

NOW is the time

SUSTAINABILITY STRATEGY 2050

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02/03/2021

***SUSTAINABILITY AT
THE SERVICE OF
CITIZENS***

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NOW is the time

Sustainability integrated into the organisation

FCC Medio Ambiente Iberia is a citizen services organisation with a leading role in providing environmental services. For 110 years, it has contributed to the transformation and modernisation of cities, improving people's quality of life.



Meeting today's needs without jeopardising the ability of future generations to meet their own needs



**SUSTAINABILITY AT THE
SERVICE OF CITIZENS**

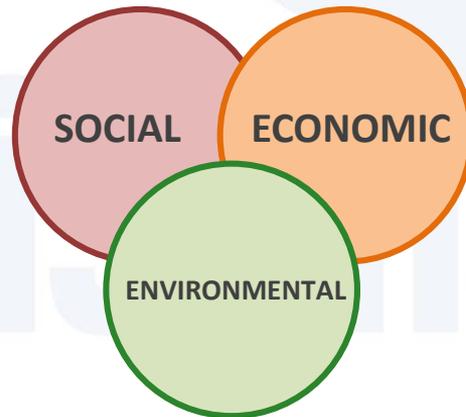


**BEING A LEADER IN THE
PROVISION OF SUSTAINABLE
SERVICES.**

SUSTAINABILITY Strategy

Being sustainable means achieving an **economic, social** and **environmental** equilibrium.

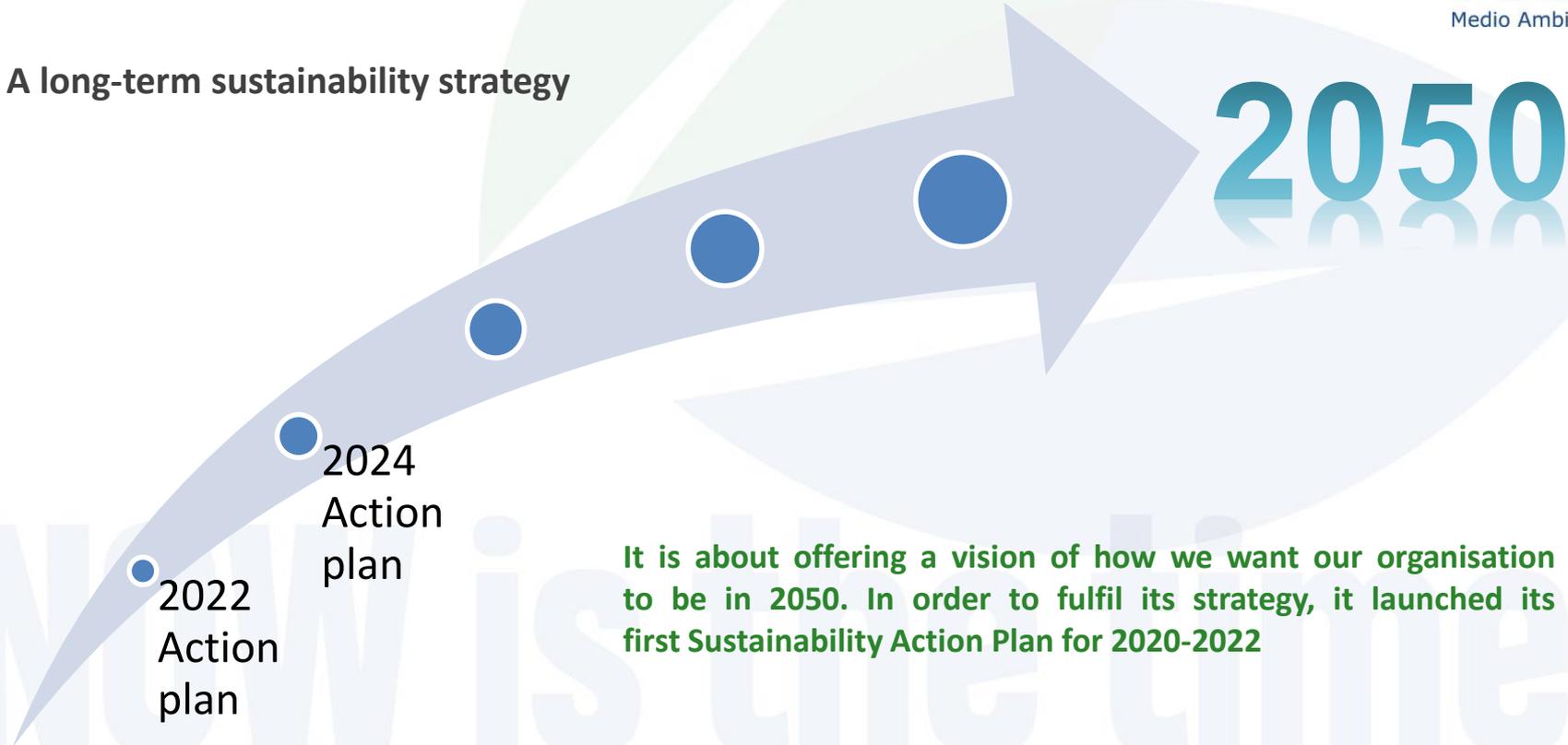
To achieve this balance, **FCC Medio Ambiente** has established a **Sustainability strategy** that allows a series of thoughtful actions to be planned, whose purpose is to provide social, environmental and economic value.



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Roadmap towards 2050

A long-term sustainability strategy



2050

2022
Action
plan

2024
Action
plan

It is about offering a vision of how we want our organisation to be in 2050. In order to fulfil its strategy, it launched its first Sustainability Action Plan for 2020-2022

*Aligned with the
SDGs*

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THE 2030 AGENDA MARKS THE PATH OF RECONSTRUCTION

The 2030 Agenda for Sustainable Development, as well as the Paris Agreement on climate change, have become a key point of reference for global development. Their main challenge is to build societies in which human rights, the planet and its natural resources are protected.

The SDGs pursue equality among People, and strive to protect the Planet and ensure Prosperity.



1. No Poverty
2. Zero Hunger
3. Good Health and Well-Being
4. Quality Education
5. Gender Equality
6. Clean Water and Sanitation
7. Affordable and Clean Energy
8. Decent Work and Economic Growth
9. Industry, Innovation and Infrastructure

10. Reduced Inequalities
11. Sustainable Cities and Communities
12. Responsible Consumption and Production
13. Climate Action
14. Life Below Water
15. Life on Land
16. Peace, Justice and Strong Institutions
17. Partnerships for the Goals

Sustainable Development Goals (SDGs)

Contribution to the prioritised SDGs



Planet



People



Prosperity



Peace



Partnerships

DIRECT ACTION

Efficient and sustainable environmental management



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



- 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



- Calculate and reduce carbon footprint
- Protect biodiversity



- Provide sustainable services to the city



- Contracts and public-private partnership agreements:
 - Scientific institutions
 - Third-sector entities



- Favourable environment: Culture and conflict-resolution system

Sustainable Development Goals (SDGs)

By prioritising the goals, the organisation contributes to greater environmental, economic and social prosperity through:

- **Staff development:** generation of talent, diversity and equal opportunities, occupational safety and health, social inclusion.
- **Green growth and the fight against climate change:** efficient consumption of water, energy and other resources, waste prevention, technological innovation, low-carbon processes and services, 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.



Sustainability Strategy

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SUSTAINABILITY Strategy

This long-term (2050) **sustainability strategy** is integrated into the whole organisation and focuses on **combining** the **knowledge** it has gained over more than 100 years of business with the **development of innovative technologies** that allow it to offer its clients more efficient services that cause minimal inconvenience to citizens (concept of '**friendly**' service), more respectful in the consumption of resources, and which contribute to genuinely making cities more sustainable and inclusive.

Special relevance is given to equal opportunity policies and the occupational integration of disadvantaged groups, as well as the promotion of actions that reinforce the commitment to the circular economy, the fight against climate change and reducing the carbon footprint.



STRATEGIC LINES



Four lines have been defined to guide the actions of **FCC Medio Ambiente** in terms of sustainable management:

ENVIRONMENT

SOCIAL

EXCELLENCE

GOVERNANCE

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PLEDGES

ENVIRONMENT

CIRCULAR ECONOMY AND EFFICIENCY IN THE USE OF RESOURCES

AIM



The overall aim of FCC Medio Ambiente Iberia is to reduce the use of raw materials as well as the production of waste. Additionally, it sets clear objectives for waste management promoting the re-use, recycling and revaluation of municipal waste.



PLEDGES

- 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

2035 GOALS



CLIMATE AND ENERGY

AIM



The ultimate aim of FCC Medio Ambiente Iberia is to integrate primarily SDG 13 "Climate Action" into its business strategy with the horizon of achieving climate neutrality in 2050, aligned with the national decarbonisation strategy.



PLEDGES

Reduce greenhouse gas emissions vs. 2017:

35% in 2030

Carbon neutrality in 2050

- Increase the number of tons of GHG avoided compared to 2017, by leveraging by-products, generating energy or avoiding waste disposal.

20% in 2030

50% in 2050

- Reduce biogas emissions from landfills, through its capture and management, avoiding its dissemination into the atmosphere and prioritising its energy recovery.

80% of landfill biogas captured in 2050

PLEDGES

ENVIRONMENT

WATER

AIM



One of the key SDGs for FCC Medio Ambiente Iberia is SDG 12 "Responsible Consumption and Production", which includes "water". A key goal is therefore to favour the rational and efficient consumption of this resource and to promote alternatives.



PLEDGES

- Achieve 100% of water consumption in 2050 from alternative sources to mains water:

50% in 2030
100% in 2050

BIODIVERSITY

AIM



The aim of FCC Medio Ambiente Iberia is to protect **natural capital** when managing its services, and regarding cities as "ecosystems" that host "urban biodiversity".



PLEDGES

- Develop a training and awareness-raising plan for staff to raise awareness about the importance and value of biodiversity.
- Encourage the implementation of initiatives related to biodiversity in garden contracts. At least **one initiative** of this type will be implemented in all garden contracts involving more than **50 workers**.

PLEDGES

ENVIRONMENT

ENVIRONMENTAL CONTAMINATION

AIM



The ultimate aim of FCC Medio Ambiente Iberia is to green its fleet of vehicles and machines for the services: implementation of mobility and affordable eco machinery in urban services with enormous environmental benefits, such as the total reduction of polluting emissions and noise.



PLEDGES

- 100% of the vehicle fleet has an "ECO" or "0" label by 2050 (CNG, hybrid or electric vehicles)

50% in 2030

100% in 2050

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PLEDGES

SOCIAL

STABLE EMPLOYMENT

AIM



The aim of FCC Medio Ambiente Iberia is to maintain the motivation of employees so as to generate a feeling of belonging to the company and to increase their performance by feeling that they are part of a "family".

PLEDGES

- Create quality jobs.
- Promote pride of belonging to the organisation and foster the identification of employees with the company.
- Promote job stability. Promote local employment.
- Ensure the inclusion of communities where we operate.
- Lead the promotion of insertion jobs in the sector.

TRAINING AND RETENTION OF TALENT

AIM



The aim of FCC Medio Ambiente Iberia is to **attract talent** from the global market, retain our best professionals, generate commitment, consolidate the culture of our organisations and manage diversity, especially generational diversity.

PLEDGES

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

PLEDGES

SOCIAL

EQUAL OPPORTUNITIES

AIM



The aim of FCC Medio Ambiente Iberia is to **promote equal opportunities** both internally and in external applications, including gender equality and fair working conditions, and to promote inclusion and social protection.



PLEDGES

- Reach **gender balance** in 2050.
- Achieve split of **new men/women hires** within a range of **40% and 60%** in 2050.
- Increase the activity and volume of employment of people with disabilities at FCC Equal and other organisations.

SAFE COMPANY

AIM



The aim of FCC Medio Ambiente Iberia is to implement policies for continuous improvement of workplace safety conditions and to be a leader among safe companies.



PLEDGES

- Reduce accident rates by 50% in 2050 compared to 2019.
- Achieve **0 serious or fatal accidents (our own or third parties)** in 2050.
- **Reduce traffic accidents by 50%** in 2050 compared to 2019.

PLEDGES

SOCIAL

HEALTH AND WELL-BEING

AIM



The aim of **FCC Medio Ambiente Iberia** is to promote the good health and well-being of people through specific policies aimed at promoting healthy work environments and increasing individual capacity to maintain and improve physical and emotional health, and quality of life both in and outside the workplace.



PLEDGES

- **100%** of the organisation's employees with **SIGOS certification** in **2023**, up **20%** adicional **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**.

STRATEGIC PARTNERSHIPS

AIM



The aim of **FCC Medio Ambiente Iberia** is to generate unity and partnerships between the different actors to mobilise and exchange knowledge, technical capacity, technology and resources in order to provide sustainable services.



PLEDGES

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

PLEDGES

EXCELLENCE

MANAGEMENT SYSTEMS

AIM



The aim of **FCC Medio Ambiente Iberia** is to be a role model in terms of the implementation and certification/accreditation of standards, specifications, protocols and regulations of recognised prestige that establish systematic and homogeneous work guidelines within the organisation and allow its processes to be made efficient.



PLEDGES

- Integrate the existing Management Systems in all the divisions that make up **FFCC Medio Ambiente Iberia** into a single system.
- Digitalise management processes to improve their efficiency and effectiveness and to be able to access objective and reliable information for decision-making.
- Implement standards relating to: human resources, social responsibility, information security, environmental management, operability, safety and health.

RESPONSIBLE PURCHASING AND PROCUREMENT

AIM



The aim of **FCC Medio Ambiente Iberia** is to use green and socially responsible procurement and purchasing as a tool to achieve both its environmental goals (related to climate change, the use of resources and sustainable production and consumption), and its social goals (equal opportunities).



PLEDGES

- 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.

PLEDGES

EXCELLENCE

INNOVATION

AIM



The aim of FCC FCC Medio Ambiente Iberia is to maintain the organisation as a leader in innovation in its sector.



PLEDGES

- Position/maintain the organisation as leader in innovation in its sector, especially in the following aspects: **Circular economy**: new more effective and efficient treatment processes, improve the use of resources from waste (by-products and energy) and minimise the impacts caused by waste treatment. **Climate change**: development of vehicles and machinery with low or zero emissions for the provision of urban services, adaptation to climate change through the development of disaster prevention models in urban environments.
- 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 within the sector and among our clients, through participation in competitions, awards, etc., publication of articles and participation in events in which our innovative nature is revealed.
- For 2030, increase the annual spending on R&D+i to at least around 0.3% of turnover with a long-term goal of reaching a minimum of 1% of the turnover in 2050.

SMART CITIES

AIM



The aim of FCC Medio Ambiente Iberia is to help to generate a model of sustainable and self-sufficient cities that, through technology, become citizen-friendly urban environments.



PLEDGES

- 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.

PLEDGES

GOVERNANCE

RISK MANAGEMENT

AIM



The aim of FCC Medio Ambiente Iberia is to establish a **resilient organisation** with a risk management model that is constantly integrated into strategic planning and decision-making.



PLEDGES

- Develop a service model to offer our clients to assist them in preparing emergency contingency plans for cities in the event of natural disasters, in everything related to the services we provide.

ETHICS AND CORRUPTION

AIM



The aim of FCC Medio Ambiente Iberia is to encourage everyone working for and collaborating with the organisation to follow the guidelines for behaviour with the highest possible levels of thoroughness, showing the commitment to observe the laws, regulations, contract terms and conditions, and ethical procedures and principles.



PLEDGES

- 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 the future international standard ISO 37301.

NOW IS THE TIME

thank you very much

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