Nota de prensa

FCC Medio Ambiente successfully completes the first edition of the ALMA Project to promote women's leadership

- ***The programme has brought together professionals from different regions and fields of work to strengthen their leadership skills, encourage the exchange of experiences and promote the development of female talent in operational environments.***

Madrid, 3rd November, 2026. After several months of work, FCC Medio Ambiente has completed the first edition of the ALMA Project, an initiative aimed at **promoting female leadership in the company's operational areas and fostering the professional development of women in management roles** across various departments and workplaces.

The programme involved 26 professionals from 14 of the company's 18 regional offices, who took part in a training and mentoring programme designed to strengthen key skills in **leadership, team management and career development**.

Throughout the project, the participants worked on aspects relating to transformational leadership, communication, change management, decision-making, and personal and professional development. Furthermore, ALMA has served as a forum for sharing experiences, identifying common challenges and strengthening collaborative networks amongst professionals from different regions.

The participants in this first edition of **ALMA** represent a cross-section of the female talent driving the operations of **FCC Medio Ambiente** (Spain) and **FCC Ámbito** (industrial waste). Engineers specialising in industrial, chemical, agricultural, forestry, environmental, civil engineering and telecommunications, as well as professionals who have been promoted from operational roles, hold positions in fields as diverse as street cleaning, waste collection, treatment and recovery, plant management, urban services, industrial waste and branch management. With careers ranging from professionals who have recently taken up managerial roles to executives with more than two decades' experience, they all share a strong commitment to team management, operational excellence and the continuous improvement of the services they provide to citizens, customers and institutions.

"Our aim with this programme is to help ensure that participants face no barriers to developing their talent and to foster their leadership in operational settings," emphasised Íñigo Sanz, CEO of FCCenviro, who highlighted the importance of the programme as this first edition drew to a close.

The initiative forms part of the company's strategy to**promote more diverse and inclusive working environments**, with the aim of encouraging the presence of women in positions of responsibility and helping to remove barriers to their professional development.

In addition to the training received, the programme has fostered a **supportive community** amongst the participants, which will continue to encourage the exchange of knowledge and experiences even after the project has ended.

With the conclusion of this first edition, FCC Medio Ambiente reinforces its commitment to internal talent and to developing initiatives that contribute to the professional growth of its teams, fostering an organisational culture based on equal opportunities, diversity and leadership.

Key figures:

- **26 participants**
  - **19 heads of department**
  - **5 heads of production**
  - **2 branch managers**
- **14 branches represented**
- **5 training sessions**
- **5-month programme**

About FCC Medio Ambiente

FCC Medio Ambiente is the company that backbones, in Spain, the activities provided by the environmental services group FCCenviro since 1911. The Group currently provides municipal services and waste management for over 83.5 million people in 5,900 municipalities worldwide.

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