

## MANAGEMENT POLICY

**FCC Medio Ambiente** is the leader in urban and industrial waste management activities, and its decision-making process involves considering its clients, staff and society in general. Its resolve to continually improve its activities calls for guaranteeing the efficient provision of services to our clients, promoting the safety, health and well-being of our workers and encouraging environmental respect and a healthy working environment, both in the workplace and in the personal and community spheres. Our Management System was developed with this commitment in mind.

**FCC Medio Ambiente** is committed to compliance, of all personnel, with the provisions of the Management Systems and establishes the following principles:

1. Guarantee the provision of the commissioned services according to the assumed requirements, the organisational requirements and the statutory or regulatory requirements that affect the activities we carry out and, in particular, requirements relating to the environment, safety, health and well-being, the healthy working environment of its staff, criminal and anti-bribery compliance, information security, personal data protection, digital rights, and those related to energy efficiency and energy use and consumption.
2. Incorporate the best available technology to minimise occupational risks and environmental impacts. Promoting energy efficiency, the use of renewable and surplus energy from own or third parties, and information security.
3. Ensure confidentiality, integrity and availability of information processed and exchanged with stakeholders.
4. Prohibit any criminal act or attempted bribery that directly or indirectly could adversely affect **FCC Medio Ambiente** and ensure the authority and independence of the anti-bribery and criminal liability compliance body.
5. Foster Research, Development and Innovation (RD&I) so as to provide competitive advantages to the organisation and improve the safety, health and well-being of workers and environmental performance.
6. Strategise and set objectives to maintain and improve the delivery of commissioned services, safety, security, health and well-being based on the identification of realised aspects, environmental and energy performance, integrity, availability, privacy, control and authenticity of information, compliance, anti-bribery and RD&I. We also set objectives to contribute to the targets defined in the Sustainable Development Goals, promoting a culture of ethics and compliance, fostering professional training for our employees, assisting in the development of the social environments where we operate, using only the natural resources necessary for our activity sustainably and transforming our processes to favour circular economy, the fight against climate change and the protection of biodiversity, all from an approach of creating shared value with all our stakeholders.
7. Particular efforts should be made to reduce workplace and traffic accidents, with a special focus on environmental protection and pollution prevention through the control of environmental aspects and reducing greenhouse gas (GHG) emissions.
8. Suspicious facts or conduct relating to criminal risks should be reported. Sharing concerns in good faith or on the basis of reasonable belief should be encouraged, without retaliation.
9. Identify and appropriately manage all risks to which activities are subject.
10. The procurement process for equipment, products or services should consider not only technical and economic criteria but also requirements related to occupational health and safety, information security, environment and energy efficiency. The design of facilities, equipment and processes that improve energy performance should also be supported.
11. Progressively and co-ordinately plan and execute, the training and permanent awareness of the staff, according to the characteristics of their position and expectations of professional promotion, while taking into account the topics related to the Management Systems and a culture that sustains innovation within the organisation.
12. Establish a culture of collaboration and communication in all areas of the organisation and for all aspects of the Management System, and specifically with regard to occupational risk prevention, so that the health and safety of workers is close and visible to the entire organisation, promoting the consultation and participation of workers and their representatives, where they exist.
13. Review our Management Systems on a regular basis to promote continuous improvement.

Management encourages all staff to make any contribution to the implementation and improvement of the Management Systems and appreciates the efforts of the whole organisation to achieve the principles set out above.

In order to ensure that our Management Systems are understood and implemented at all levels of FCC Medio Ambiente, the heads of each organisational unit must assume responsibility for compliance and enforcement, making them known to all personnel under their charge.

1 March 2021



Signed: Jordi Payet Pérez

Managing Director FCC Medio Ambiente