

INTEGRATED ENVIRONMENTAL MANAGEMENT, QUALITY MANAGEMENT, OCCUPATIONAL RISK PREVENTION, ENERGY MANAGEMENT AND R&D MANAGEMENT POLICY

Elecnor is one of the leading global corporations in project development, construction and operation through two major mutually-enriching business areas. These are the infrastructure business, which carries out engineering, construction and services projects in the electricity, gas, power generation, railway, telecommunications, space, water and environment, construction, facilities and maintenance sectors; and the concessions business, which promotes, seeks financing for and manages energy transmission and generation assets.

As part of its Corporate Responsibility model, Elecnor management has wanted to lay down as strictly as possible its Environmental Management, Quality Management, Occupational Risk Prevention, Energy Management and R&D Management policies. These five driving forces comprise the Group's Integrated Management Policy, each with specific goals and strategies, but all with one common mission: continuous improvement in the organisation.

By way of demonstration of Elecnor's rigour in this respect, it has based its Integrated Management Policy on a decided commitment to R&D and precise knowledge about the nature and magnitude of the environmental impact, the energy use and consumption in our facilities and projects, customers' expectations and risks for workers of our activities and products. Furthermore, it has voluntarily taken on the requirements contained in the standards for its auditing and certification.

General principles

Elecnor has established principles to which it is committed and that must govern the organisation's entire operations with regard to Quality, the Environment, Energy, Occupational Risk Prevention and R&D, such that they are used as a reference to define and revise objectives that continuously improve the effectiveness of the management systems.

These principles are as follows:

- The strict compliance with current applicable legislation and other requirements that Elecnor must subscribe to in all markets in which it operates.
- The satisfaction of our customers.
- The prevention of damage to and deterioration of our employees' health, by improving their work conditions in order to increase the level of protection of their safety and health.
- The prevention of contamination.
- The efficient energy use and consumption.
- The generation of a favourable impact of our activities on local communities.
- The improvement of competitiveness through R&D.

Principles of conduct in Environmental Management.

Aware that the main environmental impact of our work results from the use of resources and the generation of construction and demolition waste, Elecnor has defined and applied the most effective corrective mechanisms to minimise their extent. Similarly, Elecnor has taken on certain activities that contribute to the protection of the natural environment and its resources as an intrinsic part of its business operations. These activities include, among others, generating renewable energies, processing and recycling water and efficiently using energy in each of its actions, as established in the Energy Policy.

General speaking, our strategy with regard to Environmental Management is governed by the following principles of conduct:



- The on-going search for a balance between economic profitability and environmental protection, providing approaches so that one supports the other.
- Consider the environmental component when making decisions regarding investments in new projects and activities being studied by the Group.
- Involve the employees through appropriate training and awareness actions.
- Involve our remaining stakeholders (shareholders, customers, suppliers and society in general) in the overall search for useful solutions to the challenge of preserving the environment and energy resources.

Principles of conduct in Quality Management

Quality has formed part of Elecnor's culture ever since its incorporation, with a clear focus on customer service, which distinguishes it on the market.

General speaking, our strategy with regard to Quality Management is governed by the following principles of conduct:

- Always start with an understanding of customers' actual expectations before designing and supplying products and services.
- Develop the mentality of continuous improvement at all levels within the organisation, leaving no room for complacency, lack of rigour and other attitudes that represent an obstacle to this principle.
- Involve each member of the staff in the Quality challenge, such that everyone assumes a sincere personal commitment to customer service.

Principles of conduct in Occupational Risk Prevention

The safety and health of the employees are essential values for Elecnor. General speaking, our strategy with regard to Occupational Risk Prevention is governed by the following principles of conduct:

- Provision of the material resources necessary to contribute to safety.
- Emphasis on accident prevention techniques.
- Campaigns to raise awareness among all employees and managers.
- On-going inspections and site audits, adopting corrective measures where necessary.

No corporate initiative can be successful without the full cooperation of all workers when:

- Performing their jobs in accordance with the rules, instructions and procedures established by the Company
- Correctly using the individual and collective protection equipment provided by the Company.
- Using the equipment, tools, vehicles and any other resource used to carry out their job appropriately.
- Refraining from activities that pose a serious and imminent risk, and reporting them to line managers, so that they can determine any risk mitigation measures necessary.

Principles of conduct in Energy Management.

Elecnor assumes the promotion and development of the activities aimed at efficient Energy Management as a differentiating factor for the organisation as well as the commitment to environmental sustainability in all activities carried out by the company.

General speaking, our strategy with regard to Energy Management is governed by the following principles of conduct:

- Understand the energy use and consumption of our facilities and projects, ensure that the information is available and establish the measures necessary to meet objectives and reach goals while continuously improving energy performance.
- The on-going search for a balance between economic profitability and environmental protection in the acquisition of energy and products, as well as the design of facilities.
- Ensure employees and suppliers are aware of the importance of efficient and responsible energy use and consumption.



Principles of conduct in R&D

Elecnor gears its R&D and innovation activities towards areas that add value and enable the Company to differentiate itself from its competitors. Technological areas of interest are related to energy, the environment and sustainability, infrastructure and ICTs, among others.

R&D activities are strategic in order to guarantee Elecnor's competitiveness and sustainability and are developed in accordance with the following principles of conduct:

- Elecnor promotes the systematic generation of innovative ideas within the company and supports them until transforming them into R&D projects.
- The purpose of the systematic use of R&D tools is to generate new opportunities and projects in this field.
- These projects are the driving force of Elecnor's R&D management system and are geared towards increasing the competencies and competitiveness.

The Organisation is committed to promoting the development of the strategies contained in this policy and to committing the necessary resources to this end.

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