



Medio Ambiente

We support the Sustainable Development Goals



Leading the era of change

Sustainability report
2022 Executive Summary



Leaders generating value

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



120 years
of experience and
professionalism



€306.4 million
in gross operating
profit (EBITDA)



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



€8,258.3 million
in business portfolio



€2,006.8 million
turnover



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



15.1%
growth
over the past three years



Green bond. Verification of the
financing and refinancing of the total
amount issued:

€1,100 million

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

Key figures in 2022

FCC Medio Ambiente

Waste collection

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

Street cleaning

12.7 million people served.
279 municipalities across Spain.

Garden maintenance

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

Waste treatment

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

Sewerage system

4.4 million people served.
53 municipalities across Spain.

Beach cleaning

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

FCC Ámbito

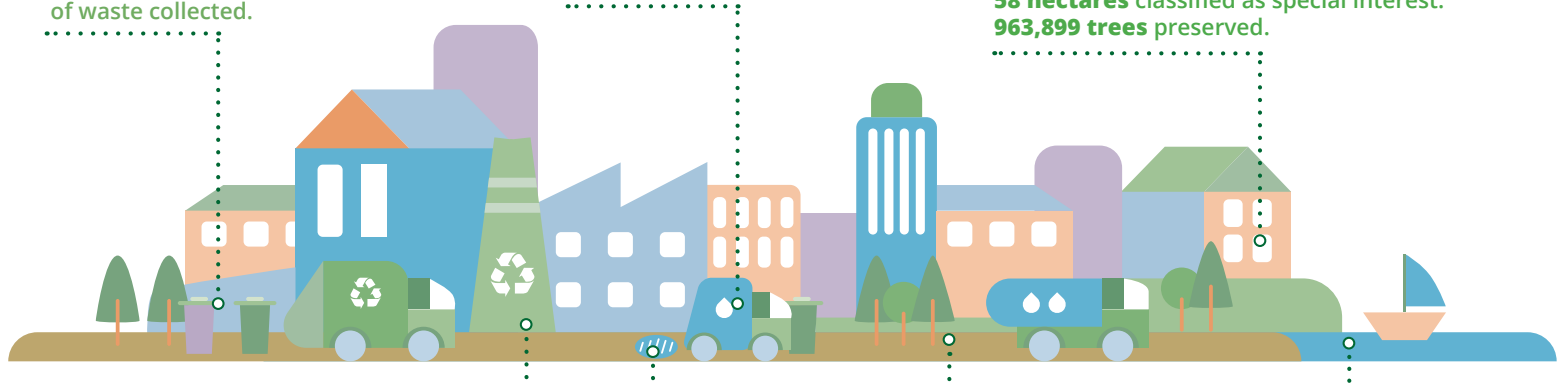
Waste treatment

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

FCC Environment Portugal

Urban services

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



Our 2050 Sustainability Strategy

Four core areas guiding our efforts

1 Environment: circular economy, climate action and biodiversity protection

9 INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA

11 CIUDADES Y COMUNIDADES SOSTENIBLES

12 PRODUCCIÓN Y CONSUMO RESPONSABLES

13 ACCIÓN POR EL CLIMA

CIRCULAR ECONOMY
Achieving the EU's 2035 waste management targets

≥ 65% of waste recovered	≤ 10% of deposited waste in landfills
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CLIMATE, ENERGY AND POLLUTION
Reducing GHG, pollution and noise emissions

Reduction of GHGs -35% period 2017-2030.	Climate neutrality by 2050	Vehicle fleet 100% ECO or Zero by 2050
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WATER
Addressing water stress by promoting efficient water use

From alternative sources:	50% by 2030	100% by 2050
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BIODIVERSITY
Protecting natural capital in the performance of our activity

100% of staff aware

2 Social: human resources and society

3 SALUD Y BIENESTAR

5 IGUALDAD DE GÉNERO

8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO

10 REDUCCIÓN DE LAS DESIGUALDADES

17 ALIANZAS PARA LOGRAR LOS OBJETIVOS

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

Pride and sense of belonging of the human resources with the company	Promotion and mobility internal, national and international	Increasing percentage of new recruits of young graduates
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EQUAL OPPORTUNITIES
Promoting diversity, social inclusion and equality

Gender balance by 2050	Increase the volume and the activity of inclusive employment
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SAFE AND HEALTHY BUSINESS
Ensuring safe working conditions and occupational health and well-being

Zero accidents have been serious or fatal	Period 2019-2050: -50% accident rates	-25% sick leave rates
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STRATEGIC PARTNERS
Generating unions, partnerships and alliances for sustainable service management

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

3 Excellence: smart management, Innovation and responsible value chain

9 INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA

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

Digitalisation of management processes

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

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

INNOVATION
Maintaining our leadership in R&D&I

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

11 CIUDADES Y COMUNIDADES SOSTENIBLES

16 PAZ, JUSTICIA E INSTITUCIONES SÓLIDAS

RISK MANAGEMENT
Organisational resilience

Support with **contingency plans** emergencies

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

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



A long-term strategic vision for a
**GREENER, SMARTER
WORLD THAT PLACES A
PRIORITY ON WELL-BEING**

Our environmental achievements

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



Promoting circular economy

Renewal of membership to
the Circular Economy Pact

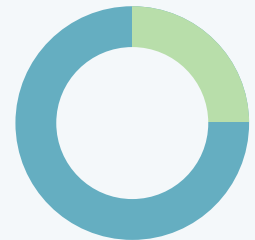
28.9% increased
in the retrieval
of recoverable materials



Achieving efficiency in the use of resources

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

25% of water consumption
covered by
alternative sources



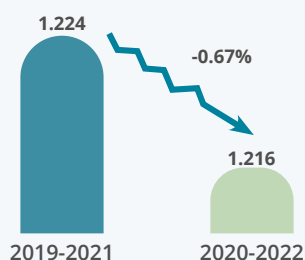
Fighting climate change

3,333,990 tCO₂eq
avoided

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



Changes in average intensity
(tCO₂e/thousands of euros) FCC Medio Ambiente



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



Protecting biodiversity

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

1st Spanish entity to obtain the
Q Turística certification

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

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



Management of an exemplary team

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



Creating stable and quality employment

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

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

8,114 new hires

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



Encouraging talent as the driving force of development

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

€8.8 million
investment in training in
this same period




Fostering a safe and healthy organisational model

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

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

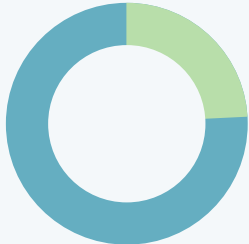
Healthy Organisation
Management System
Certification covering
87% of employees



Boosting equal opportunities

26.3%
women
on staff

8.5% more
than in 2020



17.9% more
women holding
senior positions

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

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

Cooperation with the community

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



Connecting with society



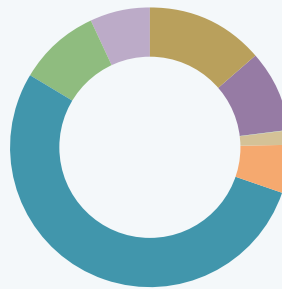
€2.28 million
for implementing
**824 sustainable
initiatives**



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



Economic assesment of initiatives
by recipient (2022)



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



Establishing partnerships for social inclusion

Inserta Programme
Fundación ONCE

Incorpora Programme
Obra Social La Caixa

Integra Programme
Fundación Integra

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

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



Receiving recognition from the community

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



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

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

Our employees
recognised internally for their
innovative ideas.
Avanza Awards

Ethics, compliance and excellence

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



MISSION:
what we do

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



VISION:
what we want to become

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



VALUES:
our identity

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



Defending ethics and integrity

Compliance Committee
and Compliance Officer

16,035 participants
trained in the

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



Guaranteeing excellence and innovation in the value chain

68% of turnover certified
under standard **ISO 9001**

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

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

7 R&D&i projects
with European partnerships

Sustainability Action Plans

End of the 2020-2022 Plan



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



New 2023-2026 Plan

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



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