety and visibility, including **lifting platforms, lorry cabins and chassis, poles and unclogging tools.**

Improvements at treatment plants

- Aim: **eliminate serious and deadly** accidents at treatment plants.
- Improvements in the management of **unclogging incidents** at all plants.
- Establishment of improvements in relation to **machine consignment procedures** at waste treatment facilities.

Road safety measures

- **Updated helmet** for abutment workers in waste collection tasks, pursuant to UNE-EN 1078:2012 + A1:2012 and subject to an additional test, performed by an accredited laboratory to guarantee its suitability in the event of a fall from the abutment.
- Signalling of **blind spots** on collection lorries using the **Mobileye** assistance system.

Campaign against heat stroke

- Improvements in the management of heat waves with a view to establishing minimum preventive and organisational measures to **avoid risks** caused by **thermal stress** when working at **high temperatures.**

Good practices to reduce absenteeism

Cross-cutting initiatives

FCC Medio Ambiente Iberia's strategy for preventing accidents is structured around **three core pillars:**

1. **Education, training, information and awareness** of staff in relation to occupational risk prevention.
2. **Service inspection** with a view to detecting non-conformities in working conditions, work equipment, behaviours and conduct of workers.
3. Performance of **corrective measures** to eliminate deviations detected previously.

To this end, the role played by **middle managers** is essential.

Role of middle managers

Middle management, an essential link in the chain when it comes to relaying the **Management Policy** to operating staff, assumes responsibility for the following tasks:

- Increasing **health and safety inspections.**
- **Performing and verifying** the implementation of **preventive measures** identified after accidents.
- **Proposing improvements** from the perspective of prevention in the service: work equipment, route organisation, staff management, etc.
- **Training, informing and raising awareness amongst staff** in relation to prevention.

Measures to improve the leadership of middle management in ORP

- Awareness raising **sessions** for **middle managers.**
- **Inspection visits** for services during different shifts at Central Services.
- Preparation of **conclusion reports** and proposals for **improvement measures.**
- **Improvements** in the **recording** of **inspections.**

Local initiatives

- **At ERC La Campiña and Parque Central de Zona Franca**

  Implementation of vending machines for the supply of PPE at the La Campiña Environmental Recycling Complex and at Parque Central de Zona Franca (Barcelona).

  This new system optimises time and resources as part of delivery tasks, registration and control of personal protective equipment, making it possible to draw up an automated inventory of transactions per worker.

- **In Madrid**

  Design and implementation of the electric street cleaning car, with collaboration from the different departments at the organisation.

  Implemented across the entire manual sweeping workforce in Zone 6 of Madrid, with its own design, offering a noticeable improvement in ergonomics for street sweepers.

Bearing in mind the value of human resources to the organisation and the importance of maintaining a healthy environment, FCC Medio Ambiente Iberia implements strategies aimed at **promoting health amongst its employees,** both inside and outside the workplace.

2050 Sustainability Strategy

TARGETS

100% of the organisation's employees with **SIGOS certification** in **2023**, up 20% every year (in 2021: 60%, in 2022: 80% and in 2023: 100%)*.

Decrease the **rate of absenteeism due to illness** by **25%** in 2050 compared to 2019.

MEASURES

Achieve **100%** participation of employees in **healthy business programmes** by 2050.

Reduce the rate of **musculoskeletal disorders** among the organisation's workforce by up to 50% by 2050 compared to 2019 data.

Increase the % of workers who undergo a medical check-up, so that by **2050** almost **all** workers undergo a medical **check-up.**

Promoting health and well-being

- **Specific Health and Well-being Department** to strengthen all safety, health and well-being policies, beyond regulatory compliance.
- **Healthy Organisation Management System** (SIGOS) **certified** by AENOR.
- **Adherence** to the **Luxembourg Declaration** as the organisation's commitment to accept and implement the basic objectives of health promotion at work.
- Incorporation of all local offices into the **Spanish Network of Healthy Companies** (REES) on 3 December **2021,** certifying the good practices implemented in relation to the promotion of health at work.
- Recognition of FCC Medio Ambiente as a **"Heart-Protected Space",** forming part of the Network of Heart-healthy Companies.
- FCC Medio Ambiente certified as a **"Brain-Protected Space"** by Fundación Freno al Ictus.
- **87%** of workers under the scope of **SIGOS certification** in **2022.**
- **SIGOS programme** implemented throughout **FCC Equal** (Special Employment Centre of FCC Medio Ambiente with more than 200 workers with physical, mental and/or sensory disabilities).
- Distribution of a SIGOS Programme to the entire organisation focusing on the **Prevention of Musculoskeletal Disorders.**
- Programme for the **prevention of cardiovascular risks,** in collaboration with Corporate Medical Services.
- Launch of the programme to prevent the consumption of **tobacco, alcohol and other drugs** in July **2022.**
- More than **15,700 hours** of **healthy company** training imparted during the last two-year period, with approximately **3,200 participants** and an **average of 4.9 hours** attendance per person (FCC Medio Ambiente and FCC Ámbito).
- **In-house medical services with 25 medical staff.**
- **14% increase in the total number of workers** subject to medical examinations between 2019 and 2022, increasing the overall percentage to **79%.**
- Dedicated e-learning programme entitled **"Walking towards well-being".**
- **Signing of new framework agreements with two external prevention services for the performance of medical check-ups** (health surveillance).
- Development of a **portal** to **share knowledge** on Health and well-being.
- Design and launch of a campaign to promote **emotional well-being and mental health** in 2023.
- Search for actions to prepare an **age management program** in light of the progressive ageing of the workforce.

(*) Aim concerning FCC Medio Ambiente planned for FCC Environment Portugal for 2024.

Good practices to promote health and well-being

Cross-cutting initiatives

The actions aimed at **promoting health in the workplace** include but are not limited to the following:

- **Increase the participation** of the **workforce** in the **process of improving** the work organisation and environment.
- Implement a cross-cutting health programme to **prevent musculoskeletal disorders.**
- Promote cardiovascular health among workers by performing a **programme to prevent and reduce cardiovascular risks.**
- **Raise awareness** on **health control,** offering medical check-ups in which risk factors associated with cardiovascular diseases (high blood pressure, hypercholesterolemia, etc.) are monitored.
- Promote **healthy eating habits at work**, through various information campaigns.
- **Awareness-raising** on **addictive substances** harmful to health.
- **Promotion** of **mental health,** offering activities and training for the development of **stress management skills,** as well as other psychological support services.
- Instil, promote and encourage **physical activities** to lead an **active** and **healthy** life.
- Implement age management actions to **reduce the likelihood** of workers suffering from **health problems** due to their physical deterioration or the increase in the average age of the workforce.

Local initiatives

The **initiatives implemented** to promote healthier lifestyles, improve the organisational culture and increase commitment to the community, include:

- The **5 minutes campaign** organised by the Vizcaya local office, consisting of **directly observing and evaluating** works and then adapting warm-up and stretching exercises to them, received second prize at the 2021 OSALAN awards.
- Participation of the Guipúzcoa-Navarre local office as part of the organisation of the **1st National Healthy Companies Conference** in Gorráiz (Navarre) in May 2022.
- Awareness raising campaigns, implementation of the **WILDCARD** concept in the school cleaning contract in Barcelona and organisation of the **Ergoactiv Method** course with a group of workers under the contract.
- **Lifestyle** programme at the Aragón–La Rioja local office that, in addition to promoting physical activity and sport, targets different cardiovascular risk factors in the form of a variety of campaigns. These include *I quit*, which encourages people to give up smoking, and *Obesity and healthy eating,* which offers healthy nutrition tips.

CONGRESO ESTATAL DE EMPRESAS SALUDABLES
ENPRESA OSASUNGARRIEN ESTATUKO BILTZARRA

Good practices to promote health and well-being

Local initiatives

- Launch of the **Brain-Protected Spaces Programme** in the Northwest local office, which, moving forwards, will be extended to all local offices. **Fundación Freno al Ictus** certifies spaces as being "Brain-Protected" when the employees in a workplace have adequate training to detect and react in the event of a stroke at their facilities.
- **Commitment to the Community** programme at the Madrid local office, including important collaboration actions with the most vulnerable and disadvantaged groups in the form of food collection campaigns, charitable prize draw at the open day and assistance for Ukrainian refugees.
- Programme to **reduce absenteeism rates** at the Levante I local office in the form of information modules, the workplace screening of an in-house video on the personal impact of accidents, monthly meetings, ergonomic improvements and implementation of street cleaning and building cleaning tools.

FCC Medio Ambiente has met **80% of its commitments** established in the **20-22 Action Plan.**

ACTION PLAN CHALLENGES 23-26

For a safe and healthy organisation

- Foment **research and analysis** of all accidents to focus training on those that occur most often or are most significant.
- Promote a culture of worker health and well-being through **training and awareness programmes** led by the organisation.
- Update to the **Road Safety Plan:** reduce the percentage of traffic accidents through the implementation of initiatives and training in efficient and safe driving.
- Perfect the **monitoring and control of working conditions** by improving inspection plans.

5. Promoting equality, diversity and social inclusion

The different **crises** that we have seen in recent years have resulted in an **increase in social, economic and gender inequality** that must be addressed by the different social agents, including **companies.**

Against this backdrop, FCC Medio Ambiente Iberia promotes **equal opportunities, social inclusion** and **workforce diversity** as part of **policies, programmes, plans** and **good practices** that contribute to **achieving SDG 5** "Gender equality" and **SDG 10** "Reducing inequalities." It should be noted that, as part of the **materiality study** performed in 2022, **equality** and **diversity** were listed as **relevant issues** for the organisation (consult chapter 9 of this report).

We promote the **social transformation** with a view to **achieving inclusive growth** through agreements and programmes performed in partnership with foundations and other organisations that promote access to employment for **vulnerable groups:** people at **risk of social exclusion,** people with a **physical or intellectual disability** or **victims of gender violence.**

The **Equality of differently-abled people** and **Equality and diversity** policies at FCC Medio Ambiente represent the central pillar around which all the actions performed are coordinated, placing a focus on people with disabilities. These actions include but are not limited to training and raising awareness amongst staff about the advantages of setting up diverse and inclusive teams, sponsoring adapted competitions or eliminating physical barriers at facilities.

FCC Medio Ambiente Iberia operates in a sector of activity traditionally characterised by a greater male presence. However, the introduction of **technological innovations** in **machinery** and **processes,** as well as the **equality plans** and **work-life balance and flexibility measures** implemented, have led to an **increase in the presence of women** at all hierarchical levels of the organisation over the last few years.

2050 Sustainability Strategy

TARGETS

Reach **gender balance in 2050.**

Ensuring that new **recruits of men and women** account for 40 and 60%, respectively.

Increase the activity and volume of employment of people with disabilities at **FCC Equal** and other organisations.

MEASURES

Create a cross local office **task force** and a specific "**Equality, Diversity and Inclusion**" function within the HR structure.

Identify and **analyse diversity profiles,** to promote underrepresented profiles of interest for the organisation.

Implement **initiatives aimed at empowering and promoting female talent.**

Launch a **Reciprocal Mentoring Programme** between senior and junior personnel.

Establish **strategic alliances** with entities dedicated to the attention of **disadvantaged groups.**

Promoting equal opportunities and diversity

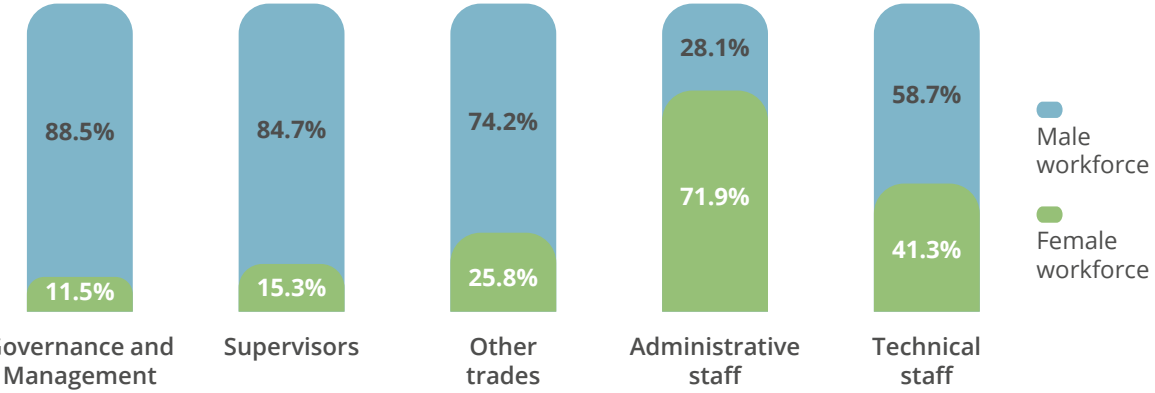
- **223 initiatives** for the **socio-occupational integration** of disadvantaged groups in force in 2022 **(an increase of 48.6%** over the last three years).
- **26.3%** female personnel, **8.5%** more than in 2020.
- **989 new placements** of personnel from **disadvantaged groups** in the last three-year period*.
- **5.3% of employees with disabilities** in relation to the total number of employees **on permanent contracts. Increase** in number by **30.2%** compared to 2020.
- **654** students benefited from internships, scholarships or training contracts during the last three-year period*.
- **Signing of the second Equality Plan** and obtaining the **equality mark** in the company granted by the Ministry of Equality.
- FCC Medio Ambiente has a **Special Employment Centre** and four local offices in **Madrid, Castilla y León, Levante and Andalusia.**
- Members of the **Incorpora de La Caixa programme network.**
- Collaboration with the ONCE Fundación **Inserta institution.**
- Member of the **Socially Responsible Recruitment Forum.**

Equal incorpora de "la Caixa" Fundación ONCE | Inserta

(*) Scope: FCC Medio Ambiente España.

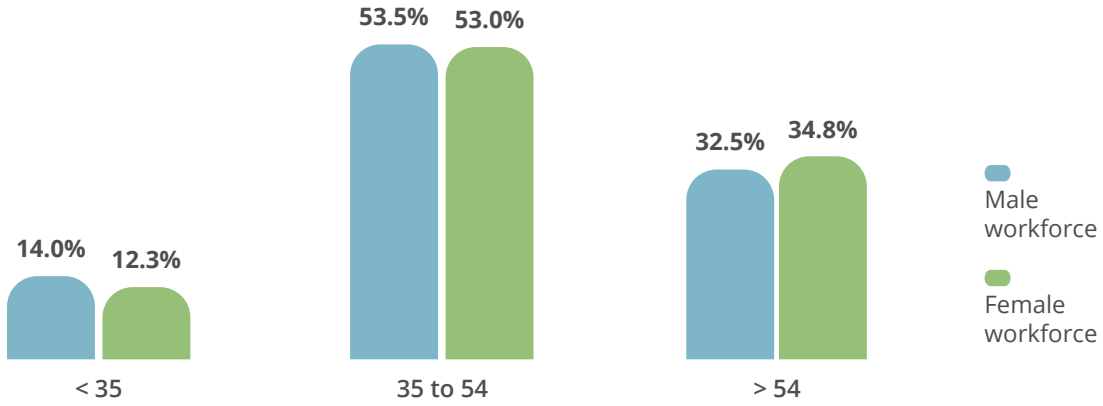
Gender

Percentage distribution by gender and professional category of the workforce (2022)



Age and gender

Age distribution of male and female workers (2022)



In addition to the **whistleblowing channel** included in the **Code of Ethics**, the FCC Group has a mandatory **Protocol for the Prevention and Eradication of Bullying** that aims to **prevent, resolve and penalise any cases of workplace and gender bullying that may occur.** Through this protocol, the organisation reinforces its commitment to promoting respectful work environments, in which abuse of authority or any type of harassment is not tolerated.

FCC Medio Ambiente has met **92% of its commitments** established in the **20-22 Action Plan.**

Our *partners* and commitments

- Gender violence
- Gender Equality
- 2022-2023 Diversity Charter
- Refugees
- Risk of exclusion
- People with addictions
- LGTBIQ+
- And more than 400 institutions across Spain

ACTION PLAN CHALLENGES 23-26

For diversity, equal opportunities and social inclusion

- Promote a **gender balance** in the selection and recruitment processes.
- **Increase the percentage of women** in **technical and responsibility positions.**
- **Increase** the activity and volume of **employment of people with different abilities** at FCC Equal and other organisations.
- Relay **awareness** about **diversity** and **inclusion** across the organisation through the implementation of **training initiatives.**
- Establish **new strategic alliances** with entities dedicated to the attention of **disadvantaged groups.**
- Implement initiatives that promote the **Generational Diversity Principles** defined by the Generation and Talent Observatory.

8

Cooperation with the community

1. Social and environmental action: key projects and figures
2. Development partnerships
3. We are sustainability ambassadors

1. Social and environmental action: key projects and figures

FCC Medio Ambiente Iberia aims to **improve the well-being** of residents and contribute to the **development of communities** in which it provides its services through the **implementation of social** and **environmental actions** that improve **the quality of life** in cities. We maintain a **constant dialogue** with our **stakeholders** through multiple **dialogue and communication channels** (see chapter 9) so that we can always stay abreast of their **expectations.**

FCC Medio Ambiente Iberia has forged a network of alliances through a range of **initiatives, contracts and master agreements entered** into with numerous **institutions and associations,** and this **network** is an essential cornerstone of sustainability for the organisation to bolster its **social and environmental innovation-related activities.**

In 2022, the resources provided by FCC Medio Ambiente Iberia to develop and implement initiatives whose benefits directly or indirectly reverted to society, were **valued at €2.28 million.**

According to the classification criteria, **76% of the resources** were allocated to environmental initiatives and the remaining **24%** to **social actions.** In terms of the distribution of initiatives, there were most **social actions,** accounting for **65%** of all actions performed.

Key sustainable initiative figures 2022

FCC Medio Ambiente Iberia strives to meet the expectations of the communities we serve by promoting the implementation of **initiatives** that encourage **sustainability.**

- **824 sustainable initiatives** under way, **47% higher** than in 2020.
- **Total economic value of** €2.28 million **17% down** on 2020.

- **€0.54 million** earmarked for social initiatives.
- **€1.75 million** invested in environmental actions.

2050 Sustainability Strategy

TARGET

Generate synergies and partnerships across different actors to mobilise and exchange knowledge, know-how, technology and resources for sustainable service delivery.

MEASURES

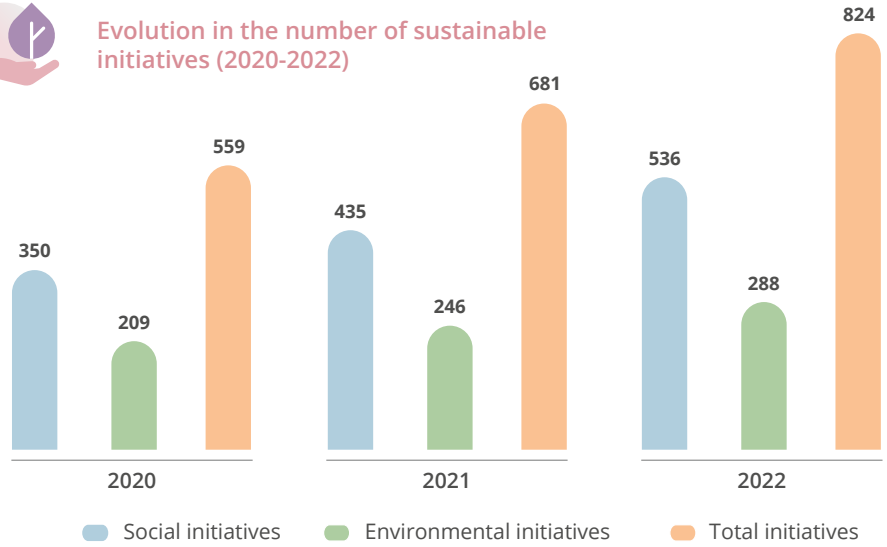
Create **public-private partnerships** with civil society, public sector, the world of academia and other companies that make a contribution to achieving the SDGs.

Encouraging employee participation in achieving the SDGs.

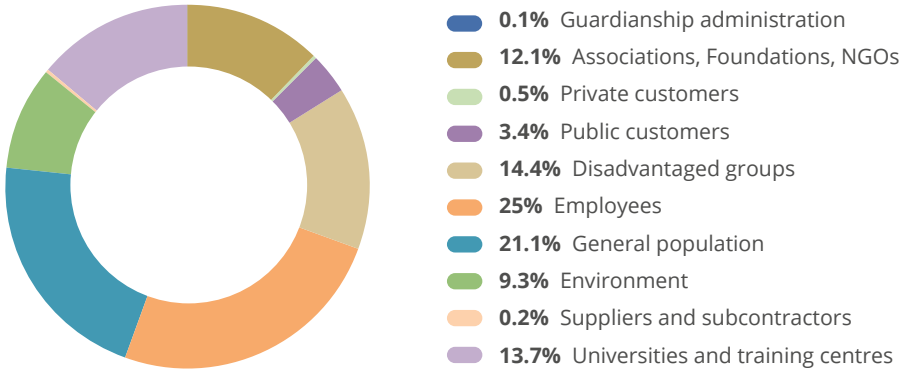
Conducting awareness-raising workshops on the 2030 Agenda.

Forming a corporate volunteering network by signing partnership agreements with entities involved in developing the SDGs.

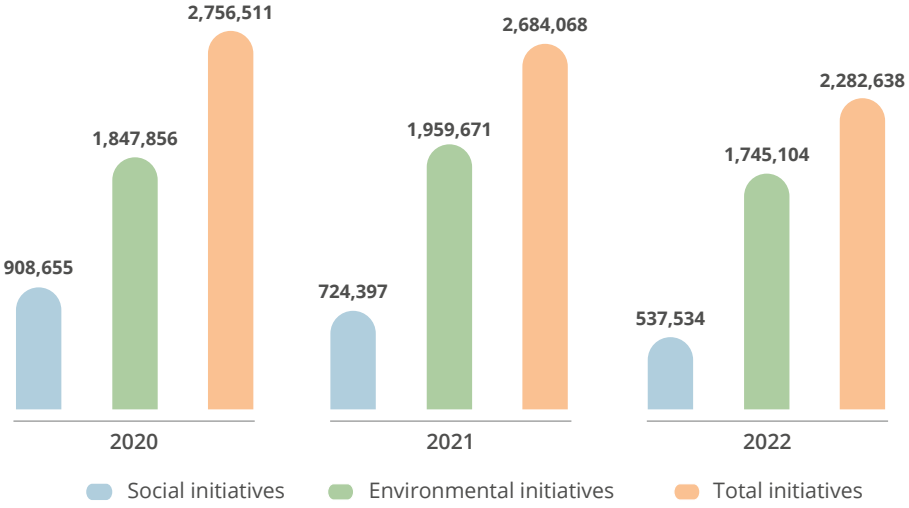
Evolution in the number of sustainable initiatives (2020-2022)



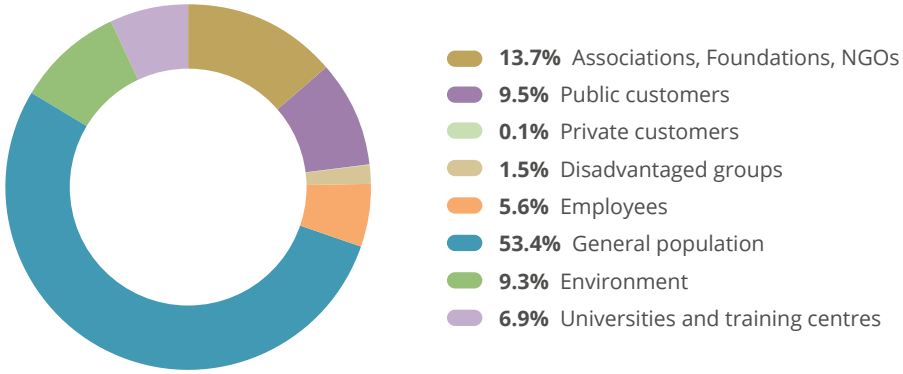
Distribution of the number of initiatives by recipient (2022)



Evolution in the financial appraisal (€) of sustainable initiatives (2020-2022)



Financial appraisal of initiatives by recipient (2022)



Community recognition in 2021-2022

Stakeholders have recognised the sustainable actions and initiatives implemented by FCC Medio Ambiente Iberia over the last two years:

- FCC Medio Ambiente award winner at the **Premios ODS 14 de Salvamento Marítimo awards** (2021).
- The team at FCC Medio Ambiente receives the **Gold Medal of the City of Vigo** for its work during the **COVID-19 crisis.**
- FCC Medio Ambiente, acknowledged as setting a **business example in terms of Good Practices and Sustainability** in Promotion of **Health in the Workplace** (2021).
- **FESBAL's "COVID-19 Stars" award for its involvement and commitment to solidarity during the health crisis (2021).**
- FCC Medio Ambiente, award winner at the **4th Diversity and Inclusion Awards** in the category of **"Best workplace inclusion practice"** aligned with the SDGs (2021).
- FCC Medio Ambiente obtains the **Corporate Equality Certificate** (2021), awarded by the **Ministry of Equality, through the Women's Institute.**
- FCC Medio Ambiente receives Ecovidrio's **"Premio Especial Ecólatras"** for its contribution within the **glass recycling chain** (2021).
- FCC Medio Ambiente's **ie-Urban,** winner of the Spanish Ecological Industrial **Vehicle of the year award** at the National Transport Awards (2021).
- **La Campiña** environmental recycling complex developed by FCC, recognised as the **Best Municipal Project at the Caminos Awards** (2021)**.**
- **Adecco Award for Best Workplace Inclusion Initiative** (2021).
- Recognition as part of the Red Cross' **Corporate Social Challenge** (2021).
- **The Spanish Office of Climate Change awards** FCC Medio Ambiente with the **triple Calculate-Reduce-Compensate certificate** for **the third consecutive year** (2022).
- The **Community of Madrid** recognises FCC Medio Ambiente for its "**Best Practices for the prevention and control of COVID-19**" (2022).
- FCC Medio Ambiente, awarded at the **17th edition of the Sustainable City Awards** (2022).

Recognition for our team on account of their innovative ideas

FCC Medio Ambiente Iberia has celebrated the **3rd edition of the Avanza Awards**, held every two years since 2017. At the event, awards were handed out to **six projects** in the categories of **Social Initiatives, Quality, Environment and Innovation.**

The Avanza Awards were created with a view to **channelling the** know-how of people at FCC Medio Ambiente, as well as **recognise their efforts and determination to participate** through proposals that can be translated into operational improvements, thus enhancing the company's competitiveness.

Winners in the Environment category:

- **Barcelona city and Balearic Islands local office:** for its ***E-mobility Technologies in Building and Facility Maintenance Services*** **project.**

Winners in the Quality category:

- **Andalusia I local office:** for its ***Industry 4.0 with Node-Red*** **project.**
- **Levante II local office:** for its ***Urban Cleaning Influencers*** **proposal.**

Winners in the Innovation category:

- **Catalonia I local office:** for its ***Implementation of Multi-Type Containers with restricted access and Smart Collection System*** project, carried out in collaboration with Girona City Council.
- **TRISA at the Este local office of FCC Ámbito:** for its ***Energy Recovery of Combustible Waste as a Replacement for natural gas*** **proposal.**

Winners in the Social Initiatives category:

- **Levante II local office:** for its ***FCC Equal Valencia, a place for everyone*** **project.**

ACTION PLAN CHALLENGES 23-26

For our adherence to national and international initiatives of general interest

- **Consolidate the agreements already signed and create new partnerships related to the fulfilment of the 2030 Agenda.**

Engagement in sectoral development

FCC Medio Ambiente Iberia collaborates through the different associations of which it is a member, both in the development of regulations and in the interpretation of the regulations in force, unifying criteria with the rest of the members of the associations and the Administration. Some of the main ones are listed below:

- **Association of Public Cleaning Companies** (ASELIP).
- **Spanish Association of Parks and Gardens Companies** (ASEJA).
- **Spanish Association of Cleaning Companies** (ASPEL).
- **Association of Comprehensive Maintenance and Energy Services Companies** (AMI).
- **Association of Municipal Container Recovery and Sorting Plants** (ASPLARSEM).
- **Waste-to-Energy Forum** (FGER).
- **Technical Association for Waste and Environmental Management** (ATEGRUS).
- **Association of Waste and Special Resources Management Companies** (ASEGRE).
- **Spanish Association of Paper and Cardboard Recyclers** (REPACAR).
- **Spanish Aerosol Association** (AEDA).
- **National Glass Recycling Association** (ANAREVI).
- **European Federation of Glass Recycling Companies** (FERVER).

2. Development partnerships

Strategic partnerships consist of a series of agreements that facilitate the achievement of a common objective that benefits all parties. As a result of partnerships, companies can access new markets, roll out new technologies, harness the know-how of another company, expand its specialisations or expand its market share, in addition to a variety of other benefits. Pursuant to the United Nations Global Compact, considering the **seven key features** that every sustainable partnership must consider and as reflected in the image is recommended.

As part of FCC Medio Ambiente Iberia's **2050 Sustainability Strategy**, the organisation has a social line of work whose main objective is to promote **partnerships.** We have workplace insertion policies and plans in place for groups that experience difficulties being integrated into the job market and enter into agreements and collaborations with different institutions (including associations, foundations and councils) to facilitate their access to the job market. At the same time, we promote **partnerships that pursue the creation of an associative fabric that supports the principles of the social and solidarity economy (SDG 17).**

Key social inclusion actions

- Agreement entered into between FCC Medio Ambiente and **Obra Social La Caixa** to promote the workplace insertion of people at risk of social exclusion through the **Incorpora Programme.** Pursued by the financial institution, it encompasses more than **400 workplace insertion institutions,** allowing the number of insertions to multiply exponentially.
- **Once Foundation's Inserta Programme:** aimed at companies that include in their strategic policies the implementation of a management system based on the principles of Corporate Social Responsibility. Through this programme, FCC Media Ambiente supports many projects and promoting social and labour inclusion through workshops, training courses and other actions such as awareness campaigns.
- **Integra Programme:** FCC Medio Ambiente works through the Foundation that bears its name to help people in social exclusion and people with disabilities to take control of their lives through employment.
- Through the creation of the **FCC EQUAL CEE** special employment centres, we provide auxiliary services through the hard work of **employees** with disabilities in the **Communities of Madrid, Castilla-Leon Valencia and Andalusia.**
- In relation to **youth employability,** FCC Medio Ambiente promotes **internships at the company** to facilitate the transition from academia to the world of work. To achieve this, we have collaboration agreements in place with the main **universities and training centres** (**scientific collaboration agreements** and **educational cooperation agreements).**

989 people have benefited from these three programmes during the **last three years**

Framework agreements at the organisation in 2021-2022

Collaborations promoted by FCC Medio Ambiente Iberia Central Services

SOCIAL INCLUSION

Fundación ONCE | Inserta

incorpora OBRA SOCIAL "LA CAIXA" CON LA INTEGRACIÓN LABORAL

fundación integra desde 2001

norte joven

Down Madrid

PROYECTO HOMBRE

Cruz Roja Española

CEAR Comisión Española de Ayuda al Refugiado

GOBIERNO DE ESPAÑA MINISTERIO DE IGUALDAD

GOBIERNO DE ESPAÑA MINISTERIO DE INCLUSIÓN, SEGURIDAD SOCIAL Y MIGRACIONES

SUSTAINABLE ENVIRONMENTAL INITIATIVES

Sustainable cities

SMART CITY EXPO WORLD CONGRESS

FORO DE LAS CIUDADES MADRID

GOBIERNO DE ESPAÑA MINISTERIO PARA LA TRANSICIÓN ECOLÓGICA Y EL RETO DEMOGRÁFICO

Biodiversity

IEEB INICIATIVA ESPAÑOLA EMPRESA Y BIODIVERSIDAD

Fundación Biodiversidad

Bosques Sostenibles

GOBIERNO DE ESPAÑA MINISTERIO PARA LA TRANSICIÓN ECOLÓGICA Y EL RETO DEMOGRÁFICO

Climate community

COMUNIDAD #POR EL CLIMA ¿a qué esperas?

ecodes tiempo de actuar

Local agreements with insertion institutions in 2021-2022

Waste collection

FUNDACIÓ FORMACIÓ I TREBALL
FUNDACIÓ ENGRUNES in Barcelona

ASAFES, ONCE and **ASOCIACIÓN DE SORDOS** in Vitoria

MAPFRE FOUNDATION and **ADECCO** in Tarragona

FUNDACIÓN INTERMEDIA in Tarragona and Barcelona

OBRA SOCIAL EL CARMEN in Zaragoza

XARXA AMBIENTAL in El Prat de Llobregat

Park and garden maintenance

RECOLLIM, TEB VERD in L'Hospitalet en Llobregat

TEB SOLUCIONS in Viladecans

CEEVAL in Valdemoro

CEE Lares del Norte in Oviedo

Road and building cleaning

FUNDACIÓN TOMILLO in Madrid

FUNDACIÓN MERCÈ PLA and **CÁRITAS** in Tarragona

CIRE and CENTRE D´INTERVENCIÓ ESPECIALITZADA in Tarragona

CEE CALTOR in Badalona; **CERCA** in Tarragona; **TALLER AURIA** in Igualada

MAS CARANDELL at the Catalonia II local office

FUNDACIÒ TALLERS DE CATALUNYA in Santa Coloma de Gramenet

Other auxiliary services

CET XARXA SANITÀRIA I SOCIAL SANTA TECLA and **FUNDACIÓ GENTIS** in Tarragona

CEE HORMIGA VERDE in Badajoz

FUNDACIÒ MARESME in Mataró

FUNDACIÒ SOLIDANÇA in El Papiol

Local agreements with insertion institutions in 2021-2022

Youth employment

Universidad Autónoma de Madrid
Universitat Autònoma de Barcelona
Universidad Politécnica
Universidad Carlos III de Madrid
Universidad Alfonso X el Sabio
Universidad de Navarra
Universidad de Alcalá
Universidad de Valladolid
Universidad Complutense Madrid
Universidad Católica de Ávila
Universidad de Málaga
Universidade de Vigo
Universidad de Almería
UNED
UCLM Universidad de Castilla-La Mancha
Universidad de Sevilla
unir Universidad Internacional de La Rioja
Universidad Rey Juan Carlos
COGITI
Universidad Camilo José Cela
Universidad Europea Madrid
Universitat Rovira i Virgili
Universidad del Atlántico Medio
Universidad Francisco de Vitoria UFV Madrid
Universidad de Jaén
Comillas Universidad Pontificia
viu Universidad Internacional de Valencia
Universidad de Deusto Deustuko Unibertsitatea
UCA Universidad de Cádiz
Centro de Estudios Garrigues
ULPGC Universidad de Las Palmas de Gran Canaria
ism instituto superior del medio ambiente
CEU Universidad Cardenal Herrera
EAE Business School
IMF Business School

Scientific collaboration

Brunel University London
Universidad de Alcalá
Universidad Rey Juan Carlos
Universidad de Salamanca
Universidad de Granada
Universidad Zaragoza
ICIA Instituto Canario de Investigaciones Agrarias
Universitat de València
universidad de león
Universidad de Valladolid
UNIMORE Università degli Studi di Modena e Reggio Emilia

8 DECENT WORK AND ECONOMIC GROWTH

3. We are sustainability ambassadors

FCC Medio Ambiente Iberia is aware of the need to **engage and involve society** in **urban sustainability** problem solving. Our team is **the link in the chain that pursues and drives** a change in the model towards **sustainable management.** To this end, we believe that **environmental education** is key. With this in mind, we have been promoting **environmental and social awareness actions** for almost 25 years through the **collaboration and involvement of our professionals**, who become **ambassadors of sustainability.**

We participate in and sponsor **conferences and forums** related to **knowledge transfer** in areas such as waste management, the circular economy, the fight against climate change, the protection of biodiversity, the improvement of air quality, *smart cities*, road safety, occupational risk prevention, the healthy organisation model, corporate social responsibility and the maintenance of parks and gardens.

FCC Medio Ambiente Iberia provides its employees with a catalogue of training courses that promote sustainable **environmental management of services**, with the objective of improving the skills of the teams and their involvement with the environment. The aim of these courses is to gradually turn our employees into **ambassadors of good social and environmental practices.** Our employees stand on the streets 24 hours a day, 365 days a year, setting an **example** and a **benchmark** for the communities we serve, and playing a decisive role in improving the sustainability of cities.

We also support initiatives including **European Waste Prevention Week** and **World Environment Day.** We participate in countless **environmental awareness campaigns** in cooperation with local environment managers in the towns and cities where we provide our services.

We would also like to highlight the **solidarity** of our employees who participate in **environmental and social volunteering** activities, helping to clean up the environment, collecting food and toys for the most disadvantaged, etc.

Participation in renowned conferences and forums

Through the presence of prestigious professionals from the organisation, FCC Medio Ambiente Iberia has participated at various national and international congresses, such as:

- **Smart City Expo World Congress (SCEWC)** in Barcelona (2021-2022).
- **Cities Forum,** in Madrid. *Circular economy: progress with efficient collection and innovative vehicles* (2022).
- **4th National Conference on Waste Electrical and Electronic Equipment** (WEEE), in Zaragoza. *Recycling of photovoltaic panels* (2022).
- **National Parks and Public Gardens Conference,** in Zaragoza (2022).
- **International Green Hydrogen Conference,** in L'Hospitalet de Llobregat (2022).
- **Technical AEMES Smart Conference,** in L'Hospitalet de Llobregat. *Retrofit. Business Opportunities and Challenges in relation to Sustainable Mobility* (2022).
- **Innovation Workshop** organised by FCC's **Digital Innovation Lab**. *Electromobility and latest achievements in urban service vehicles powered using clean energy* (2022).
- **Informative breakfasts Spanish Executive Forum** (2021-2022).
- **Waste in Progress,** in Girona (2022).
- **Ecofira,** in Valencia (2021-2022).
- **Annual conference of the Association of professionals of the green spaces of Catalonia** (2022).
- **Ecoforum of the Valencia region,** in Castellón de la Plana (2021-2022).
- **Employment Forum at the University of Las Palmas de Gran Canaria,** in Las Palmas de Gran Canaria (2022).
- **Cities Forum,** in Madrid. *Zero emissions vehicle for the circular city* (2021).
- **Recuwaste conference,** in Mataró (2021)
- **Sustainable Economy Forum and 2030 Agenda,** in Alicante (2021).

SMARTCITY EXPO WORLD CONGRESS

FORO DE LAS CIUDADES MADRID

PARJAP ZARAGOZA 2022

AEMES Smart
Asociación de Empresas de Movilidad, Entorno Sostenible y Smart

Recuwaste

ECOFORUM
CAMBIO DE PARADIGMA PARA LA RECONSTRUCCIÓN DE LA COMUNITAT VALENCIANA

RAEE

CONGRESO INTERNACIONAL DE HIDROGENO VERDE Y ELECTROMOVILIDAD.
Hotel Fira Congress - L'Hospitalet de Llobregat
20 DE SEPTIEMBRE DE 2022

ecofira.
Feria internacional de las soluciones medioambientales y transición ecológica
International trade fair for environmental solutions and ecological transition

APEVC
Associació de Professionals dels Espais Verds de Catalunya

ULPGC FORO DE Empleo 2022
¡TU FUTURO ESTÁ AQUÍ!

Our team participates in educational and citizen awareness projects

FCC Medio Ambiente Iberia, through its **initiatives of participation in educational and professional training tasks**, **has benefited more than 87,000 students** during the last two years, for which it has collaborated with different entities and institutions. **Environmental educators** have joined our teams, as in the case of Tarragona and Segovia, to carry out some of the awareness-raising activities.

More than **87,000** students have benefited from **educational initiatives**

The educational work is also carried out through guided visits to the main FCC Medio Ambiente Iberia treatment plants, green points, vehicle workshop-parks, environmental classrooms, parks and gardens, etc., which are attended annually by schools, students of specific courses in environmental techniques, technical personnel and professionals in the sector. As well as being technical in nature, these types of initiatives promote and encourage social awareness as regards selective waste collection, climate change, biodiversity protection and responsible citizenship.

In the area of **environmental awareness** among citizens, FCC Medio Ambiente Iberia actively collaborates in awareness-raising campaigns in collaboration with local councils and private customers.

Awareness raising campaign: 'Cíes. O paraiso de todos'

The **drawing competition entitled** *Cies. O paraíso de todos* has broken participation records once again, with more than **6,800 schoolchildren participating over the last two-year period,** expressing, in use of their artistic skills, what these islands mean to them and what makes their conservation so important.

This contest aims to highlight and help **preserve the archipelago of the Cíes Islands,** as well as **raise awareness amongst new generations** about the importance of taking care of this beautiful natural space. The sponsors of the competition are Vigo City Council, which aims to have them declared a World Heritage Site, FCC Medio Ambiente and FARO.

An exemplary team in solidarity

FCC Environment collaborates with the Manos de Ayuda Social Association

The **Madrid local office** of FCC Medio Ambiente has sponsored the **expansion works of the soup kitchen** run by **Asociación Manos de Ayuda Social** in the district of **Vallecas**, assuming the costs of its new storage space. This space is dedicated to the storage of essential products, which the association distributes to people and families affected by redundancy proceedings, unemployment, business closures and unemployment as a result of the COVID-19 crisis.

Once the work was completed, the Madrid local office launched a **solidarity campaign to collect essential products** which, thanks to the money raised by all workers, ensured that the warehouse was opened stocked full of food, personal hygiene and cleaning products, as well as baby food and care products.

Our involvement and commitment to the people of Ukraine

The Russian invasion of Ukraine resulted in a humanitarian crisis that caused millions of people to flee the country. From the very onset conflict, the **Human Resources Department at FCC Medio Ambiente** has responded to that call for help.

Under the slogan **Now Is The Time... for Ukraine,** we launched a variety of initiatives aimed at the social and workplace integration of refugees arriving in Spain fleeing the war, providing them with everything from legal advice for obtaining legal refugee status to the specific creation of jobs. The program consists of the following **blocks of action:**

- **Agreements with collaborating institutions** specialising in aid, legal advice and integration of refugees.
- **Reservation of jobs** for people granted legal refugee status in our country.
- **Fundraising campaign and collection of** first aid material, warm **clothing**, non-perishable **food** and **batteries.**
- **Provision of humanitarian aid** directly in areas affected by the conflict.
- **Awareness workshops** about the conflict and its current impact.

Main milestones

- First company in the sector to sign up to **Tent Partners for Refugees.**
- **Increase in the number of recruits** during the second period (more than 20.61%).
- Recruitment of **61 Ukrainian refugees.**
- **11,400 kg of humanitarian aid** collected.
- Participation of all **regional local offices.**
- Coordination with the **Central and Eastern Europe local office** (CEE).
- **150 families received humanitarian aid** (including 164 children).

FCC Medio Ambiente has met **72.2% of its commitments** established in the **20-22 Action Plan.**

ACTION PLAN CHALLENGES 23-26

For our adherence to national and international initiatives of general interest

- **Consolidate the agreements** already signed and **create new partnerships** related to the fulfilment of the **2030 Agenda.**

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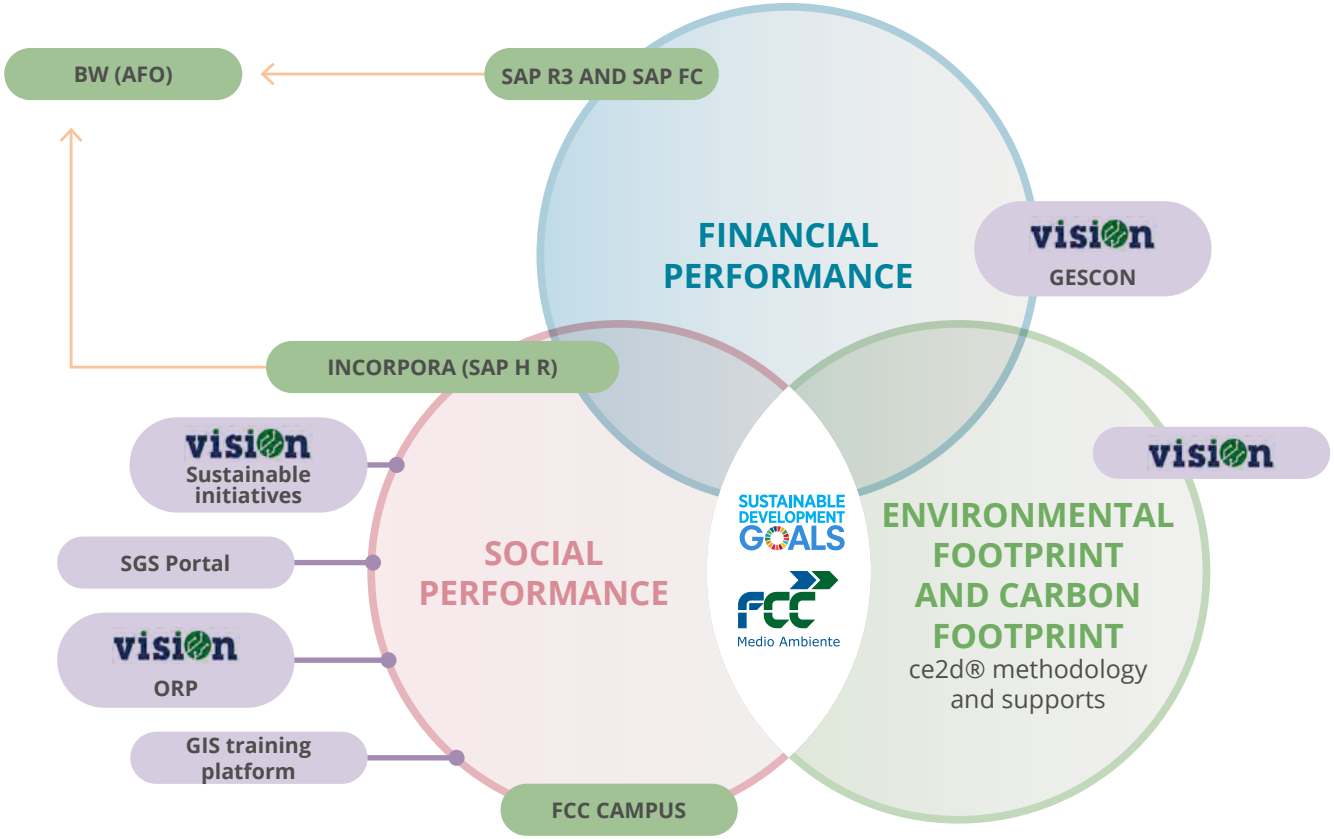
About this report

1. Information systems
2. Reporting fundamentals
3. Materiality
4. Stakeholders and communication channels
5. External audit report

1. Information systems

The information published in this sustainability report has been compiled by means of different **information collection and consolidation systems** developed internally to provide the organisation with support tools that reinforce its operational capacity in the process of identifying significant variables and indicators. This thus guarantees, vis-à-vis our various stakeholders, a reliable, **traceable and verifiable source of information.**

It is worth noting that FCC Medio Ambiente has an **Information Security Management System** in place, certified under **ISO 27001** and the **National Security Scheme.**



SUSTAINABILITY

ce2d®

Environmental footprint
Capture, emit, avoid, return.

Carbon footprint

GHG emissions inventory
Calculation of GHG emissions generated by our activities.

Sustainable initiatives

Good practices
Information on sustainable actions.

Taxonomy for sustainable finance

EU taxonomy
List of eligible contractors and/or "aligned" contractors and calculation of indicators.

Green bond

Green bond
List of eligible contractors and calculation of indicators.

Environmental risks

Environmental risks
Relationship between environmental risks and workplaces.

2. Reporting fundamentals

In order to define the content and guarantee the quality of the published information, reporting adhered to the **Universal Standard GRI 1 "Foundation"** of the sustainability reporting guidelines of the Global Reporting Initiative in its 2021 GRI Standards version, applying the principles:

ACCURACY

The quantitative and qualitative data collected in the report are duly documented and the system for their collection is supervised by those responsible for its preparation.

BALANCE

The report reflects both the positive and negative aspects of the organisation's performance.

CLARITY

The quantitative and qualitative information included in the report presents the necessary and sufficient level of clarity to allow it to be understood by stakeholders.

COMPARABILITY

The report has been prepared based on historical data for 2020, 2021 and 2022.

EXAHUSIVITY

All aspects requested by the 2021 GRI Standards version have been covered, highlighting the issues identified as material, with a record of 3 years.

SUSTAINABILITY CONTEXT

For each of the key issues identified and reported, the strategic framework and trends observed at national and international level have been taken into account in the preparation of the report.

PUNCTUALITY

The first Sustainability Report prepared by FCC Medio Ambiente was published in 2006. Since then, it has been published every two years. This is the first sustainability report published by FCC Medio Ambiente Iberia, which will be published every two years.

VERIFIABILITY

This Sustainability Report has been verified by AENOR, in line with the Global Reporting Initiative standards in force.

3. Materiality

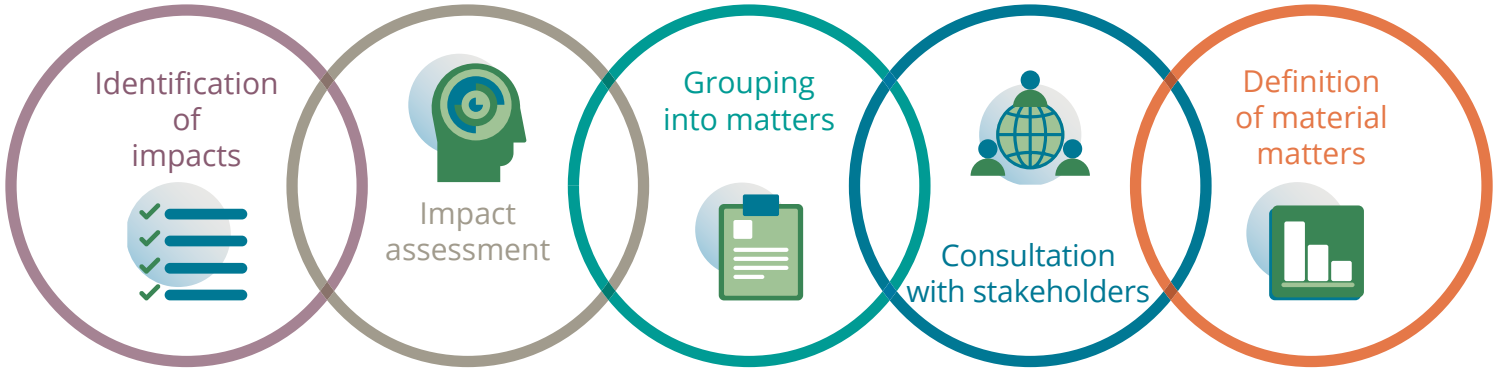
In 2022, the FCC Group updated the **materiality study** to identify the relevant issues of each of the business areas that make up the organisation. At FCC Medio Ambiente Iberia, we will pay attention to those social, environmental and economic issues that have the most impact on our activity and our stakeholders. To guarantee the durability of the methodology used, the materiality study has been aligned with the updated GRI Standards' **basic reporting standards** (GRI 1, 2 and 3).

Below is a summary of the different phases into which the FCC Group's materiality study has been divided in 2022. The methodology designed for the company guarantees that a quantitative result is generated.

Study of the context of the FCC Group's business areas' activity, with a view to identifying the real and potential ESG (Environmental, Social and Governance) impacts of the company on its stakeholders.

Definition of common criteria that makes it possible to compare impacts, for them to be grouped into ESG issues.

Compilation and consolidation of the information received as a result of the internal and external analyses, identifying material issues for each line of business and, additionally, for the group on a consolidated basis.



Stakeholder engagement

To prepare the materiality study, a comparison has been performed with external sources based on reference documents as regards sustainability, as well as for matters identified as relevant by GRI, SASB, Dow Jones Sustainability Index, MSCI and S&P. **A direct consultation has also been performed with customers, employees, suppliers and contractors.**

Determination of the internal significance of impacts by designing and launching questionnaires for managers to assess the magnitude and probability of the list of impacts identified.

Determination of the significance of issues analysing the results of direct consultations with FCC stakeholders.

Below is a summary of the material matters identified for FCC Medio Ambiente Iberia. The materiality matrix has also been **aligned with the Sustainable Development Objectives** and with the four strategic axes of **FCC Medio Ambiente Iberia's Sustainability Plan.** This study has allowed us to select once again the priority SDGs for our organisation.

As can be seen from the results of the study, for FCC Medio Ambiente's business, the main issues, or those that are material to stakeholders, are, in order of importance: **climate change and energy consumption,** followed by **employment and professional development,** integrity and promotion of innovation as well as matters related to the **supply chain.**

The next most relevant aspects selected include: **solidarity action, circular economy, health, safety and well-being, equality and diversity and water management.** This year, matters including **biodiversity and cybersecurity** have gained importance.

Matrix aligned with the SDGs

MATERIAL ISSUES 2020

	Relevance	LEVEL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Climate change and energy consumption	100.00	■									●		●	●	●	●	●		●
Employment and career development	84.30	■								●		●							
Integrity of conduct	75.59	■					●			●		●						●	
Promotion of innovation	72.50	■			●						●		●	●	●	●	●		●
Subcontracting and suppliers	70.57	■			●						●			●	●				●
Solidarity action	66.10	□								●		●							●
Circular economy	64.80	□											●	●	●				●
Health, safety and well-being	62.36	□			●														
Equality and diversity	61.28	□					●					●							●
Water management	58.34	□											●	●	●		●		
Human rights	56.69				●		●			●		●						●	●
Biodiversity	54.39				●											●	●		●
Pollution reduction	50.60				●								●	●	●		●		
Cybersecurity and data protection	46.94										●		●					●	●
Relationship with local communities	43.32						●			●		●	●					●	●

■ First tier issues (material)
□ Second tier issues (relevant)

STRATEGIC LINES FCC MEDIO AMBIENTE IBERIA
● Environment ● Social ● Excellence ● Governance

PRIORITISED SDGs
Direct Action | Cross-Cutting Action | Additions

	MATERIAL ISSUES GRI
Climate change and energy consumption	**201-2 Financial implications of climate change** **302-Energy** **305-Emissions**
Employment and career development	**401-Employment** **402 - Employee-Company relations** **404-Training and education**
Integrity of conduct	**Content 2-9 to 2-21** **Content 4** **205-Anti-corruption**
Promotion of innovation	**201-4 Financial assistance received from government** **203-Indirect economic impacts**
Subcontracting and suppliers	**204-Procurement practices** **308-Supplier environmental assessment** **414 - Supplier social assessment** **418 - Customer privacy**
Solidarity action	**203-Indirect economic impacts** **413-Local communities**
Circular economy	**204 - Procurement practices** **301 - Materials** **303 - Water and effluents** **306 - Waste** **417- Marketing and labelling**

	MATERIAL ISSUES GRI
Health, safety and well-being	**403 - Occupational health and safety** **416 - Customer health and safety**
Equality and diversity	**405-Diversity and equal opportunities** **406 - Non-discrimination**
Water management	**203 - Water and effluents** **306 - Waste**
Human rights	**412-Human rights assessment**
Biodiversity	**304-Biodiversity**
Pollution reduction	**203 - 2 Significant indirect economic impacts** **304 - 2 Impact on biodiversity** **305 - Emissions** **306 - Effluents and waste** **413 - 2 Impact on local communities**
Cybersecurity and data protection	**416 - Customer health and safety**
Relationship with local communities	**203 - Indirect economic impacts** **413 - Local communities**

STRATEGIC LINES FCC MEDIO AMBIENTE IBERIA

Environment · Social · Excellence · Governance

4. Stakeholders and communication channels

At FCC Medio Ambiente Iberia, we define **stakeholders** as all the people, institutions or groups that may be affected or that significantly affect any of our decisions and activities performed by the organisation.
The different departments and business local offices that make up the organisation have **specific and effective identification mechanisms and communication channels** through which they interact with the different stakeholders. This enables us to ascertain and respond to their expectations and demands sufficiently in advance and to foster a **fluid and transparent relationship.**

However, the **existing participation processes in the Group** have allowed us to identify the main concerns regarding the company, the trends in the relevant issues, and the risks and opportunities that we must consider when managing corporate responsibility. The FCC Group establishes a continuous dialogue with its stakeholders, through a wide number of communication channels, among which the following stand out: **FCC One,** the main internal communication channel for employees available on the **FCC360** application; direct dialogue with clients; satisfaction surveys; **websites** and social networks such as **Facebook, LinkedIn, Twitter, Instagram or Youtube;** presence at trade **fairs, forums and conferences** to share expertise and collaboration with sector associations, educational and professional bodies.

Our organisation also informs stakeholders through the **Sustainability Report** published every two years and the **dissemination of news** and **information** in **general and specialised media.**

Additional universal communications channels

CSR Report. FCC Group and by business area

Corporate and area websites

FCC Environment social media

27,100 followers on **Linkedin**
343 subscribers on **Youtube**
1,539 followers on **Twitter/X**
1,360 followers on **Instagram**

Stakeholders and dialogue and/or communication channels

Stakeholders		Dialogue and/or communication channels	
Corporation	**FCC Group**	Committees: CSR, Risk and Compliance, Management, Climate Change	
Shareholders	**FCC**	Board of Directors	
		Corporate shareholder relations office	
		Corporate and business area websites	
		General Shareholders Meeting	
		Shareholders and Directors Meeting	
Public adminis-trations	**Local Regional National European**	Official bulletins	
		Meetings and informative breakfasts	
		Specific basic applicable legislation	
		Institutional dialogue	
		Specific figures at each level	
		Participation in work groups	
		E-mail	
Employees	**Operating structure Functional structure Middle management Production staff**	HR department	
		Company committees	
		Internal meetings	
		One FCC Group Intranet	Corporate notifications
			Employee portal
			Internal communication channel
			Whistleblowing channel
			Suggestions mailbox
		We are FCC *corporate magazine*	
		E-mail	
Community	**Citizens Associations and NGOs Universities and training centres**	Visits to our facilities	
		Press releases	
		Citizen information offices	
		Surveys	
		Service *web* pages	
		Consumer associations	
		Neighbourhood associations	
		Collaboration agreements	
		Meetings with NGOs, universities, etc.	
		Local sustainable initiative committees	
		Participation in forums, conferences and open-door sessions	

Stakeholders		Dialogue and/or communication channels
Customers	**Public Private**	Tender procedures
		Press/media
		Local Office level contract managers
		Business associations
		Participation at fairs and conferences
		Software applications
		Satisfaction surveys
Suppliers	**Machinery**	Purchasing Management Department
	Treatment and disposal	E-commerce tool
	Energy and water	Collaboration initiatives from Central Services
	Materials	Local Office level contract managers
Media	**Local**	Communications Department
	National	*Corporate* website
	Press offices Customers	*E-mail*
	News agencies	Collaboration initiatives from Central Services
Competition and partners	**National International**	Tender procedures
		Participation in fairs, forums, conferences
		Sectoral business associations
		Temporary joint ventures partner meetings
		Participation in work groups
Certifiers and accreditors	**Management systems Sustainability report Non-financial information Annual accounts Carbon footprint**	External audits
		External verifications
		Participation in work groups
Insurers	**Public limited companies Mutual Insurance companies Cooperatives**	Audits
		Incident and casualty reporting
Trade unions		Committee Meetings
		Agreements
		Labour inspections
Financial institutions		Surveys
		Green bonds
		Meetings

5. External audit report

AENOR
Confía

VERIFICATION OF SUSTAINABILITY REPORT

AENOR
INFORME DE SOSTENIBILIDAD VERIFICADO

VMS-2023/0035

AENOR has verified the Sustainability Report by the organization

FCC MEDIO AMBIENTE Iberia

concluded that the Sustainability Report comply with GRI reporting standards and provide a comprehensive picture of its most significant impacts on the economy, environment, and people, including impacts on their human rights and how the organization manages these impacts.

Title: SUSTAINABILITY REPORT 2021-2022 of FCC Medio Ambiente S.A.U., FCC Ámbito S.A.U. & FCC Environment Portugal S.A

For the period: from January 1, 2021 to December 3, 2022

Address: AVDA. CAMINO DE SANTIAGO, 40. 28050 - MADRID

Issue date:2023-11-15

Rafael GARCÍA MEIRO
CEO

AENOR INTERNACIONAL S.A.U.
Génova, 6. 28004 Madrid. España
Tel. 91 432 60 00.- www.aenor.com

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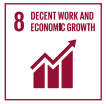
GRI Index

1. GRI 2. General contents
2. GRI 3. Material issues
3. 200. Economic standards
4. 300. Environmental standards
5. 400. Social standards

GRI 2*: General contents 2021

GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
1. THE ORGANISATION AND ITS REPORTING PRACTICES					
2-1	Organisational details.	FCC Medio Ambiente Iberia and subsidiaries. Head office: Av. Del Camino de Santiago, 40 (28050) Madrid, Spain. Countries in which the company operates: Spain and Portugal.		•	
2-2	Entities included in sustainability reporting.	This report encompasses the companies and Joint Ventures within the organisational perimeter of FCC Medio Ambiente Iberia.		•	
2-3	Reporting period, frequency and contact point.	2021-2022. Reference year 2022. The report is published every two years. Point of contact. Page 3.		•	
2-4	Restatements of information.	This year, the report encompasses the organisational perimeter of FCC Medio Ambiente Iberia, as a result, the 2020 indicators reflected in the previous report, whose scope only extended to FCC Medio Ambiente España, have been recalculated.		•	
2-5	External assurance.	Page 33. The audit firm is independent. The Sustainability Committee, headed by the Managing Director, is responsible for deciding on the verification of the Sustainability Report.		•	
2. ACTIVITIES AND WORKERS					
2-6	Activities, value chain and other business relationships.	Pages 7-9, 49-50.		•	
2-7	Employees.	See annex 1. Workforce tables.		•	
2-8	Workers who are not employees.	For the coming year, work is being done on the design and implementation of tools that will allow the exact measurement and computation of this data.	Information not available.	•	

Declaration of use: FCC Medio Ambiente Iberia and subsidiaries have prepared the report in line with the GRI Standards for the period spanning 1 January 2020 to 31 December 2022.
The contents and indicators marked with an asterisk are considered as part of the materiality study.

GRI 1 used
GRI 1: Foundation 2021.
Applicable GRI Sector Standards: Not applicable.

GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
3. GOVERNANCE					
2-9	Governance structure and members.	Pages 36-37. FCC Group Annual Report 2022. Pages 582-583/665-666.		•	
2-10	Nomination and selection of the highest governance body.	Pages 36-37. FCC Group Annual Report 2022. Page 665.		•	
2-11	Chair of the highest governance body.	Pages 36-37. FCC Group Annual Report 2022. Pages 582-583.		•	
2-12	Role of the highest governance body in overseeing the management of impacts.	Pages 38, 40, 45. FCC Group Annual Report 2022. Pages 596 / 672-673.		•	
2-13	Delegation of responsibility for managing impacts.	Pages 40-41. FCC Group Annual Report 2022. Page 596.		•	
2-14	Role of the highest governance body in sustainability reporting.	The CSR Committee at the FCC Group and the Sustainability Committee at FCC Medio Ambiente Iberia. The Group's Sustainability Report is included in the management report approved by the Board along with the reparation of the financial statements.		•	
2-15	Conflicts of interest.	FCC Group Annual Report 2022. Page 666. Code of Ethics and Conduct. Page 16. (https://www.fcc.es/en/home).		•	
2-16	Communication of critical concerns.	FCC Group Annual Report 2022. Page 666. During 2022, there have been five situations in which a director has been required to abstain from voting given a conflict of interest arising as part of certain resolutions adopted by the Board.	Unavailable. We do not have information about the number of concerns raised.	•	
2-17	Collective knowledge of highest governance body.	Pages 36-37. FCC Group Annual Report 2022. Page 665.		•	
2-18	Evaluating the highest governance body's performance.	Pages 36-37. FCC Group Annual Report 2022. Page 665.		•	

GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
2-19	Remuneration policies.	FCC Group Annual Report 2022. Page 666. The Group has a Remuneration Policy for directors, updated in 2021, which expires in 2023. Its ultimate objective is to ensure the development of the Group's mission and values, so that directors' remuneration is appropriate to the dedication and responsibilities assumed.		•	
2-20	Process for determining remuneration.	FCC Group Annual Report 2022. Page 666. As regards the establishment of remuneration, responsibility lies with the General Shareholders' Meeting.		•	
2-21	Ratio of total annual remuneration.	a) 37.6. b) This information is not available, as the company does not have the necessary IT tools to calculate it.	Section b) Information not available.	•	
4. STRATEGY, POLICIES AND PRACTICES					
2-22	Declaration on the sustainable development strategy.	Pages 4-5, 30-32.		•	
2-23	Policy commitments.	Pages 30-32, 38-39. FCC Group Annual Report 2022. Pages 684-685.		•	
2-24	Embedding policy commitments.	Pages 38-39, 50. All contracts with suppliers include human rights clauses. 6,289 hours of training have been imparted in relation to values and equality to 7,730 employees during the last two-year period. FCC Group Annual Report 2022. Pages 662, 684-685.		•	
2-25	Processes for remediating negative impacts.	At FCC Medio Ambiente Iberia, the appropriate remediation measures are developed through the procedures established in the Compliance Model, which includes the Human Rights Policy. FCC Group Annual Report 2022. Page 671.		•	

GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
2-26	Mechanisms for seeking advice and raising concerns.	Pages 131-132.		•	
2-27	Compliance with laws and regulations.	Given that non-compliance cases which, due to their amount or subject matter, could generate reputational damage to the organisation, no significant firm sanctions have been identified in 2022. The monetary value for non-compliance with environmental legislation in 2022 was €4,924, 74% down on 2021.		•	
2-28	Membership of associations.	Pages 115-119.		•	
5. STAKEHOLDER ENGAGEMENT					
2-29	Approach to stakeholder engagement.	Pages 131-132. The local sustainable initiatives committees set up at the local offices meet at least once per quarter and consult their different stakeholders (customers, employees, guardianship administration, suppliers, local community) as frequently as they consider necessary, meaning there is no common pattern applicable to all of them. In preparing the materiality study, international organisations and sectoral prescribers are consulted each year prior to the publication of the report.		•	
2-30	Collective bargaining agreements.	Pages 94-95. One hundred percent of the FCC Medio Ambiente Iberia workforce is covered by collective, sectoral, or corporate bargaining agreements. The organisation recognises the rights of workers to join trade unions and participate in collective bargaining as provided for in the Spanish and Portuguese Constitutions. FCC Group Annual Report 2022. Page 643.		•	

GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
GRI 3*: Material issues 2021					
3-1	Process to determine material topics.	Pages 128–130. With a view to facilitating and speeding up the reading and understanding of the report, the material issues and the management approach have been analysed in the main sections of the document. Changes have been made to the materiality study compared to the last report published. There are two issues that do not appear in this year's study that appeared in the previous report and six new issues this year.		•	
3-2	List of material topics.			•	
3-3	Management of material issues.			•	
GRI 200: Economic standards					
GRI 201*: Economic performance					
GRI 3: Material issues 2022	3.3 Management of material issues.	Pages 10, 12-14, 72-75, 112-113.		•	
201-1	Direct economic value generated and distributed.	Pages 10, 112-113. Staff expenses in millions of €: 2020 data: 1,027.5 / 2021 data: 1,077.7 / 2022 data: 1,166.5. Staff expenses increased by 13.5% year-on-year. EBITDA in millions of €: 2020 data: 265.9 / 2021 data: 284.8 / 2022 data: 306.4. FCC Medio Ambiente Iberia's EBITDA increased by 15.2% compared to 2020. FCC Group Annual Report 2022. Pages 97, 575.		•	
201-2	Financial implications and other risks and opportunities due to climate change.	Pages 12-14, 72-75. FCC Group Annual Report 2022. Pages 609-610.		•	
201-3	Defined benefit plan obligations and other retirement plans.	There are no retirement plans for employees.		•	

GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
201-4	Financial assistance received from government.	2020 data: Research, Development and Innovation (RD&I). Subsidies = €286,501.30 / Loans received = €0 2021 data: Research, Development and Innovation (RD&I). Subsidies = €1,486,769.10 / Loans received = €0 2022 data: Research, Development and Innovation (RD&I). Subsidies = €220,436 / Loans received = €0 TRAINING. In 2022, 49.2% of the €4.38 million allocated to training was financed through the subsidised training system. In 2020, 50.7% of the €4.14 million earmarked for training was subsidised.		•	
GRI 202: Market presence 2016					
202-1	Ratios of standard entry-level wage by gender compared to local minimum wage.	No professional category at the organisation has pre-defined remuneration based on the minimum wage.		•	
202-2	Proportion of senior management hired from the local community.	All directors are Spanish and Portuguese.		•	
GRI 203*: Indirect economic impacts 2016					
GRI 3: Material issues 2022	3.3 Management of material issues.	Pages 51–59, 112–113.		•	
203-1	Infrastructure investments and services supported.	Pages 51–59, 112–113.		•	

GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
203-2	Significant indirect economic impacts.	Pages 51–59, 112–113.		•	
GRI 204*: Procurement Practices 2016					
GRI 3: Material issues 2022	3.3 Management of material issues.	Pages 49-50. All contracts with suppliers include human rights clauses. FCC Medio Ambiente Iberia operates in Spain and Portugal.		•	
204-1	Proportion of spending on local suppliers.	Purchases from suppliers made by Central Services grew by 6.6% between 2021 and 2022. The entire amount allocated to purchases made from the 10 main suppliers (representing 75.3% of the annual investment made from Central Services) corresponds to local suppliers (companies residing in Spain).	Information not available for 100% of purchases due to lack of automation of calculations. This includes the main suppliers covering 75.3% of the total centralised purchases made in 2022.	•	

GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
GRI 205*: Anti-corruption 2016					
GRI 3: Material issues 2022	3.3 Management of material issues.	Pages 36–42.		•	
205-1	Operations assessed for risks related to corruption.	Pages 36–42. FCC Group Annual Report 2022. Page 670.	Unavailable.	•	
205-2	Communication and training about anti-corruption policies and procedures.	Pages 36-42, 100.		•	
205-3	Confirmed incidents of corruption and actions taken.	There is no records of confirmed cases of corruption at FCC Medio Ambiente Iberia during the past three-year period. FCC Group Annual Report 2022. Page 710.		•	
GRI 207: Tax 2019					
207-1	Tax approach.	Pages 39-40. FCC Group Annual Report 2022. Pages 678-679.		•	
207-2	Tax governance, risk control and management.	Pages 39-40. FCC Group Annual Report 2022. Pages 678-680.		•	
207-3	Participation of stakeholders and management of tax concerns.	Pages 39-40. FCC Group Annual Report 2022. Pages 678-679.		•	
207-4	Country-by-country reporting.	See annex 1. Tax tables. FCC Group Annual Report 2022. Pages 702-704.		•	

GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
GRI 300: Environmental standards					
GRI 301*: Materials 2016					
GRI 3: Material issues 2022	3.3 Management of material issues.	Pages 61–63.		•	
301-1	Materials used by weight or volume.	2020 data: 1,266,498.07 t (renewable: 954,984.62 t + non-renewable: 311,513.45 t). 2021 data: 2,799,085.33 t (renewable: 802,617.47 t + non-renewable: 1,966,467.86 t). 2022 data: 1,808,301.89 t (renewable: 550,043.32 t + non-renewable: 1,258,258.57 t). Reported according to operational perimeter. 2020 FCC Ámbito + Portugal, reported as per NFS (raw materials). FCC MA I. Sustainability 2020 Page 139. 2021 - 2022 FCC Medio Ambiente Iberia (raw materials, packaging and semi-finished products).		•	
301-2	Recycled input materials used.	2020 data: 907,708.82 t. 2021 data: 726,202.39 t. 2022 data: 481,889.22 t. (Recycled aggregates and compost). Reported according to operational perimeter. 2020 FCC Ámbito + Portugal, reported as per NFS (raw materials). Percentage of raw materials used that are reused (recycled aggregates and compost). 2020 data: 71.7%. 2021 data: 74.1%. 2022 data: 74.8%. Reported according to operational perimeter. FCC MA I. Sustainability 2020 Page 139.		•	
301-3	Reclaimed products and their packaging materials.	This indicator does not apply to the main activities undertaken by FCC Medio Ambiente Iberia.	Not applicable	•	

GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
GRI 302*: Energy 2016					
GRI 3: Material issues 2022	3.3 Management of material issues.	Pages 61-63.		•	
302-1	Energy consumption within the organisation.	Pages 61-63. 2020 data: 3,644,335.45 Gj (Non-renewable sources: 2,517,123.63 + renewable: 1,127,211.82 GJ). 2021 data: 3,791,576.33 Gj (Non-renewable sources: 2,660,090.94 + renewable: 1,131,485.40 GJ). 2022 data: 4,266,905.58 Gj (Non-renewable sources: 2,741,925.73 + renewable: 1,524,979.85 GJ). The increase compared to 2020 can mainly be attributed to the increase in natural gas consumption. Reported as per scopes 1 and 2 of the previously verified carbon footprint.		•	
302-2	Energy consumption outside the organisation.	Pages 61-63. 2020 data: 4,236,433.53 Gj (Non-renewable sources: 3,055,573.93 + renewable: 1,180,859.60 GJ). 2021 data: 5,474,533.80 Gj (Non-renewable sources: 4,351,939.88 + renewable: 1,112,593.92 GJ). 2022 data: 5,470,895.34 Gj (Non-renewable sources: 4,115,985.32 + renewable: 1,354,970.02 GJ). The increase on 2020 can mainly be attributed to the increase in the consumption of biogas intended for engines at treatment plants for the generation of electricity. Reported as per scope 3 of the previously verified carbon footprint.		•	

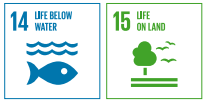
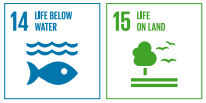
GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
302-3	Total energy intensity (inside and outside the organisation).	**2020 FCC Medio Ambiente** Energy intensity (within the organisation): 2.41 GJ / thousands of € (total consumption vs. production data in thousands of €). Energy intensity (outside the organisation): 8.71 GJ / thousands of €. Total energy intensity (inside and outside the organisation): 3.97 GJ / thousands of €.		•	
		2021 FCC Medio Ambiente Iberia Energy intensity (within the organisation): 2.11 Gj/thousands of € (total consumption versus production data in thousands of euros). Energy intensity (outside the organisation): 9.31 Gj / thousands of €. Total energy intensity (inside and outside the organisation): 3.88 GJ / thousands of €.		•	
		2022 FCC Medio Ambiente Iberia Energy intensity (within the organisation): 2.21 GJ / thousands of € (total consumption vs. production data in thousands of €). This has increased by 5.1% compared to the energy intensity in 2021. Energy intensity (outside the organisation): 8.38 GJ / thousands of €. This decreased by 10% compared to the energy intensity in 2021. Total energy intensity (inside and outside the organisation): 3.77 GJ / thousands of €. Decreased -2.8% compared to the intensity of 2021.		•	
302-4	Reduction of energy consumption.	Total energy intensity (inside and outside the organisation) has decreased by 2.8% compared to the energy intensity in 2021. These calculations have ben made consolidating information recorded in VISION applying the factors defined by MITERD.		•	
302-5	Reduction in energy requirements of products and services.	Pages 51-52, 58, 72-75, 88-89.		•	

GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
GRI 303*: Water and effluents 2018					
GRI 3: Material issues 2022	3.3 Management of material issues.	Pages 61-63, 76-80.		•	
303-1	Interaction with water as a shared resource.	Pages 76-80.		•	
303-2	Management of impacts relating to water discharges.	Pages 61-63, 76-80.		•	

GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
303-3	Water abstraction.	Pages 61-63, 76-80. Reported according to operational perimeter. **TOTAL CONSUMPTION BY SOURCE:** 2020 data: 11,200,398.25 m^3 (% water from alternative sources: 24.9%). 2021 data: 11,183,089.48 m^3 (% water from alternative sources: 24.1%). 2022 data: 11,052,690.06 m^3 (% water from alternative sources: 24.8%). (Tap water: 8,306,937.51 + Groundwater consumption: 463,378.59 + Reused treated water consumption*(on site)*16,219.56 + Rainwater consumption 304,165.58 + Reused treated water consumption (external) 1,961,988.82). In 2022, 24.8% of the water consumed came from alternative sources (wells, groundwater, recirculated/regenerated), 83.1% of which was recirculated/regenerated. This figure is down by 1.3% on 2020, mainly on account of droughts in recent years, which has resulted in limitations on water consumption in gardens (Madrid, Zaragoza, Mérida, etc.) during this period. **WATER STRESSED AREAS:** 2020 data: 7,955,284.33 m^3(Scope: FCC Medio Ambiente Spain). 2021 data: 8,055,842.51 m^3 . 2022 data: 8,418,463.10 m^3 (Tap water: 5.729.245 + Groundwater consumption: 441,088 + Reused treated water consumption (on-site) 0 + Rainwater consumption 286,247 + Reused treated water consumption (external) 1,961,972). **CONSUMPTION OF RECYCLED AND REUSED WATER:** 2020 data: 2,054,106.67 m^3 (18.3% of total water). 2021 data: 2,170,887.56 m^3 (19.4% of total water). 2022 data: 2,282,373.96 m^3 (20.6% of total water). No other water is abstracted (salt waters).		•	

GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
303-4	Water discharge by quality and destination.	Page 62. **WATER DISCHARGE BY QUALITY AND DESTINATION:** 2020 data: Total: 862,558 m^3. Breakdown for FCC Medio Ambiente only: To surface water: 781,596.97 m^3 (to sewerage network 323,907.58 m^3, to septic tank 1,124 m^3, to treatment plant 442,771.6 m^3). To third-party water: to public waters 73,793.79 m^3. 2021 data: Total: 1,141,431 m^3. To surface water: 1,090,648 m^3 (to sewerage network 387,126 m^3, to septic tank 124 m^3, to submarine outfall 251 m^3, to treatment plant 703,147 m^3). To third-party water: to public waters 50,783 m^3 / Fresh water: 784,199 m^3. Other water: 357.232 m^3 . 2022 data: Total: 869,992 m^3. To surface water: 833,612 m3 (to sewerage network 340,937 m^3, to septic tank 198 m^3, to submarine outfall 200 m^3, to treatment plant 492,277 m^3). To third-party water: to public water 36,380 m^3 / Fresh water: 560,628 m^3. Other water: 309,364 m^3. **WATER STRESSED AREAS:** 2020 data: 24.193 m^3 (Scope: FCC Medio Ambiente Spain). 2021 data: 670.340 m^3 . 2022 data: 521,583 m^3. The decrease in discharges can be attributed to low rainfall and the drop in leachate purification. Discharges due to uses during the provision of services are not included (for example, street cleaning, garden irrigation). FCC Medio Ambiente Iberia's PGG 06.12 Discharge Control procedure defines the parameters and limits for discharges, which are used in different situations if they do not appear in the Discharge Authorisation (discharges into the sea or onto the land, discharges into the hydraulic public domain and discharges to sewage networks).		•	

GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
303-5	Water consumption.	**TOTAL CONSUMPTION BY SOURCE:** 2020 data: 11,200,398.25 m^3 (% water from alternative sources: 24.9%). 2021 data: 11,183,089.48 m^3 (% water from alternative sources: 24.1%). 2022 data: 11,052,690.06 m^3 (% water from alternative sources: 24.8%). **WATER STRESSED AREAS:** 2020 data: 7,955,284.33 m^3 (Scope: FCC Medio Ambiente Spain). 2021 data: 8,055,842.51 m^3. 2022 data: 8,418,463.10 m^3.		•	
GRI 304*: Biodiversity 2016					
GRI 3: Material issues 2022	3.3 Management of material issues.	Pages 81-87.		•	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Page 9. Management of 58 hectares of special-interest parks and gardens. We also operate in two areas adjacent to protected spaces: -We manage the Parque de la Grajera Golf Course in Logroño, operating in an area close to the Parque de la Grajera wetland (within the Special Plan for the Protection of the Natural Environment of La Rioja). - We manage the Coto de la Isleta Environmental Education and Nature Activities Centre in Cádiz, located between the Coto de la Isleta Forestry Park and the peninsula known as Río San Pedro (Puerto de Santa María), at the entrance to Bahía de Cádiz Natural Park. Using VISION, we have included the maps associated with the Natura 2000 Network and ENP to assess the area of influence and the impact on the natural environment for each contract. For the purposes of illustration, a ratio of distance to areas of environmental interest has been included.			

GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
304-2	Significant impacts of activities, products and services on biodiversity.	Page 82.		•	
304-3	Habitats protected or restored.	Pages 83-87.		•	
304-4	Species on the IUCN Red List of Threatened Species or national conservation lists whose habitats are in areas affected by the operations.	Our operations do not affect species identified as such.		•	
GRI 305*: Emissions 2016					
GRI 3: Material issues 2022	3.3 Management of material issues.	Pages 72-75. EMISSION FACTORS: Those published by MITECO are given priority in relation to the registration of the Carbon Footprint. If not published, the factors defined by the GHG Protocol apply. In the case of landfills, the IPCC model is employed and in a case of FCC Ámbito, the EPA model is employed.		•	
305-1	Direct GHG emissions (scope 1).	Pages 61-63, 73, 75. 2020 data: 383,497.46 tCO_2eq. 2021 data: 464,172.54 tCO_2eq. 2022 data: 534,889.98 tCO_2eq. FCC MA (2020-2022) and FCC Ámbito (2022): reported according to the scopes of the previously verified carbon footprint. FCC Ámbito (2020-2021) and Portugal (2020-2022): NFS/VISION. The increase in emissions in 2022 compared to 2020 is mainly attributable to emissions associated with landfill disposal activity.		•	

GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
305-2	Indirect (scope 2) GHG emissions when generating energy.	Pages 61-63, 73, 75. 2020 data: 12,935.78 tCO_2eq. 2021 data: 15,903.57 tCO_2eq. 2022 data: 23,796.04 tCO_2eq. FCC Medio Ambiente (2020-2022) and FCC Ámbito (2022): reported according to the scopes of the previously verified carbon footprint. FCC Ámbito (2020-2021) and Portugal (2020-2022): NFS/VISION		•	
305-3	Other indirect (scope 3) GHG emissions.	Pages 61-63, 73, 75. 2020 data: 2,070,882.07 tCO_2eq. 2021 data: 2,233,689.53 tCO_2eq. 2022 data: 2,159,836.47 tCO_2eq. FCC Medio Ambiente (2020-2022) and FCC Ámbito (2022): reported according to the scopes of the previously verified carbon footprint. FCC Ámbito (2020-2021) and Portugal (2020-2022): NFS/VISION.		•	
305-4	GHG emissions intensity.	2020: 1.1502 tCO_2eq. /thousand € (FCC Medio Ambiente España). 2021: 1.1364 tCO_2eq. /thousand € (FCC Medio Ambiente Iberia). 2022: 1.0533 tCO_2eq. /thousand € (FCC Medio Ambiente Iberia). (Scope 1+2+3: emissions vs. production data in thousands of €). Down by 7.3% compared to 2021.		•	
305-5	Reduction of GHG emissions.	Pages 61-63, 73.		•	
305-6	Emissions of ozone-depleting substances (ODS).	Disregarded for not being significant and representing <1% of emissions.		•	

GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
305-7	Nitrogen oxides (NO_x), sulphur oxides (SO_x) and other significant atmospheric emissions.	Pages 62, 88-89. 2020 data: NOx = 1,588,091.72 kg / SOx = 270,579.66 kg / Part = 72,043.81 kg. 2021 data: NOx = 1,636,239.08 kg / SOx = 276,497.65 kg / Part = 71,778.60 kg. 2022 data: NOx = 1,657,715.34 kg / SOx = 283,710.38 kg / Part = 74,639.09 kg. Emissions from the FCC Medio Ambiente Iberia vehicle fleet and emissions associated with the FCC Medio Ambiente (Spain) treatment plants have been included. These have been calculated using OCAS measurements based on the corresponding OFBC. Unmeasured emissions (e.g., those associated with flares) have been calculated using EPA methodology, AP-42.		•	
GRI 306*: Waste 2020					
GRI 3: Material issues 2022	3.3 Management of material issues.	Pages 62, 64-71.		•	
306-1	Waste generation and significant waste-related impacts.	FCC Medio Ambiente Iberia is mindful of the importance of responsible waste management, and applies measures and good practices for its reduction, use and subsequent reincorporation into the production process. Main waste generated: by treatment processes and as a result of maintenance performed on the vehicle fleet.		•	
306-2	Management of significant waste-related impacts.	Page 62, 64-71. Implemented measures: Acquisition of vehicles built with easily recoverable elements. Waste segregation and deposit measures. Establishment of waste minimisation plans. Reuse of compost for energy recovery processes or agricultural purposes.		•	

GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
306-3	Significant spills. 2016 standard.	There is no evidence that minimally significant accidental spills have occurred.		•	
306-3	Waste generated.	Page 62. **TOTAL WASTE GENERATED BY TYPE (IN-HOUSE, PROCESS WASTE TREATED *ON SITE* AND *EXTERNALLY*):** 2020 data. Total: 1,309,396.59 t = HW: 5.140,84 t/NHW: 1,304,255.74 t. 2021 data. Total: 1,403,492.61 t = HW: 8.819,50 t/NHW: 1,394,673.11 t. 2022 data. Total: 1,375,375.67 t = HW: 3.267,13 t/NHW: 1,372,108.54 t. All waste is managed by authorised waste managers in compliance with the pertinent legislation currently in force. VISION has is a specific module for recording information related to the waste generated.		•	
306-4	Waste diverted from disposal.	Page 62. **TOTAL WASTE GENERATED IN HOUSE DIVERTED FROM DISPOSAL:** 2020 data. Total: 12,670.18 t = HW: 4.146,78 t/NHW: 8,523.4 t. 2021 data. Total: 9,309.78 t = HW: 1.619,19 t/NHW: 7,690.58 t. 2022 data. Total: 8.394.86 t = HW: 1.160,81 t/NHW: 7,234.05 t. **HAZARDOUS WASTE GENERATED IN HOUSE BY TYPE OF REUSE:** 2020 data. Preparing for re-use (PR): 9.11 t / Recycling (R): 3,241.76 t / Other operations (OO): 895.91 t. 2021 data. HW: 10.5 t / R: 1,260.40 t / OO: 348.74 t. 2022 data. PR: 30.40 t / R: 756.61 t / OO: 374.16 t. **HAZARDOUS WASTE NOT GENERATED IN HOUSE BY TYPE OF REUSE:** 2020 data. PR: 39.23 t / R: 8,228.59 t / OO: 255.57 t. 2021 data. HW: 2.23 t / R: 6,932.69 t / OO: 755.67 t. 2022 data. PR: 18.33 t / R: 6,207.58 t / OO: 1.008,14 t.		•	

GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
306-5	Waste directed to disposal.	Page 62. **TOTAL WASTE GENERATED IN HOUSE DIRECTED TO DISPOSAL:** 2020 data. Total: 8,879.19 t = HW: 975,71 t/NHW: 7,903.49 t. 2021 data. Total: 18,771.68 t = HW: 7,187.91 t/NHW: 11,583.77 t. 2022 data. Total: 19,049.91 t = HW: 2.083,75 t/NHW: 16,966.17 t. **HAZARDOUS WASTE GENERATED IN HOUSE BY TYPE OF DISPOSAL:** 2020 data. Transfer to landfill (TV): 72.88 t / Transfer for disposal (TE): 13.49 t / Other destinations (OD): 889.34 t. 2021 data. TV: 761.60 t / TE: 18.49 t / OD: 6,407.82 t. 2022 data. TV: 86.25 t / TE: 61.54 t / OD: 1,935.96 t. **NON-HAZARDOUS WASTE GENERATED IN HOUSE BY TYPE OF DISPOSAL:** 2020 data. TV: 7,458.54 t / TE: 0 t / OP: 444.95 t. 2021 data. TV: 10,982.00 t / TE: 38.63 t / OP: 563.14 t. 2022 data. TV:15,995.03 t / TE: 35.87 t / OP: 975,27 t.		•	
GRI 308*: Supplier Environmental Assessment 2016					
GRI 3: Material issues 2022	3.3 Management of material issues.	Pages 47-50.		•	
308-1	New suppliers that were screened using environmental criteria.	Pages 47-50.		•	
308-2	Negative environmental impacts in the supply chain and actions taken.	Pages 47-50.		•	

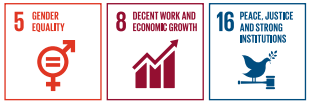
GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
GRI 400: Social standards					
GRI 401*: Employment 2016					
GRI 3: Material issues 2022	3.3 Management of material issues.	Pages 92-95.		•	
401-1	New employee hires and employee turnover.	Pages 92-95. New hires 2022: 8,114 / Gender: 69.2% men and the remaining 30.8% women / Age: 37% < 35; 48,5% de 35 a 54; 14,5% > 54. Total new hires 2022: 20.25% / Gender: 14.01% men and 6.24% women / Age 7.49%< 35; 9,83% de 35 a 54; 2,93% >54. Turnover 2022: 1,625 / Gender: 70.5% men and the remaining 29.5% women / Age: 39.5% < 35; 49,7% de 35 a 54;10,8% > 54. Turnover 2022: 4.06% / Gender: 2.86% men and 1.2% women / Age 1.6% < 35; 2,02% de 35 a 54; 0,44% >54.	2020-2021 information not available. Performance will be analysed in future publications.	•	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees.	FCC Group Annual Report 2022. Page 713. Employees with more than one year's seniority enjoy social benefits such as special medical care, subsidised medical and canteen insurance, coverage for the disabled and subsidised loans.		•	
401-3	Parental leave.	Page 93. See Annex 1.		•	

GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
GRI 402*: Labour/Management Relations 2016					
GRI 3: Material issues 2022	3.3 Management of material issues.	Page 93.		•	
402-1	Minimum notice periods regarding operational changes.	The information relating to organisational changes that have taken place at the Group are provided in the legal provisions of the applicable collective agreements, always providing a minimum period of four weeks of notice.		•	
GRI 403*: Occupational Health and Safety 2018					
GRI 3: Material issues 2022	3.3 Management of material issues.	Pages 101-107.		•	
403-1	Occupational health and safety management system.	Pages 101-107.		•	
403-2	Hazard identification, risk assessment and the investigation of incidents.	Pages 101-107.		•	
403-3	Occupational health services.	Pages 101, 105-107.		•	
403-4	Worker participation, consultation and communication regarding occupational health and safety.	Participation and consultation on health and safety matters (training plan, risk assessment, prevention planning, preventive organisation, accidents, etc.) performed via the Health and Safety Committees or, failing that, by the Prevention officers. If there is no legal representation of the workers, the participation and consultation process is undertaken with the workers themselves.		•	

GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
403-5	Training of workers on health and safety at work.	Pages 97-98, 101-107.		•	
403-6	Promoting the health of workers.	Pages 105-107.		•	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships.	Pages 101-107.		•	
403-8	Workers covered by an occupational health and safety management system.	Page 101.		•	
403-9	Work-related injuries.	Pages 93, 102 Absenteeism rates due to illness: 2020: 7.87 2021: 7.51 2022: 8.44 Number of fatal accidents: 2020: 3 / 2021: 4 / 2022: 3 Note: *in itinere* accidents are included. However, accidents involving third parties are not included. Workplace injuries with major consequences: 2020: 17, 2021: 12, 2022: 16 JPS company data.		•	
403-10	Occupational illnesses and diseases.	In 2020, 11 occupational illnesses resulting in sick leave were reported, in 2021, there were 3 and in 2022, there were 7. The scope of the information is the Joint Prevention Service in Spain.		•	
GRI 404*: Training and Education 2016					
GRI 3: Material issues 2022	3.3 Management of material issues.	Pages 96-100.		•	

GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
404-1	Average hours of training per year per employee.	Pages 93-98. 2021 data: 7.98 hrs/participant. 30.44% female participants. 69.56% male participants. 2022 data: 7.57 hrs/participant. 28.32% female participants. 71.68% male participants.		•	
404-2	Programmes for upgrading employee skills and transition assistance programmes.	Pages 96-100.		•	
404-3	Percentage of employees receiving regular performance and career development reviews.	FCC Medio Ambiente Iberia continues working on the design and implementation of the Development function through a competency model, which encompasses a performance review, career plans and succession plans. Implementation is also expected for an agile and global system to support performance review and selection processes. Training programmes are provided on quality and environment, ORP, skills, finance, languages, legislation, CSR, values, healthy business, equality, training, code of ethics, office automation, customers.	Information incomplete. Section b	•	
GRI 405*: Diversity and equal opportunities 2016					
GRI 3: Material issues 2022	3.3 Management of material issues.	Pages 108-110, 116-119.		•	
405-1	Diversity of governance bodies and employees.	Page 36, 93, 109-110. Government: FCC Group Annual Report 2022: Pages 582-583, 692-694. Employees 2022: Page 109. See Annex I.	Information incomplete. There is no age data for members of the Board of Directors (FCC Group).	•	

GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
405-2	Ratio of basic salary and remuneration of women to men.	Women: the minimum average salary is 1.7 times the minimum wage. Maintained throughout the three-year period. Men: the minimum average salary is 2.1 times the minimum wage in 2020-2021 and 2 times the minimum wage in 2022.		•	
GRI 406*: Non-discrimination 2016					
GRI 3: Material issues 2022	3.3 Management of material issues.	Pages 108-109, 116-119.		•	
406-1	Incidents of discrimination and corrective actions taken.	No cases of discrimination have been detected. Training and information on the subject has been reinforced. FCC Group Annual Report 2022. Page 716.		•	
GRI 410: Safety practices 2016					
410-1	Security personnel trained in human rights policies and procedures.	All security guard staff have received training on fundamental Human Rights and the public freedoms of individuals.		•	
GRI 413*: Local communities 2016					
GRI 3: Material issues 2022	3.3 Management of material issues.	Pages 112-124.		•	
413-1	Operations with local community engagement, impact assessments and development programmes.	67.36% of our turnover is certified according to ISO 14001, 66.37% under ISO 50001 and 9.26% under the EMAS Regulation. An environmental impact assessment is carried out on all these contracts.		•	
413-2	Operations with significant, actual or potential, negative impacts on local communities.	Pages 62, 70		•	

GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
GRI 414*: Supplier Social Assessment 2016					
GRI 3: Material issues 2022	3.3 Management of material issues.	Pages 38, 47-50.		•	
414-1	New suppliers that were screened using social criteria.	100% of the supplier approval processes evaluated by FCC Medio Ambiente Iberia Central Services include social criteria. FCC Group Central Services has designed a new supplier approval system that includes the option of performing Due Diligence on the suppliers it considers necessary.		•	
414-2	Negative social impacts on the supply chain and action taken.	FCC Medio Ambiente Iberia does not consider that its suppliers pose any risk of negative social impacts, which is why no assessments have been carried out. In case of any negative social impact by a supplier, Due Diligence actions are required.		•	
GRI 415: Public Policy 2016					
415-1	Contributions to political parties and/or representatives.	Pages 38-39. The FCC Group's Code of Ethics and Conduct expressly states that the company performs its business without interfering with or participating in the political processes of the countries and communities where it carries out its activities.		•	

GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
GRI 416*: Customer health and safety 2016					
GRI 3: Material issues 2022	3.3 Management of material issues.	Pages 61, 63, 88-90.		•	
416-1	Assessment of the health and safety impacts of product and service categories.	Pages 61, 63, 88-90.		•	
416-2	Incidents of noncompliance concerning the health and safety impacts of products and services.	There is no record of any such incident among the 8 reports received and processed during the 2021-2022 period.		•	
GRI 417*: Marketing and labelling 2016					
GRI 3: Material issues 2022	3.3 Management of material issues.			•	
417-1	Requirements for product and service information and labelling.	With regard to the labelling of products and services, the quality of the by-products sold is being increased through technical improvements on selection lines (optical separators, ballistic selection, etc.)		•	
417-2	Incidents of noncompliance concerning product and service information and labelling.	There is no record of any incident of this nature.		•	
417-3	Incidents of noncompliance concerning marketing communications.	There is no record of any incident of this nature.		•	

GRI STANDARD	DESCRIPTION	REFERENCE/LOCATION	Omissions	External assurance	SDG
GRI 418*: Customer privacy 2016					
GRI 3: Material issues 2022	3.3 Management of material issues.			•	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data.	There is no record of any incident of this nature.		•	

ANNEX I

Tax transparency tables
Indicator GRI 207-4
FCC Medio Ambiente Iberia

	REVENUES FROM SALES TO THIRD PARTIES (thousands of €)		REVENUES FROM INTRA-GROUP TRANSACTIONS WITH OTHER TAX JURISDICTIONS (thousands of €)		TANGIBLE ASSETS OTHER THAN CASH AND CASH EQUIVALENTS (thousands of €)		PRE-TAX PROFIT (thousands of €)		TAX ON PROFIT (thousands of €)	
COUNTRIES	**2021**	**2022**	**2021**	**2022**	**2021**	**2022**	**2021**	**2022**	**2021**	**2022**
SPAIN*	1,837,217.00	1,975,162.00	16,750.00	17,400.00	1,643,569.00	1,797,873.00	159,815.00	155,893.00	46,846.00	30,018.00
PORTUGAL**	36,865.00	31,600.00	-	-	24,117.00	23,745.00	9,672.00	6,760.00	1,362.00	2,742.00

(*) FCC Medio Ambiente and FCC Ámbito.
(**) FCC Environment Portugal and Ecodeal.

ANNEX I

Staff issue tables
Indicators GRI 2.7 and GRI 401
FCC Medio Ambiente Iberia

COMPANY'S WORKFORCE

	2020		2021		2022	
	Nº	%	Nº	%	Nº	%
Developments in the distribution of the workforce by gender (31 December)						
Men	24,469	73.2%	25,102	73.6%	25,413	72.7%
Women	8,939	26.8%	9,003	26.4%	9,544	27.3%
Total	**33,408**		**34,105**		**34,957**	

	2020		2021		2022	
	Men	Women	Men	Women	Men	Women
Developments in the distribution of the workforce by age range (31 December)						
< 35 years	3,225	976	3,397	1,077	3,705	1,171
35-54 years	13,575	4,892	13,718	4,887	14,128	5,055
> 54 years	7,669	3,071	7,987	3,039	8,580	3,318
Developments in the distribution of the workforce by functional level (31 December)						
Governance and Management	87	14	87	14	54	7
Supervisors	1,079	154	1,055	171	1,181	213
Other trades	22,685	8,074	23,334	8,104	24,596	8,555
Administrative staff	193	446	195	459	193	495
Technical staff	425	251	431	255	389	274

	2020		2021		2022	
	Men	Women	Men	Women	Men	Women
Developments in the number of workers by type of contract, gender and country (at 31 December)						
Spain	**24,283**	**8,902**	**24,913**	**8,956**	**26,119**	**9,502**
Permanent	17,714	6,470	18,464	6,433	22,484	7,962
Temporary	6,569	2,432	6,449	2,523	3,635	1,540
Portugal	**186**	**37**	**189**	**47**	**294**	**42**
Permanent	179	30	182	43	289	39
Temporary	7	7	7	4	5	3
Developments in the number of workers by type of working day, gender and country (at December 31)						
Spain	**24,283**	**8,902**	**24,913**	**8,956**	**26,119**	**9,502**
Full-time	20,593	5,448	21,205	5,759	22,093	6,272
Part-time	3,690	3,454	3,708	3,197	4,026	3,230
Portugal	**186**	**37**	**189**	**47**	**294**	**42**
Full-time	186	37	189	47	294	42
Part-time	-	-	-	-	-	-
Developments in the number of workers by type of working day, gender and country (at December 31)						
Spain	24,283	8,902	24,913	8,956	26,119	9,502
Portugal	186	37	189	47	294	42
Subtotal	**24,469**	**8,939**	**25,102**	**9,003**	**26,413**	**9,544**
Total	**33,408**		**34,105**		**35,957**	

	2020		2021		2022	
	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary
Annual average by contract type and gender						
Men	17,765	6,804	18,473	6,695	21,543	4,557
Women	6,332	2,261	6,315	2,495	7,356	1,967
Annual average by contract type and age range						
< 35 years	1,878	2,341	1,887	2,541	2,939	1,880
35-54 years	13,962	4,545	14,082	4,546	15,965	3,074
> 54 years	8,257	2,179	8,819	2,103	9,996	1,569
Annual average by contract type and functional level						
Governance and Management	102	-	100	-	60	-
Supervisors	1,152	93	1,152	79	1,333	63
Other trades	21,670	8,828	22,342	8,972	26,278	6,376
Administrative staff	565	73	585	63	642	43
Technical staff	607	72	609	76	586	42
Subtotal	**24,097**	**9,065**	**24,788**	**9,190**	**28,900**	**6,523**
Total	**33,162**		**33,978**		**35,423**	

	2020		2021		2022	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Annual average of working day type and gender						
Men	20,811	3,758	21,458	3,710	22,206	3,894
Women	5,376	3,217	5,637	3,173	6,163	3,160
Annual average by working day type and age range						
< 35 years	3080	1139	3256	1172	3509	1310
35-54 years	15247	3260	15428	3200	15783	3256
> 54 years	7859	2577	8410	2512	9077	2488
Annual average by working day type and functional level						
Governance and Management	98	3	98	2	58	2
Supervisors	1,132	113	1,131	100	1,296	100
Other trades	23,706	6,792	24,590	6,724	25,762	6,892
Administrative staff	595	43	612	36	644	41
Technical staff	655	25	663	22	609	19
Subtotal	**26,186**	**6,976**	**27,094**	**6,884**	**28,369**	**7,054**
Total	**33,162**		**33,978**		**35,423**	

	2021		2022	
	Men	Women	Men	Women
Parental Leave (Spain)				
Number of workers entitled to birth leave	487	71	591	105
Number of employees who took birth leave	487	71	591	105
Number of workers who returned to work after the end of birth leave	304	59	553	98
Number of workers remaining in the company 12 months after the end of birth leave	-	-	379	52

Medio Ambiente

SUSTAINABLE DEVELOPMENT GOALS

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