We are FCC

Nº 27



AQUALIA TAKES OVER WATER MANAGEMENT IN RIOHACHA

COLOMBIA



Residencial Egeo

2, 3 y 4 dormitorios

Viviendas con terraza

Piscina y pista de pádel

Tres Cantos, Madrid

HORARIO:

DE MARTES A SÁBADO:

11 a 14h y 16 a 20h

DOMINGO:

11 a 14:30h

OFICINA DE VENTAS

618 790 410

¡VISÍTANOS!

UBICACIÓN OFICINA VENTAS:

Plaza de los Barrancos,
28760 - Madrid, España

Residencial Arabona

Chalets adosados de 4 dormitorios

Zonas comunes ajardinadas

Piscina infinity

Tres Cantos, Madrid



A Calificación energética

Promueve FCC Inmobiliaria

Comercializa REALIA

realia.es

SUMMARY

Group FCC

Business

People

Equality

Sustainability

Wellness

Communities

Innovation

FCC Group joins the **#ODSForFlag** campaign promoted by the **UN Global Compact Spain**



The aim of the #ODSFlag campaign is for different global actors to demonstrate their commitment to the Sustainable Development Goals (SDGs) at the halfway point of their lifespan.

With the intention of publicly reinforcing the value of its commitment to the United Nations 2030 Agenda, the FCC Group joins the #ODSfortheflag campaign launched by UN Global Compact Spain. The campaign is part of the international initiative #Togetherforthesdgs promoted by the UN Global Compact in which several countries around the world are participating. The aim of the campaign is for different global actors to demonstrate their commitment to the Sustainable Development Goals (SDGs) at the halfway point of their implementation.

In this way, the Sustainable Development Goals (SDGs) flag stands as a powerful emblem, representing the commitment to a sustainable and prosperous future for all.

A gesture independent of nationality, affiliation or position, which seeks to synchronise efforts and goals, uniting a commitment far greater than all that separates us. A flag that encourages us to move forward together.

FCC's commitment to the SDGs

By raising this flag, FCC is committed to achieving results, prioritising the well-being of people and the planet. In this sense, a series of commitments and good practices have been established in line with its business strategy and ESG (Environment, Social and Governance) criteria.

The FCC Group has been a member of the United Nations Global Compact since 7 May 2007, the world's largest corporate sustainability initiative. Since the approval of the 2030 Agenda in 2015, the company has worked to align its corporate management with the Sustainable Development Goals, where it finds new business opportunities, improves relations with its stakeholders and promotes innovation.

With this type of action, the UN Global Compact Spain and its partners seek to contribute to the 2030 Agenda and its 17 Sustainable Development Goals, a task that, seven years away from its deadline and with many goals still to be met, is essential.



> The campaign is part of the international initiative #Togetherforthesdgs promoted by the UN Global Compact and involving several countries around the world

About the UN Global Compact

The UN Global Compact is the United Nations initiative that leads corporate sustainability in the world. It has more than 20 years of experience and more than 70 local networks worldwide, including the Spanish network, which, since its creation, is one of the first national platforms of the Global Compact and one of the local networks with the largest number of associated entities, more than 1,600. Its objective is to promote the implementation of the Ten Principles of the Global Compact while promoting the integration of the Sustainable Development Goals in the business sector, being the only organisation that has the mandate of the United Nations for this purpose.

FCC is recognised by the Friends of the Prado Museum Foundation as a **Friendly Company**

The Friends of the Prado Foundation would like to thank the FCC Group for its contribution to the Museum. To reflect the great value they contribute to the Prado Museum, the Foundation has mentioned in the press the companies, institutions, media and individuals who make it possible to support the Museum, and among them FCC is listed as a Friend of the Prado Company.

FCC, in collaboration with the Friends of the Prado Museum Foundation, offers employees the Friends of the Museum card, which allows them to enjoy advantageous conditions for access to the collections and exhibitions of one of the best art galleries in the world.

BECOME A MEMBER



Esther Koplowitz receives the Medal of Honour for her contribution to medicine and biomedical research



The Spanish Royal National Academy of Medicine (RANME) yesterday awarded the Medal of Honour to Esther Koplowitz, Spanish businesswoman, philanthropist and aristocrat. The President of the RANME, Professor Eduardo Díaz-Rubio, was in charge of personally awarding her this distinction in the framework of a scientific session held at its headquarters in Madrid.

The businesswoman has been awarded for her contribution to medicine and biomedical research, activities that she carries out mainly through the Esther Koplowitz Foundation, set up in 1995 with the aim of helping people with physical and mental disabilities, as well as the elderly without resources and other disadvantaged groups. Her organisation also aims to protect children and young people, the social reintegration of people without resources and the granting of scholarships and aid for education.

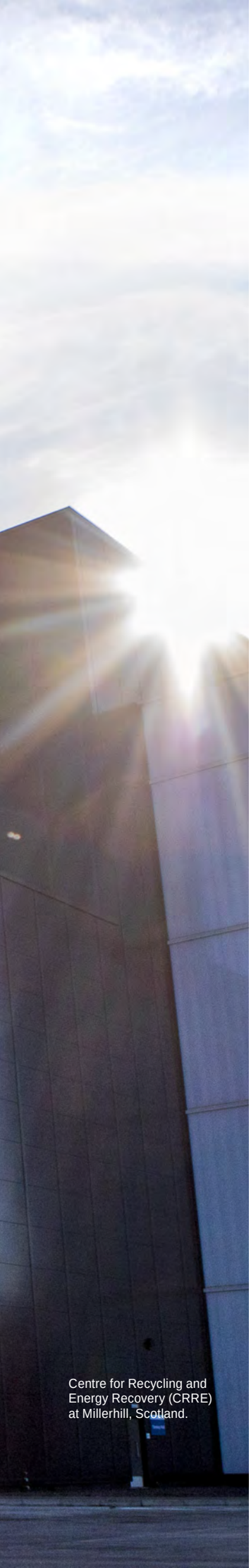
Professor Pedro Guillén García, full member of the RANME, underlined the importance and transcendence of the Koplowitz Foundation's charitable actions, as "they are a real stimulus for our society because they contribute to the cultural, health, innovative, research and social elevation of the Spanish people". He also highlighted the Foundation's extraordinary commitment to supporting research in multiple disciplines, including the donation of surgical equipment such as the Da Vinci robot delivered in 2006 to the Hospital Clínico San Carlos.

Esther Koplowitz Foundation

The Esther Koplowitz Foundation was institutionalised in 1995 and has as its objectives the dedication to the elderly, people without resources, care for people with physical and mental disabilities, the focus on biomedical research, and the granting of scholarships in order to improve the quality of life of thousands of people.

FCC Environment will provide heat for Midlothian's first community heating network, in Scotland





Centre for Recycling and Energy Recovery (CRRE) at Millerhill, Scotland.

> "This year alone, the plant is expected to supply the grid with 100,000 MWh and will avoid the emission of more than 2,500 tonnes of CO_2"

The Millerhill Energy Recovery and Recycling Centre (ERRC) operated by FCC Environment, a subsidiary of FCC Servicios Medio Ambiente in the United Kingdom, will supply heat to the first community heating network in the county of Midlothian, Scotland. This year alone, the plant is expected to supply the network with 100,000 MWh, which will supply 3,000 homes, schools and businesses and prevent the emission of more than 2,500 tonnes of CO_2, the equivalent of taking 1,200 cars off the road.

Heat supply

Vattenfall Heat UK and Midlothian Council are collaborating in the Midlothian Energy Limited joint venture to capture heat energy from the Millerhill CRRE, energy that would otherwise be wasted. The pipes in this initial phase will be around four kilometres long and will transport heat to provide a cost-effective, low carbon footprint source of heating and hot water to homes in the town of Shawfair, creating energy networks that can reduce emissions by up to 90% compared to individual gas boilers installed in each home. In addition, the elimination of reliance on fossil fuels to heat homes and businesses protects customers from market volatility. The scheme will benefit from up to £7.3 million (around €8.5 million) from the Scottish Government's Low Carbon Infrastructure Transformation Project.

This initial heat supply will be the catalyst for a wider regional network extending as far south as Edinburgh and East Lothian. The Shawfair project is a key element of Midlothian Energy Limited's five-year plan to supply low carbon heat to more than 30,000 homes and commission other energy projects.



Community heating network in Midlothian, Scotland.

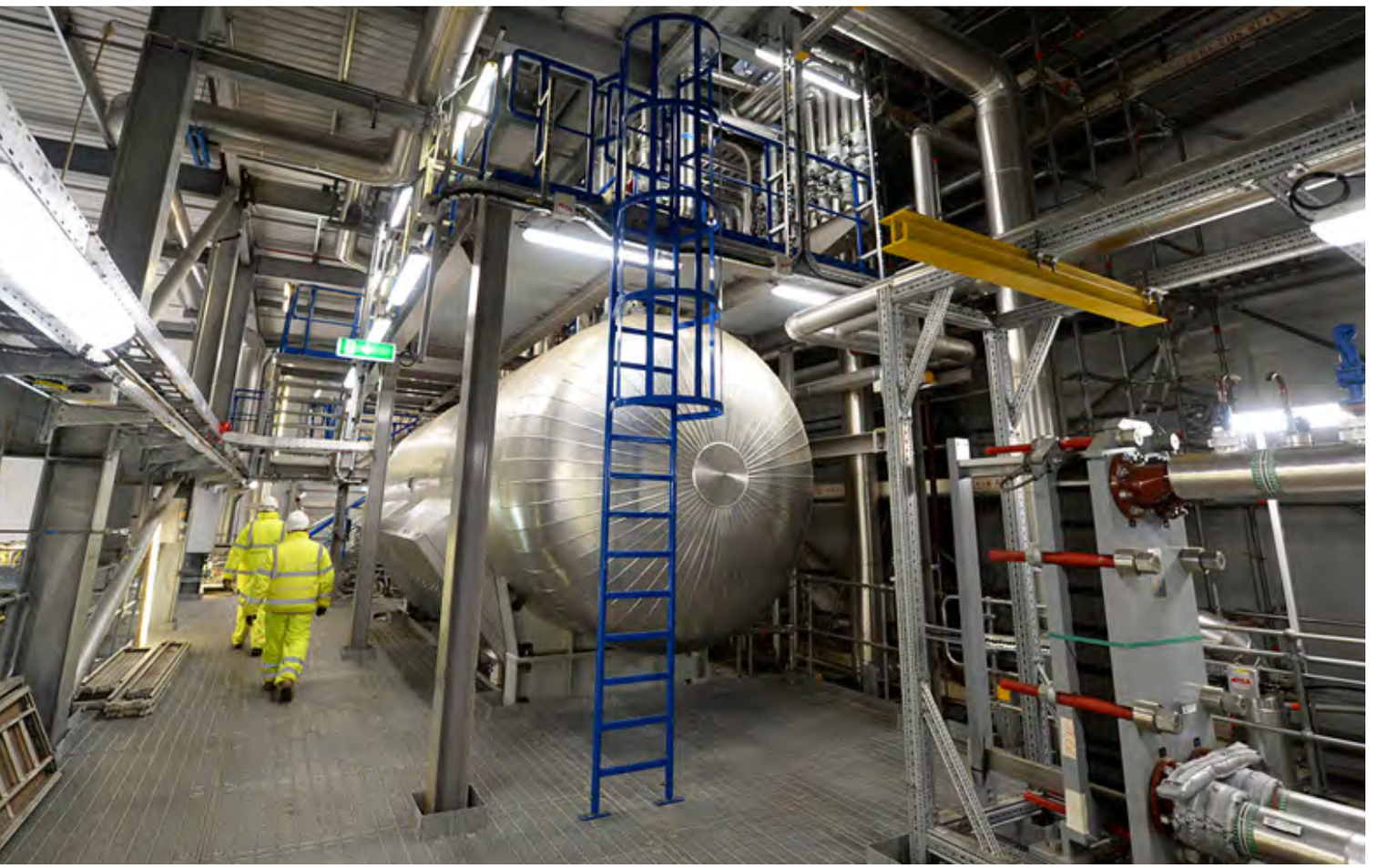
Key player in energy recovery

From 2019, the Millerhill CRRE will convert non-recyclable household and commercial waste into heat and electricity. The plant was developed by FCC Environment in partnership with Edinburgh and Midlothian councils with an investment of £142 million, approximately €165.14 million, to design, finance, build and operate the facility for a period of 25 years.

> “The plant will supply 3,000 homes, schools and businesses”

essential component in the councils’ combined commitment to help achieve the Scottish Government’s Zero Waste target.”

FCC Environment is a key player in energy recovery in the UK, where, for example, its Eastcroft energy recovery facility in Nottingham (England) supplied 357,962 MWht



Workers inside the CRRE at Millerhill, Scotland.

The plant currently diverts 155,000 tonnes of non-recyclable waste from landfill each year. According to Paul Taylor, the company’s managing director, “the facility is an

of steam energy in 2021 and has been feeding the city’s heating network since 1972.



Interior of the plant.

Aqualia takes over water management in Riohacha, capital of the department of La Guajira, and exceeds **1.2 million inhabitants served in Colombia**



The contract, which provides service to a population of 196,000 inhabitants for 30 years, provides the company with a portfolio of 293 million euros and is Aqualia's largest operation in Colombia.

After winning the corresponding public tender against Veolia, the company Aqualia has begun operating the end-to-end water cycle in Riohacha, capital of the Colombian department of La Guajira, which belongs to the Caribbean region in the northeast of the country. The company had already been present in this department since November 2022, when it took over the management of the municipalities of Maicao and Albania.

With the start of operations in Riohacha, the company strengthens its position in Colombia, where it arrived in 2016.

The object of the public tender, which Aqualia has been awarded, is the management, financing, operation, rehabilitation, construction, design, expansion, replacement and maintenance of the infrastructure of the residential public utilities of aqueduct and sanitary sewerage in the district of Riohacha for a period of 30 years. The contract represents a portfolio of 293 million euros.

Aqualia is thus expanding its water and sewerage operations in Colombia, in line with its strategy of consolidation and expansion in the country and its commitment to public service.

In Colombia since 2016

In the area of integrated water cycle management, Aqualia is already present in 32 municipalities in eight of the country's departments, where it provides service to 1,241,000 inhabitants.

Aqualia began its activity in Colombia in 2016, with the participation in the Consorcio Expansión PTAR SALITRE which it leads, and whose mission is to manage the expansion of the El Salitre wastewater treatment plant, a key project to improve the sanitation system of the city of Bogota and its surroundings.

In 2020, the company continued its development by running two operations in parallel. On the one hand, it began to provide service in twelve municipalities located in



> The company strengthens its presence in Colombia, where it operates in 32 municipalities in eight departments

World's Best Water Company 2022

the department of Córdoba, in the Caribbean region of northern Colombia. On the other, it arrived in Villa del Rosario, in the metropolitan area of Cúcuta, in the department of Norte de Santander.

There it won a public bidding process for the concession of the city's public water supply and sewerage services.

In October 2022, after winning a public tender, Aqualia began work in the municipality of Flandes, department of Tolima, where it will serve a population of 62,000 inhabitants for 20 years.

In November 2022, the company also acquires five concession companies (Aguas de la Península, Aguas de Albania, Aguas de Aracataca, Aquamag and Aguas del Sur del Atlántico) operating in 11 municipalities in the departments of La Guajira, Magdalena and Atlántico from the French company Saur.

On that date it also acquired the company Aguas de la Sabana de Bogotá, which provides services in the industrial area around Bogotá in the municipalities of Funza, Cota and Tenjo.

It also acquired the water and sewerage infrastructure of the companies Ruitoque and Energía y Agua, which serves 25,000 inhabitants in three municipalities in the department of Santander.

Aqualia is the water management company owned by the citizen services group FCC (51%) and the Australian ethical fund IFM Investors (49%). The company is the fourth largest water company in Europe by population served and the ninth largest in the world, according to the latest Global Water Intelligence ranking (December 2022). The company has just been named "World's Best Water Company 2022" at an international event in Berlin.

It currently serves 43.7 million users in 16 countries: Algeria, Colombia, Chile, Czech Republic, Egypt, France, Georgia, Italy, Mexico, Oman, Portugal, Qatar, Romania, Saudi Arabia, Spain, France, Georgia, Italy, Oman, Qatar, Saudi Arabia and the United Arab Emirates.

FCC Construcción starts work on the new headquarters of the **ONCE Social Group**

> “It will be located in the organisation’s historic old school in the north of the capital”



Model of the new headquarters of the ONCE Social Group.

FCC Construcción begins work on the new institutional headquarters of the ONCE Social Group, which will be located in the northern part of Madrid and will become the largest place in Spain, Europe and the world to promote the rights of people with disabilities.

The new headquarters will unify in a single space the buildings dedicated to the management of most of the areas in which the ONCE Social Group operates and which, on completion of the works, will be concentrated in a historic location of the organisation, related to its most social version, as they are the grounds of the former Antonio Vicente Mosquete school, where many generations of blind children were educated at the end of the last century.

The future headquarters will become the engine and the heart of the ONCE Social Group and will be a national and international benchmark, based on a social and economic model that is unique in the world.

The new space will house the offices of the ONCE General Council, the ONCE Directorate General and the ONCE Foundation, as well as other areas and professionals from Ilunion, Inserta Empleo, the Servimedia news agency and the Tiflológico Museum, which will include a specific area of immersive experiences for citizens, especially aimed at the educational community.



> “It will become the engine and the heart of the ONCE Social Group and will be a national and international benchmark”

The construction will be carried out under the most rigorous criteria of universal accessibility, environmental sustainability and energy efficiency. Its location, next to a metro stop, several bus lines and close to the Chamartín railway junction, offers multiple communication options, which will be worked on to ensure maximum accessibility, and to which will be added an underground car park, where sustainability and “green” vehicles will be a priority.

> “The project, with a delivery period of 30 months and an execution budget of 103.6 million euros, involves the segregation of part of the current plot in its southern area”

It will become the nerve centre of a global Institution, which seeks to continue to radiate the image of modernity, efficiency and vocation of service to the citizens for which it was born, especially for blind and disabled people, and thus show its true social essence.

The new facilities are located on a site of approximately 24,000 square metres between Paseo de la Habana, Comandante Franco, Platerías and Tahona streets, where protected elements will be respected and improved, such as the historic Palacete Jardín Duque de Pastrana (dating from 1848, declared a National Historic-Artistic Monument in 1979); a tower at the confluence of Comandante Franco and Tahona streets; and an original enclosure with a masonry fence, which will have a specific restoration plan.

The design of the new facilities is light, open and modern, with buildings linked by walkways and separated by squares and open courtyards, which will make for a very modern and attractive visual impact. And there will be green and enjoyable spaces, specially designed with comfort and the neighbourhood in mind.

The structure of the existing cultural centre will be maintained, with space for an auditorium, museum and restaurant area, with the stage box of this building being the only element (together with those already mentioned) that remains from the existing constructions. The complex has an underground car park with almost 400 spaces, most of them reserved for people with reduced mobility and electric vehicles, many of them ready to be recharged.

The work, with a delivery period of 30 months and an execution budget of 103.6 million euros, involves the segregation of part of the current plot in its southern area, with three applications to be undertaken on completion of the main development: continuation of Calle Tahona, which will have an exit to Calle Platerías; residential space (the income will be used entirely for the social work); and a large green area for parks and gardens.

Ciment de Enfidha, a leading cement producer in **Tunisia**



The Ciment de Enfidha cement factory in Tunisia was established in 1983 as part of the country's industrial development efforts. The company emerged as a joint project between the Tunisian government and foreign partners to meet the growing demand for cement in the country and the region.

In its early years, Ciment de Enfidha focused on the production of Portland cement, a type of cement widely used in construction with a production capacity of 1.32 million tonnes. The plant used the latest available technology and advanced equipment to produce high quality cement and meet international standards.

Over time, Ciment de Enfidha has established itself as one of the leading cement producers in Tunisia and the Maghreb region. The company has earned a privileged position thanks to its commitment to its customers and the quality of its products, production efficiency and respect for the environment.

Investment programme

In 2001, Ciment de Enfidha embarked on a major investment programme aimed at increasing its production capacity (from 1 to 1,25 million tonnes/year of clinker equivalent to 2,1 million tonnes of cement) through the creation of a second production line which went into production in 2003, to replace petroleum coke with heavy fuel oil and to develop its positions on the ready-mixed concrete market through the acquisition of Select Béton.

In recent years, Ciment de Enfidha has continued to invest in improvements and expansion of its facilities. It has introduced more advanced technologies and increased its production capacity to meet growing market demand.

In addition to its focus on cement production, Ciment de Enfidha has also placed emphasis on corporate social responsibility and sustainability. The company has implemented measures to reduce its environmental impact, such as the use of alternative fuels and the adoption of efficient waste management practices.

The company currently has a capital of 55,487,480,000 Tunisian dinars, which has been increased several times during the company's existence in order to increase its financial capacity and minimise its debt ratio.

In 2022 it achieved a turnover of 256,502,621 dinars and in 2023 in the first five months it had a turnover of 126,743,309 dinars, through local sales and export of its own products. (CEM II 32.5; EMC I 42.5; EMC I 42.5 SR; LIME and CLINKER) certified by AENOR and AFNOR.



CSR Strategy

Ciment de Enfidha, made up of more than 200 of its own employees and 300 subcontractors, is committed to the company's global corporate social responsibility strategy focused on the following pillars:

- Promote the well-being of its employees.
- Promote diversity within the human capital.
- Developing social dialogue.
- Reduce its environmental footprint through better waste management and minimise its impact on the natural environment.
- It is certified to ISO 14 001 (environmental management), as well as ISO 9001 (quality management) and ISO 45001 (occupational health and safety management). As a result of these commitments, no workplace accidents have been recorded since 2022.

> "The company has implemented measures to reduce its environmental impact, such as the use of alternative fuels and the adoption of efficient waste management practices"

INTERVIEW

Aránzazu **Alonso Guerra**

Director of the Las Dehesas Biomethanisation Plant



The Las Dehesas biomethanisation plant is located in the Valdemingómez Technology Park in Madrid. This plant was designed and built by FCC Medio Ambiente and is currently responsible for the treatment of 100% of the selective organic fraction of waste collection in the city of Madrid.

This plant recycles more than 220,000 tonnes per year through a process of anaerobic digestion, where microorganisms break down the biodegradable material in the absence of oxygen, generating more than 23 million cubic metres of biogas and digestate, which is an excellent material for the manufacture of fertilisers.

In addition, the R&Dehesas centre will be built in 2021, where the pilot plants of two projects financed by European Funds “Scalibur” and “DEEP Purple” and another one financed by the Ministry of Science and Innovation “INSECTUM” are currently being developed.

The R&Dehesas centre has other technologies for energy conversion and use, such as two biogas microturbines that produce electricity for self-consumption; an upgrading unit to convert biogas into biomethane that can be used as fuel for the plant’s own trucks.

What has your career at FCC been like?

I got to know FCC Medio Ambiente through the Las Dehesas Biomethanisation plant project, which I have been involved with since its beginnings, as between 2005 and 2008 I was part of the technical team that carried out the project management for Madrid City Council in the drafting of the project and the construction work, the developer of which was the FCC group.

In 2009, once the works were completed, I joined FCC Medio Ambiente for the start-up and subsequent operating contract at the plant. Initially, I worked in environmental education and, subsequently, in the technical engineering area. For the last 8 years I have held the position of plant manager.

General view of the Las Dehesas Biomass plant in Madrid.



What are the main advances that this plant incorporates compared to others?

Since its start-up in 2009, the Las Dehesas Biomethanisation plant has undergone continuous evolution to adapt to changes in legislation and to respond to the problems of citizens and the needs of the client, the Madrid City Council.

Throughout these years, important works have been carried out, such as the construction of an advanced biofilter to improve the deodorisation system and three contract modifications, with heavy investments both in civil works and in updating equipment and processes.

The most important, in 2017, was the adaptation and modification for the treatment of the selective collection of organic waste that was implemented in the city of Madrid.

In view of the progressive implementation of selective collection of the organic fraction in the different districts, the Madrid City Council informed us of the need to adapt a treatment plant that would allow the recovery and recycling of the selective organic fraction independently of any other flow.

FCC Medio Ambiente then took up the challenge and we modified the facilities, expanding the plant's capacity to 218,000 t/year, building new reception pits and adapting the pre-treatment equipment to the new FORS fraction.

The Las Dehesas Biomethanisation plant is currently responsible for treating and recycling 100% of the selective organic waste collected in the city of Madrid. In 2022 it treated more than 230,000 tonnes, producing around 24 million cubic metres of biogas.

On the other hand, the most recent work, and the one that is giving us the most visibility, has been the construction of a new R&D centre and a classroom for dissemination: the R&Dehesas centre.

What is the I+ Dehesas centre and what has it meant for the team to participate in R&D projects?

The R+Dehesas centre was initially created as a space to house the pilot plants and prototypes of European research projects of which FCC Medio Ambiente is a member.

From a production plant, participating in R&D projects is a challenge and a lot of effort, but it has also allowed us to lift our eyes from the everyday and look at the big picture, giving us a broader vision. 3Working on R&D projects leads us to change the day-to-day issues of tonnes and cubic metres of biogas for future technologies and the development of new processes.



In addition, being part of European consortia, with numerous partners, has led us to meet and create strong networks with other very powerful companies and technology centres.

Today, the R+Dehesas centre has become a space for generating ideas, disseminating knowledge and a place where we share future projects and new challenges with other professionals and researchers in the sector.

Which of the ongoing research projects is the most interesting and the most complex?

All ongoing projects have a common link: their aim is to obtain high added-value products from the biological transformation of organic waste. This concept is called "Biorefinery".

Transformation can be through microbiological processes (using different species of bacteria, fungi, etc.) or macrobiological processes through insects. These processes convert a heterogeneous and mixed material into a homogeneous product that acquires value for the industry.

As partners in the SCALIBUR, DEEP PURPLE and INSECTUM projects, we are working on processes to obtain products such as bioplastics (PHA), ectoin, chitin, protein meals and acetic acid, among others.

These are complex and very interesting projects, but undoubtedly the one that arouses most interest is the one we are developing together with the University

of Valladolid to obtain ectoin, as it is a protein with great osmoprotective qualities and highly valued in the cosmetics sector for creams.

What professional profiles work at the Las Dehesas Biomethanisation plant?

An industrial plant of these characteristics requires a highly qualified multidisciplinary team due to the complexity of the systems and processes.



In the centre of the picture Aránzazu, together with the Las Dehesas plant team.

At the plant we have highly specialised profiles and we always have the technical support of FCC Medio Ambiente's Waste Treatment Department.

We are agronomists, industrial, environmental, chemical and public works engineers, physicists, mechanical FP, electricity, administration, laboratory, etc. However, the most important thing is the experience we have acquired over the last 14 years, during which we have had to face all kinds of problems. We have learned from our many successes and above all from our mistakes.

As a team, we have to deal with problems on a daily basis which, in addition to knowledge, require important skills such as problem identification, problem solving and decision making, team management, conflict resolution, risk identification.

We are now a mature squad with a great knowledge and ability to face any challenge that comes our way and that is very valuable. I am very proud of the team we have put together and I have full confidence in them.

Since you started working in this field, how has the incorporation of women in this type of work improved?

In 2009, when I joined the team, I was the only woman working in the plant. Today there are 15 of us (18%) and we occupy positions as diverse as tippers, polishers, electricians, laboratory technicians, gardening, cleaning, R&D engineer and management.

Women continue to progressively join the workforce and are fully integrated into the team.

Do you find yourself in an exciting and challenging environmental moment?

On the one hand, the biogas and biomethane market is experiencing strong momentum driven by the quest for decarbonisation, greater energy independence and the circular economy.

The European directives are in favour of anaerobic digestion as the most suitable process for the recovery of organic matter, as it allows the production of biogas and gives rise to digestate which, after maturing, is converted into high quality compost.

In the coming years, the implementation of separate collection of organic waste in many municipalities will lead to new projects for such plants.

On the other hand, we face a major challenge in waste management: digitalisation. Our immediate challenge at the plant is the evolution towards greater automation and digitisation of processes, taking advantage of tools such as big data and artificial intelligence.

Sensorisation of the process and mass data collection during anaerobic digestion will allow us to gain a detailed understanding of the biomethanisation process and to analyse the key factors and their interrelationships in order to increase the efficiency of the process.



Innovation projects carried out at the plant

Project DEEP PURPLE

This is an innovation project aimed at recovering energy and manufacturing high added-value products from organic waste and urban wastewater using the technology of thermal hydrolysis of biowaste to obtain a hydrolysate rich in nutrients that serve as food for the purple phototrophic bacteria that give the project its name. These bacteria are responsible for the synthesis of PHA for the manufacture of bioplastics.

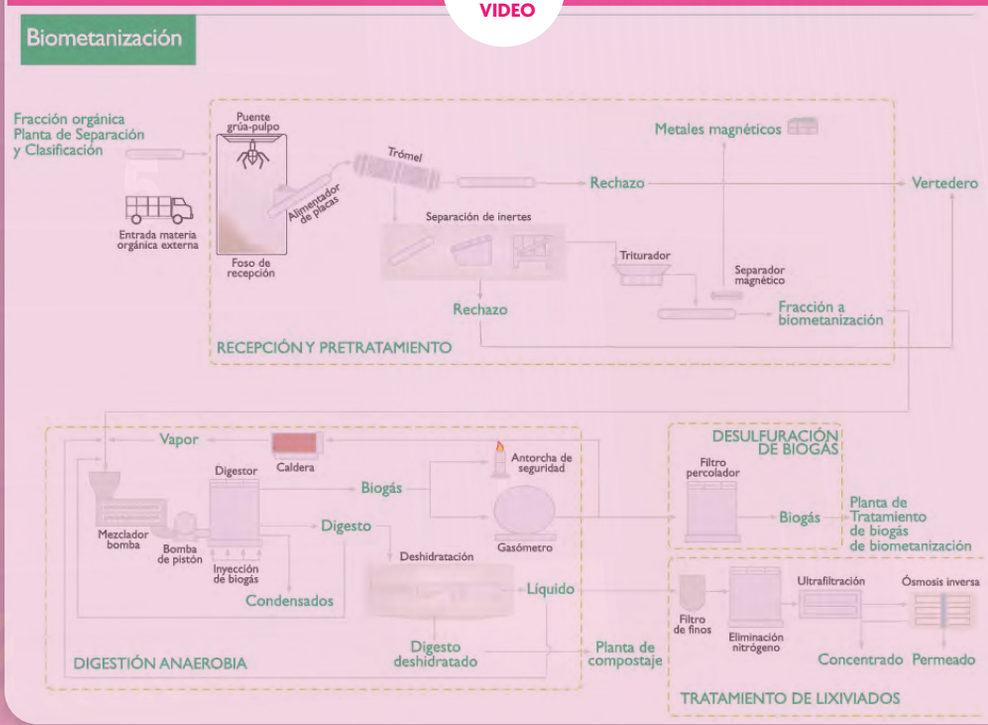
SCALIBUR Project

The SCALIBUR project aims to develop innovative solutions to help cities increase their recycling rate and create new business opportunities in the circular economy. FCC Environment has worked on the development of a continuous monitoring system that makes it possible to determine in real time the quality of the biowaste entering the plant. In addition, in collaboration with Aqualia, it has implemented a bioelectrochemical treatment (BES) prototype that allows the CO2 from the biogas to be converted into high value-added organic products such as acetic acid.

Proyect INSECTUM

INSECTUM is a project that aims to valorise organic waste through bioconversion with insects to produce bioproducts such as chitin or protein-rich flours for use in animal feed.

VIDEO



INTERVIEW

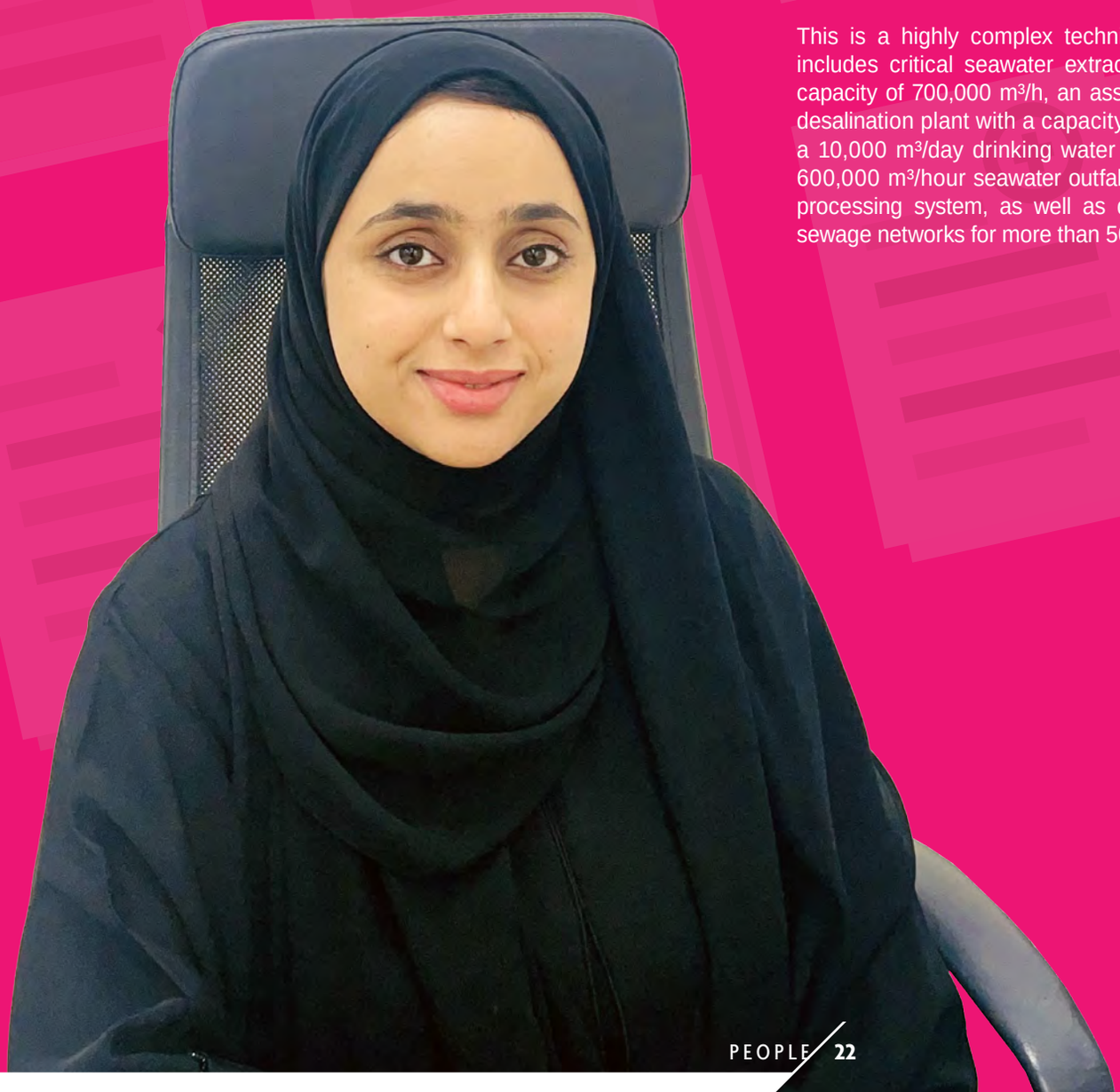
Juhaina Al Mamari

Aqualia's Head of People and Culture of OSWS

Juhaina Al Mamari is Head of People and Culture at OSWS, the joint venture between Aqualia and the Oman Investment Fund's state-owned Majis Industrial Services (Majis), which has been managing the operation and maintenance of all water-related services in the port area of the city of Sohar, the largest city in northern Oman, for 20 years.

OSWS carries out the operation and maintenance of seawater intake facilities, drinking and process water production and supply, cooling water collection and network, wastewater treatment, sewerage network and recycled wastewater management. It initially started with seawater harvesting and has gradually extended the service to other processes within the Sohar Port facilities and under the jurisdiction of the Port Authority.

This is a highly complex technical project, which includes critical seawater extraction plants with a capacity of 700,000 m^3/h, an associated network, a desalination plant with a capacity of 20,000 m^3/day, a 10,000 m^3/day drinking water treatment plant, a 600,000 m^3/hour seawater outfall and pumping and processing system, as well as drinking water and sewage networks for more than 50,000 m^3/day.



Tell us about your work experience. How long have you been with the company? What is your background?

I graduated in 2018 with a degree in Human Resource Management and I am working with OSWS (Oman Sustainable Water Services) since April 2019 as a specialist in this field. It is my first job, but the company has given me the opportunity to grow and learn more professionally. In fact, in 2022, the company's management promoted me to the position of Head of People and Culture at OSWS, with more tasks and responsibilities.

Could you tell us a bit more about the work you do? What is your day-to-day life like?

I am responsible for supporting employees and managing what we technically call their lifecycle, i.e. recruiting the right people, processing payroll, managing leavers, maintaining employee records, updating policies and helping department heads to provide the right training to their teams.

What technological challenges have you encountered in Oman? And in terms of team management, how does the local spirit and philosophy influence the way you work?

Since the creation of OSWS, People and Culture activities were done manually and traditionally, all employee information was recorded on Excel sheets. Although these practices have served us well in the past, we have decided to take a step forward and implement a new technological system called MENAITECH. This change will make a significant difference in how we manage our teams.

How do you see the consortium optimising sustainable water management in the port of Sohar?

The joint venture, and especially Aqualia's systems, technologies and technical support, are helping our partners and customers to be more sustainable and to optimise available resources. From the People and Culture department, we focus on improving the skills, knowledge and qualifications of our teams to efficiently meet the objectives of the OSWS.

In what ways do you think the country is modernising in the progressive entry of women into the workplace?

Since 1970, Omani women have made an essential contribution to the building of Omani society and have been part of its development. Omani women are well known in the Arab world and in international society, as they have become a role model for other women seeking success and a better future for themselves and their society.

Would you recommend an international destination to people who are thinking about being part of Aqualia's big project in Oman?

Of course, I encourage Aqualia people to join international projects and get involved with different cultures and ways of working, to help different countries to grow and become more sustainable.



Water management in the port of Sohar, Oman.





FCC Team Spirit in action | Grazathlon 2023

FCC Austria celebrated this year the tenth edition of its Grazathlon, an obstacle course that consisted of 26 hurdles and the popular challenge of “Jumping the mud”.

What is the Grazathlon?

Grazathlon is like the popular Spartan Race. However, the competitors do not run in the countryside and admire its beauty, but as a bonus to their performance, they have a sightseeing tour of interesting cities, in this case, Graz, Styria.

This year, in its 10th-anniversary edition, this traditional unique combination attracted a record number of participants to the center of Graz in June. An unbelievable 6.660 runners fought their way through downtown Graz over two distances this time. One of many highlights this year was a 5+ km distance for the first time, which the runners could choose between when registering because beating the city should be for everyone.

Am 17. June it was time to show team spirit, fighting spirit, and perseverance again, and don’t forget one thing: have fun! Thousands of running enthusiasts had to fight their way through dirt, sand, and water to conquer the city.

Both routes were a challenge in themselves: It started in the Augarten and continued to the main square. In Augarten, basically right at the beginning of the race (it was obstacle number 4), the competitors had to face one of the most spectacular obstacles at this tough, 10km obstacle race, called “Hupf in Gatsch” - “Jumping in the mud!”, which for the last few years has been proudly provided by FCC Austria.

For the rest of the course, each competitor carried with them the memory of our obstacle in the form of mud and sand in their shoes and wet clothes. The FCC “Hupf in Gatsch” consists of 9 containers placed three at a time; the first set of containers is filled with wood chips. In the second, the competitors must overcome a pile of old tires. And then comes the most spectator-appealing part - a jump into containers filled with a mixture of sand, dirt, and water. No one can escape this refreshing bath. And if anyone wants to cheat and bypass the obstacle, one of our colleagues from the Graz branch who provides this attraction, is waiting for them and will sprinkle them with water from a hose. To great cheers from the crowd of onlookers. Soon the water and mud are everywhere, even in the shoes of the onlookers.

One for all, all for one | Pure team spirit in action

FCC Austria isn’t just a strong presence at the ‘Grazathlon’ each year as an obstacle sponsor, but on the racecourse itself, too. Our brave FCC team gave a determined performance on the course. This year our FCC team had 25 participants from all parts of Austria and a representative from the Czech Republic. A real team spirit was evident on the track in accordance with the motto “One for all, all for one”, because without it, or without mutual support of team members, many obstacles cannot be passed.



The A465 project team **raises funds for a new local charity** in Wales, in the UK



The project team for the new A465 Heads of the Valleys dual carriageway between Hirwaun and Dowlais in South Wales have raised funds for local mental health charity Signposted Cymru.

To help raise as much money as possible, team members volunteered to take part in the Welsh 3 Peaks Challenge, where they covered a total walking distance of 27.4 kilometres and a climb of 2334 metres to reach the summit of Wales' three most iconic mountains, Snowdon, Cadair Idris and Pen y Fan, in less than 24 hours.

They started the challenge on Friday 18 August 2023 and in 19 hours successfully completed the challenge. As a result, over £18,000 (€21,000) has been raised for the charity. This donation will enable more than 530 hours of mental health counselling services.

Cyfarthfa Park Primary School winners of the Cyfarthfa Award

FCC Construccion's work to build the new A465 Heads of the Valleys dual carriageway in sections 5 and 6 in Wales also includes a comprehensive programme of engagement with local schools.

The last project was the Cyfarthfa Habitats Challenge.



Pupils from Cyfarthfa Park Primary School collecting the award.

This environmental challenge asked students to develop a solution that would protect one of the species that have been identified along the construction route of Section 5 and 6.

The five schools taking part were Caedraw Primary School, Cyfarthfa Park Primary School, Coed-Y-Dderwen Community Primary School and Twynyrodyn Community School. On Thursday 20 July 2023, the pupils who took part in the Cyfarthfa Habitats Challenge discovered the winner.

Martin Gallimore, Community Benefits Manager, along with a panel of judges, was responsible for choosing the winning team. The Cyfarthfa team was the winner.

INTERVIEW

Natalia **Martínez Angulo**

Works Manager for stage III of **the Salamanca Hospital**

FCC Construcción has extensive experience in the construction of hospitals and health centres. What does participating in the Salamanca Hospital project mean for you?

It is a great responsibility as it is one of the largest projects in the area. I have joined the project for the execution of stage III, which includes the demolition of the Old Clinical Hospital and the construction of the new outpatient blocks that connect with the new hospital, as well as the urbanisation of the entire surrounding area. It is a project that I face with enthusiasm and motivation and with the peace of mind that comes from being able to count on the construction team that has participated in the previous stages because they have a great mastery of this project and also because of their involvement and commitment to it.

What is your day-to-day life like on the construction site?

In general, the day to day is a continuous learning process, a new challenge, no two days are ever the same, in addition to the fact that each work is always different from the previous one, each one has its own particularities, and also within the same work it depends on the phase in which it is found,





it is different to start a work when you practically have to start from scratch, checking the project, analysing the most immediate needs, carrying out a large number of contracts, from the intermediate phases with greater intensity in the production and cost control processes, generating files, from the final phase with legalisations, commissioning, processing of final certifications, etc...

I try to plan my day to day, but it is very common for issues to arise that need to be solved in the moment and that often divert you from the initial schedule. That is why I try to prioritise the important and urgent tasks, trying to focus on key priorities so as not to lose sight of the objectives and long-term goals. It is also important to know how to delegate and to trust in the experience and professionalism of your site team. Fortunately, I am lucky to be surrounded by a highly qualified team.

What is FCC's role in the project?

FCC has a very important role to play in this hospital infrastructure because it is a tender that includes the drafting of the construction project, the management and processing of licences and the execution of the work.

The design of the project and its subsequent execution has had to be adapted to the different updates of the Hospital's Functional Plan, the latest in May 2023, which affects Stage III, which we are currently executing.

As the drafting of the project was the responsibility of FCC, it has been possible to adopt the optimum and proven solutions that will allow the building to have the longest possible useful life and at the same time provide the Health Care Complex with the spaces that can cover the needs of the Functional Plan within the budget available at any given time in the Regional Health Management.

Tell us briefly about your professional experience.

I studied Public Works Engineering with a specialisation in Civil Construction and before finishing my degree I started working at FCC Construcción in the Castilla y León office in September 2000. Later in 2013 I graduated in Civil Engineering.



Natalia Martínez, together with her work team.

My entire professional career has been linked to FCC Construcción, working directly on site. I started as assistant site manager on the construction of 61 subsidised housing units in Burgos. Subsequently, I worked as production manager on two residential building projects: 48 subsidised housing units in Astorga (León) and 188 homes (112 blocks of flats, 34 duplexes and 42 terraced houses) in Valladolid. I was then appointed site manager for the Paseo Zorrilla underground car park in Valladolid. During the years 2007 - 2011 I worked as Production Manager for the construction of the Auditorium and Conference Centre in Burgos and from 2011 - 2017 on the construction of the Conference and Exhibition Centre in León. Then, I worked as Site Manager on the Victoria Adrados Coexistence Centre in Salamanca, followed by the emergency work on the Regional Biocontainment Unit at the Río Hortega Hospital in Valladolid, within the framework of the Covid-19 pandemic, and finally, I am currently Site Manager for Stage III of the Salamanca Hospital.

What do you think has been your greatest professional achievement?

It is difficult to choose just one project because I have tried to be as involved as possible in all of them. I have a special memory of the Paseo Zorrilla Underground Car Park project because it was the first project I took on as site manager and the challenge of carrying out the work in a mine, managing to shorten the final deadline for the project. However, due to their uniqueness and complexity, I would highlight the work on the Auditorium and Conference Centre in Burgos (by Juan Navarro Baldeweg) and the work on the Conference and Exhibition Centre in León (by Dominique Perrault). In both projects, it was necessary to carry out unique, and in some cases, novel construction processes and face difficulties in the organisation, development and execution of the work that were solved thanks to the hard work and effort of all the members of the two construction teams that participated in them. The two works were awarded the Fomento de la Calidad a la Obra Excelente prize in 2013 and 2020 respectively.

Why did you choose to become an engineer?

I was always very interested in knowing how infrastructures were built, I was very curious about bridges and I wanted to participate in the process of creating them, especially in the structural phase. I have a fundamentally practical mentality and it gives me great satisfaction to see how what appears on the plans of

a project materialises in reality. In short, I wanted to learn how to build. It motivates me to think of seeing the fruit of your work being realised in a tangible way.

I also like this profession because it contributes to improving the society in which we live, as it has a positive and direct impact on people's quality of life, for example, by improving the layout of rail and road networks or planning cities with increasingly sustainable buildings, covering basic needs such as the supply of drinking water, housing, etc...

What would you say to all women who are studying an engineering degree?

In general, regardless of whether you are a man or a woman, for all engineering students I would tell them to think about the long-term future, not to choose the career just because they like the subjects (mathematics, physics, etc.) but to visualise themselves doing the job and reflect on whether that job motivates them and excites them. To do this, I would advise them to try to talk to people who work in the sector so that they can share their professional experience first-hand, so that they can better conceive their future and this will help them to discover if this is their vocation, because this is not an easy job. And I would also tell them to put passion into what they do. If I had to say something specific to women, I would tell them to be proactive, not to set limits for themselves, not to condition themselves to think that they cannot do something, not to doubt their abilities, not to be satisfied with playing as "substitutes" but to fight to play as "starters" and if they have the desire to achieve something, to pursue it.



Natalia Martínez, with part of the construction team.

INTERVIEW

Anna Maria Hurtado Lopo

Vice-President of Fundación Diversidad



What is the most important value of diversity for companies and individuals?

The most important value of diversity for both companies and individuals is the ability to create an inclusive environment that promotes innovation, creativity and mutual respect. Diversity in terms of gender, age, ethnicity, sexual orientation and different skills brings a wide range of perspectives, experiences and talents. This allows companies to access a wider variety of ideas and solutions, which in turn boosts competitiveness and business success. Furthermore, if an organisation promotes fairness and equal opportunities, it contributes to improving people's quality of life and promotes social cohesion.

Does diversity lead to better business performance?

Yes, a number of studies and business experiences show that diversity is closely linked to better business performance. By having diverse teams, companies can approach challenges from different perspectives, which facilitates more informed and effective decision-making. Diversity also fosters creativity and innovation by encouraging collaboration and the exchange of ideas among people with diverse backgrounds and experiences. In addition, a diverse workforce better reflects customers and consumers, enabling companies to understand and meet their needs more effectively. At Fundación Diversidad, in collaboration with Fundación IE, we have brought a new concept to the forefront, which is Innodiversity. Innovation and diversity go hand in hand. One without the other is not sustainable.

Does working in diverse environments enhance corporate culture and work climate?

Diverse environments enhance both the corporate culture and the work climate in a positive way. But this is not enough. In addition to diversity, it is important to work on inclusion, equity and a sense of belonging. We must work towards a culture of inclusion where all voices are valued and respected. This helps to create a working environment where all staff feel safe, motivated and engaged. Diversity also fosters empathy and mutual understanding, which strengthens relationships between team members and promotes collaboration. Ultimately, an inclusive and diver-

se work climate facilitates employee well-being, which translates into increased productivity and talent retention.

How has the concept of diversity evolved in recent years?

In recent years, the concept of diversity has evolved significantly; traditionally, diversity was mainly associated with gender equality and the inclusion of people from different ethnic backgrounds.

Today, however, the concept of diversity has broadened to include a variety of dimensions, such as age, sexual orientation, disability, religious and political beliefs... but also skills and professional experiences. In addition, diversity is now understood as a comprehensive approach that goes beyond numerical representation, emphasising inclusion, respect and equal opportunities for all people in the workplace. At Fundación Diversidad we have summarised these concepts in three types of diversity: demographic diversity, experiential diversity and, finally, cognitive diversity. Demographic diversity is that which is given to us by circumstances beyond our control, by the fact of being born or by different external circumstances (in our study we analysed women, disability, LGTBI+ and senior citizens). Experiential diversity consists of the differences that emerge from the experiences that each person has had in their human journey, including: education, work, friendships or hobbies that have allowed them to acquire different knowledge, skills and thus develop certain preferences and affiliations, as well as professional skills and abilities. Cognitive diversity is the sum of demographic diversity together with different lived experiences; which leads each human being to have a different mental map and, therefore, a unique interpretation of the world.

> "If an organisation promotes equity and equal opportunities, it contributes to improving people's quality of life, and promotes social cohesion"

How do you see Europe moving forward on equality and non-discrimination?

Europe stands out as the most advanced continent in terms of respecting and guaranteeing human rights. The European Union has established a very advanced legislative framework in relation to the rights of women, the Roma population, the LGTBI+ community and people with disabilities, among others. However, it is important to recognise that there is a significant gap between established policies and their effective implementation. Regrettably, across several European countries, setbacks can be observed in this area, which is a cause for concern. Therefore, it cannot be taken for granted that everything is already secured, but it is essential to continue to promote awareness raising, training and other actions to further advance the protection of human rights in Europe.

The European institutions have been making significant progress on equality and non-discrimination for many years. Many policies are promoted in favour of gender equality, diversity and non-discrimination in the workplace. In addition, measures have been implemented to address gender gaps and promote the inclusion of minority groups. It is important that they continue to promote awareness, education and the implementation of inclusive practices to ensure equal opportunities and combat all forms of discrimination at all levels.

At Fundación Diversidad, we collaborate with the European Commission in numerous actions. For example, we are part of the European Platform of Diversity Charters, present in 26 countries, to promote inclusion in professional environments. In addition, in Spain we have launched the European Diversity Month, an initiative that is celebrated in Europe every year throughout the month of May.

What challenges and developments in the area of diversity does the Foundation face?

En primer lugar, busca promover una Firstly, it seeks to promote greater awareness of the importance of diversity and inclusion in business and society at large. In addition, it focuses on providing tools and resources to organisations to implement inclusive practices and measure their progress in this area, such as the unconscious bias course. The Foundation also works to foster collaboration between companies, public bodies and other entities to promote diversity in all economic sectors.

> We have brought a new concept to the fore, which is Innodiversity. Innovation and diversity go hand in hand. One without the other is not sustainable

A major challenge for companies in Spain is the management of ethno-racial diversity. Although the European Commission has launched a strategy to combat racism, it is clear that we still face significant challenges compared to other European countries. It is essential to address this issue as a matter of urgency and to promote an inclusive culture that values and encourages diversity, not only in large companies, but also in SMEs. Small and medium-sized enterprises, which are the main fabric of our country, must also commit to concrete measures, such as the implementation of inclusive recruitment policies, the promotion of diversity in management teams and training in D&I.

What are the main difficulties you encounter?

Some of the main difficulties encountered by the Diversity Foundation include resistance to change, lack of awareness of the benefits of diversity and inclusion, and the need to generate sustainable commitment from organisations. In addition, measuring and evaluating progress on diversity can be challenging, as it involves the development of appropriate indicators and the collection of relevant data. Overcoming these difficulties requires a holistic approach that involves both business leaders and employees at all levels.

Is diversity the future?

It is the present simple and the present perfect. Without diversity we could not live. And this is also what nature says. When I was a child, I was told a story about a small wildflower, which had gone unnoticed among the most conspicuous flowers, began to shine one day with a special colour. The other flowers realised that its true beauty lay in its uniqueness. It was then that they realised that there was no single flower that could be considered the most beautiful. They realised that it was the combination of all the shapes, colours and scents that made the garden truly special.

Just like the flowers in the garden, human beings are also diverse and unique. Each of us has our own characteristics, cultures and experiences that make us special. Diversity is like a garden full of different flowers, where each of us brings our beauty and uniqueness to the world. By recognising and celebrating our diversity, we can create a more enriching and vibrant world.

That is why diversity is the present. Like flowers in a garden, each of us is an essential part of the beauty and harmony of this world. Let us embrace and celebrate our diversity, for it is in our difference that our true greatness lies.

What can we do to build a **more equal world?**

- Promote education and awareness of the values of equality and respect from an early age.
- Implement inclusive policies and practices in the workplace.
- Encourage equitable representation in leadership and decision-making positions.
- Challenging stereotypes and prejudices in all spheres of life.
- Promote legislation and policies that promote equal opportunities and protect against discrimination.
- Encourage partnerships and dialogue between different groups and communities.

These actions, combined with individual and collective commitment, are fundamental to building a more equal and just world.



016, the helpline for women victims of gender-based violence celebrates its 16th anniversary



This week the 016 telephone number against gender violence is 16 years old. This service was launched on 4 September 2007, and to date has received a total of 1,198,534 calls, according to data from the statistical portal of the Government Delegation against Gender Violence.

016 is a service that assists, advises, informs and helps women victims and survivors of male violence and their families and friends. It is a free, confidential telephone number that is also accessible to people with disabilities and offers legal and psychological assistance in 53 languages, 24 hours a day.

In addition to the short dialling of the 016 number, the service is available through the WhatsApp application on the number 600 000 016, an online chat on the website of the Government Delegation against Gender Violence and the email 016-online@igualdad.gob.es.

FCC and its commitment to the Elimination of Violence Against Women

At the FCC Group we demand equality between men and women and reject all acts of violence. Likewise, we firmly believe that the fight against violence against women is a joint task of all social agents and that the sum of our efforts will mark the path to success.

In this sense, FCC's commitment is evident in the Government Delegation against gender violence, in the actions carried out by the company to raise awareness, in training and in the dissemination of the campaigns prepared by the institutions, organisations and associations with which we collaborate so that they reach as many people as possible.

FCC would like to thank 016 for the work carried out over the past 16 years in the fight against violence against women.









INTERVIEW

Adriana Acevedo

016 Service Manager. Territorial Director of Atenzia



What is your assessment of these 16 years of 016 management?

Every day I reaffirm that this service saves lives, that we are the gateway, the first link in a long chain, to begin to know how to get out of a situation of violence, to know what the steps are going to be, and what the possible alternatives are.

The balance is very positive, because the service attends, informs and advises hundreds of people every day, people who need attention, guidance and support. If this service were not there, perhaps many questions would remain unanswered and many women would not dare to take that step, which the service facilitates, because of its anonymous and confidential nature. For all the people behind it, working hard to combat violence.

Has the profile of callers changed?

We cannot and should not talk about profiles, because it is impossible to create one. People call, women and people from all walks of life. It is true that thanks to the growing awareness of the service, we are receiving more and more calls from women, professionals, friends, neighbours, relatives and more and more women of all ages are calling and taking the big step of contacting the 016 Service.

Do you think that the evolution of new technologies will change the ways of communicating with the 016 service? Do you have any projects in development?

The ways of communicating with the 016 Service have already changed, we are putting all the means to make communication accessible through multiple channels, let us not forget that the 016 Service can not only be contacted by telephone (016), but also by email, by an online chat that is hosted on the website of the Government Delegation against gender violence, we also attend 24 hours a day by WhastApp, and highlight that we attend in 53 languages. Not to mention that we also provide a service for people with sensory diversity, and people who need to be assisted in sign language can also contact us.

The service is constantly evolving to keep pace with the rest of society and the technologies that surround us. That is why the service has become a multi-channel and diverse service.

So far this year, the number of women killed by gender violence has increased compared to 2022? These are chilling figures, is there a need for more awareness?

Raising awareness is always necessary. Violence against women is an issue that concerns each and every one of us and that is why we must be aware... and that is why the dissemination of the 016 service is so important. Violence against women continues to represent a complex problem and is a clear symptom that something is wrong and therefore we must do all we can to combat it.

Are education and training key tools to eradicate gender-based violence?

I firmly believe that it is. Education in equality is one of the bases for eliminating and combating violence against women. Education is the great ally of equality and respect. Breaking down prejudices and inequalities should be a compulsory subject.

How do you see us as a company committed to combating gender-based violence?

I believe that acts like the ones you are doing are essential to raise awareness throughout society that the fight against violence is everyone's business. I thank you for publicising the 016 Service and congratulate you on your commitment to the fight against violence.

FCC Group's lines of action in ESG matters

Environmental protection

- **Climate action.** The FCC Group's efforts against climate change are aimed at reducing greenhouse gas emissions by improving energy efficiency and the progressive decarbonisation of activities. We make responsible use of natural resources; we rely on technological innovation and digitalisation to design more efficient processes and products. We are also committed to the use of renewable energies and electric mobility.

- **Circular economy.** FCC plays a leading role in the circular economy model, integrating essential principles such as the efficient consumption of resources and increasing their life cycle into all its business lines. Through innovation, we promote the consumption and production of alternative materials and fuels from waste, and we transform waste into new value-added products such as fertilisers, packaging, construction materials and cosmetics. In addition, we offer our customers new reusable materials with a more sustainable design and manufacturing.

- **Water management.** Faced with a resource as necessary and scarce as water, the FCC Group is increasingly strengthening its position in the management of water stress. Through its integrated water management business, it works to provide an efficient service at all stages, and carries out a great deal of work to raise awareness and sensitise people to the efficient use and consumption of this resource.

- **Protecting biodiversity.** Our commitment to environmental sustainability also includes the promotion and conservation of the natural environment. We mitigate the impact of our activities and guarantee the care and repair of biodiversity, with reforestation or wildlife rescue projects. FCC also maintains agreements with nature protection associations, and conserves areas of incalculable ecological value such as Las Lagunas de Medina del Campo in Valladolid, those of El Porcal in Madrid, or the Coto La Caleta in El Puerto de Santa María in Cádiz.

The FCC Group has a consolidated track record, characterised by its adaptation to changing times and the improvement of the products and services it provides, improving the well-being of the communities in which it operates. This progress over time has given rise to a balanced and integrated business model, which combines specialisation in environmental services, integral water cycle management, the cement business and construction and real estate activities. Likewise, in line with its desire for constant improvement, FCC has progressively aligned its business strategy with ESG (Environment, Social and Governance) criteria, paying special attention to the UN's 2030 Agenda and the Sustainable Development Goals (SDGs) established therein.



Sustainability Report 2022

Exemplary governance and performance

- **Ethics, integrity and compliance.** The company's commitment to ethics and integrity is based on the FCC Group's Code of Ethics and Conduct, and on a consolidated set of regulations that meet the highest international standards. In order to ensure integrity and exemplary performance, FCC has a Corporate Compliance Committee and committees by business area, which ensure strict observance of its entire compliance model.

- **Value chain.** We transfer our ethical commitment to our entire value chain, working towards responsible sourcing and purchasing, and generating relationships of trust, unions and alliances with all our stakeholders. This allows us to mobilise and share knowledge and resources, joining forces and advancing towards what is already a clear common goal: sustainable development.

Social Development

- **Social action.** The Group incorporates social action into its business strategy, with the aim of contributing to the development and social, cultural, economic and labour welfare of the communities where it operates. To this end, we ensure the protection of human rights within the company and throughout the value chain; we implement solidarity initiatives and participate in community development programmes and humanitarian projects.

- **People at the centre.** At FCC we do important work in job creation and talent management, promoting opportunities for personal and professional growth based on the principles of equality, diversity and inclusion. In addition, the Group generates work environments that guarantee and ensure the safety, health and well-being of people.

#Aquadictionary:

sustainability made more accessible on Instagram



Aqualia presents the Aquadictionary, an educational glossary to educate and raise public awareness about sustainability through this social network.

The preservation of natural resources is mobilising governments, institutions, companies and civil society, which are committed to sustainability as a brake on environmental deterioration. The challenge of being sustainable is a global one, and to address it, it is necessary to raise awareness of these levers of action throughout society.

This idea gave rise to the Aquadictionary, an educational tool that aims to provide training in this area in an entertaining and simple way and through social networks. Aqualia provides users with this dictionary of sustainable terms, which explains what sustainability is and how it is linked to water management, because green change is not possible without blue change.

The aim is to turn the Aquadictionary into a virtual learning repository on Instagram, the social network on which it was created, from which to share information on sustainability in a language accessible to all audiences.

Each week, through Instagram stories, the Aquadictionary will ask users questions about the definition of a specific word. The corresponding term will then be explained and added to the sustainable vocabulary repository. The stories will be converted into posts, turning the profile into a library of sustainable terms where the user can access each word.

Transmitting knowledge

Aqualia contributes to its commitment to the 2030 Agenda in its various aspects of impact: guaranteeing an affordable and high quality water and sanitation service (SDG 6), optimising its energy balance (SDG 7) and avoiding its impact on the climate (SDG 12) through responsible production and consumption (SDG 13).

These objectives include raising awareness of the scarcity of the resource and transmitting responsible consumption habits. The Aquadictionary initiative is in addition to Aqualia's other educational measures such as the Sosteniblómetro, the sustainable habits meter that the

> Aqualia provides users with this dictionary of sustainable terms, which explains what sustainability is and how it is linked to water management

company launched at the beginning of 2022. This tool measures, through a test of 10 quick questions on everyday habits, the level of knowledge about sustainability of citizens and how they apply it in their daily lives through small gestures. Once users check their level of sustainability, the Aquadictionary allows them to understand what they contribute to with these habits, taking a further step towards having a global vision on sustainability.

Education is a key tool for the care of SDG 6, which is why some companies take on an educational role that transfers knowledge to society. Aqualia carries out actions that highlight the value of water and joins the United Nations International Days such as World Water Day, World Sanitation Day and World Environment Day, as well as responsible consumption campaigns.

This line of action, which seeks to raise awareness, is aligned with the 2030 Agenda and the Sustainable Development Goals (SDGs), which the company integrates into its corporate strategy and communicates to all stakeholders.

> This line of action to raise awareness is aligned with the 2030 Agenda and the Sustainable Development Goals (SDGs)

Access the Aquadictionary









A **environmental strategy** to build a **a more sustainable world**



Antonio Burgueño

Director of Quality, Sustainability, Innovation and CSR of FCC Construcción

FCC Construcción, a leading company in the sector, recognised for its extensive experience in the market and its firm commitment to sustainability, has recently approved its sustainability strategy for the next four years, with its sights set on the 2050 horizon. Like sustainability itself, the sustainability strategy hinges on three pillars: social, environmental and governance. In this article, we will focus on the company's environmental strategy and some of the measures it has implemented to reduce its impact on the environment.

The environmental dimension is always one of the fundamental pillars of sustainability and, therefore, of FCC Construcción's Sustainability Strategy. Construction can have a significant impact on the environment and, therefore, the company has established a series of ambitious objectives to reduce its ecological footprint.

Greenhouse gas reduction

One of the main environmental challenges facing FCC Construcción is the emission of greenhouse gases. According to data from the Intergovernmental Panel on Climate Change (IPCC), construction is responsible for 39% of total emissions worldwide. To tackle this problem, FCC Construcción has set a clear objective: to reduce its direct and indirect emissions by 30% by 2030 and to join the European objective that commits us to zero emissions by 2050.

To achieve this goal, the company has implemented a number of concrete measures. Firstly, it is working on improving the energy efficiency of processes at its construction sites and fixed sites. This involves the use of more efficient technologies and the optimisation of energy consumption in all phases of the project. By reducing energy consumption, FCC Construcción not only reduces its environmental impact and contributes to the mitigation of climate change, but also obtains economic benefits through the reduction of operating costs.

Use of renewable energies

Another important measure is the promotion of the use of renewable energy and the reduction of its dependence on fossil fuels. By gradually incorporating renewable energy sources into its operations, the company contributes to the decarbonisation of the construction sector and encourages the transition to a more sustainable energy model.

In addition, FCC Construcción is working with its suppliers to ensure that the materials and equipment used in its works are more sustainable and efficient, with a focus on circularity. This collaboration with the supply chain is essential to promote responsible practices throu-



ghout the construction industry and maximise the positive impact on the environment.

Waste and water management

Another important environmental challenge facing FCC Construcción is waste management. Construction generates large quantities of waste, although most of it is not hazardous to the environment and human health. FCC Construcción has undertaken to implement the Zero Waste methodology in all the company's projects by drawing up a waste management guide that must be complied with by 2026. The reduction of waste generated involves promoting the reuse and recycling of materials on its sites.

This involves separating waste at source and its subsequent treatment for reuse or recycling. By promoting circular economy practices, FCC Construcción contributes to reducing the extraction of natural resources and the generation of waste, which, once again, not only results in a smaller environmental footprint but also in economic results from both savings in waste management and the smaller amount of natural resources required.

In addition, the company is also working with its suppliers to ensure that the materials used in its works are more sustainable and generate less waste. It is promoting the use of recyclable and recycled materials in its projects, thus closing the life cycle of materials and minimising the environmental impact associated with their production and disposal.

Water management is another important environmental challenge facing FCC Construcción. Construction is responsible for 12% of the world's water consumption, according to IPCC data. Aware of this, the company will undertake to calculate its water footprint in all its projects and has set targets for reducing water consumption.

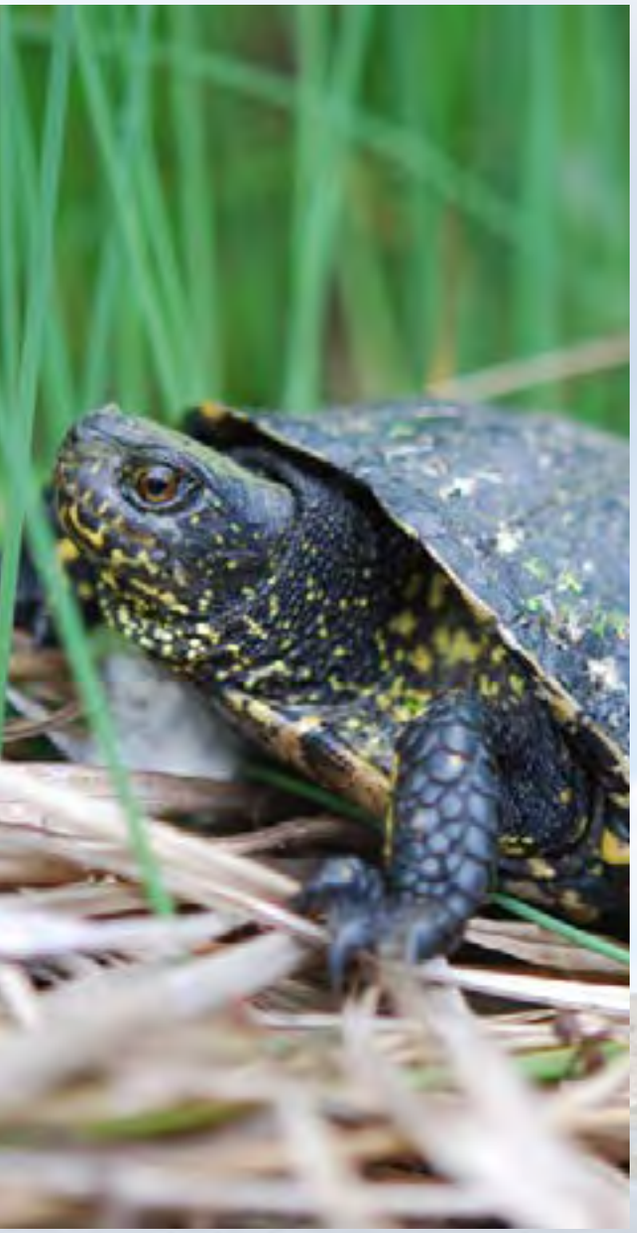
To achieve this objective, FCC Construcción is implementing measures to promote the efficient use of water in all phases of the project. This involves the use of more efficient technologies, such as intelligent irrigation systems and low water consumption equipment, recovery of runoff water or water from washing concrete tanks and troughs or cooling water from tunnel headings. Work is also being carried out with suppliers to ensure that the materials used in their works are more sustainable and have less impact on water resources.

Strong commitment to sustainability

There are many more fields in which FCC Construcción has established an environmental strategy, within that of sustainability, which make it an ambitious and specific strategy to reduce its impact on the environment. The company is aware of the problem that greenhouse gas emissions, the consumption of energy and natural resources, the generation of waste and the pollution of air and water, among others, represent for today's world and is firmly determined to contribute to alleviating and improving the state of the environment in these areas, providing the service that, on the other hand, and with the social and economic components on the other hand, we are obliged to provide.

Through measures such as improving energy efficiency, promoting renewable energies, proper waste management and the implementation of responsible practices in all phases of the project, FCC Construcción is moving towards a more sustainable model and laying the foundations for a more environmentally friendly future in the construction sector and, therefore, on the planet.

FCC CONSTRUCCIÓN'S CLIMATE CHANGE STRATEGY



Release of European freshwater turtles

in the El Porcal Lagoons

El Porcal, owned by Cementos Portland Valderrivas, has recently been included in the catalogue of wetlands of the Community of Madrid, gaining more relevance as a privileged space in the region.

On 22 June, officials from the Regional Ministry of the Environment, invited by Luis Del Olmo, Director General of Biodiversity of the CAM, met there together with experts from the Grefa organisation and the corporate management of the Cementos Portland Valderrivas Group. On a day in favour of European biodiversity, they released specimens of the European pond turtle, one of the most endangered species in the region, which is in a critical situation. The purpose of these releases is to strengthen the populations, while at the same time removing the American pond turtles, a very aggressive invasive species that is destroying the native species and competing with them for resources and space.

Endangered native species

The Porcal has been chosen because its habitat has the necessary characteristics required by European freshwater turtles to thrive. It reaches a size of up to 38 centimetres in its adult stage and needs waterlogged areas, this being its natural habitat. This new species joins the 251 other types of vertebrates that coexist in this environment: 206 are birds, 21 mammals, 10 reptiles, seven amphibians and another seven fish.

According to studies, the current population of European pond turtles in the Community of Madrid is between 350 and 700 adult animals, with the majority in the Sierra de Guadarrama. The Group collaborates with public administrations by supporting this type of initiatives aimed at protecting and preserving our native species.



Family photo with officials from the Regional Ministry of the Environment, experts from the Grefa organisation and the corporate management of the Cementos Portland Valderrivas Group.


vive
saludable

FCC Group **with sport**

Within the framework of VIVE Saludable, the FCC Group is present in different sporting activities and is firmly committed to projects that promote and encourage physical activity and sporting practice, healthy eating habits and health care, as well as promoting team sports within the organisation in order to strengthen personal relations between different business areas of the company.



Raquel Losada, an FCC Environment worker, during the award ceremony for the best individual player of the first phase.

II Intercompany Padel League

FCC has once again taken part in the Golf Santander & Sports Inter-company Paddle Tennis League, the biggest inter-company competition in this sport, in which 48 companies took part this year. The championship consists of three phases and each team is guaranteed four or five matches.

The team that represented the Group this year consisted of 12 members of the company, who were promoted to the first category and finally came in third place. Raquel Losada, from FCC Medio Ambiente, received the prize for the best player in the first phase of the tournament and, together with Mariana Barba, a Cementos Portland Valderrivas Group worker, were semi-finalists in the women's category.

Big Business Football League

More than 150 companies and 5,000 players participate in this league that has been organised in Madrid since 2009, which is divided into five tournaments that are held from September to June with leagues by levels and a final phase.

The FCC Group has been present with a team made up of workers from different business areas for more than seven years and aims to promote sport and camaraderie beyond the work environment, creating bonds of friendship, respect and teamwork.



FCC Group football team.

FCC Running Club

The FCC Running Club offers specialised coaching and planned training sessions with face-to-face sessions depending on your level and personal goals. Online coaching is also available to help participants achieve their goals.

After this first season, the club has more than 120 participants in all modalities, with two face-to-face groups with one hour of training per week, as well as two training sessions to practice independently, adapted to the objectives and needs of each person. The online group receives plans adapted and channelled to objectives and divided into four different levels, from beginners to advanced.

Members of the FCC Running Club have taken part in three events: the Heart Race, the Companies' Race and the Wings For Life World Run.



Participants from the FCC Group Running Club in the Heart Race.



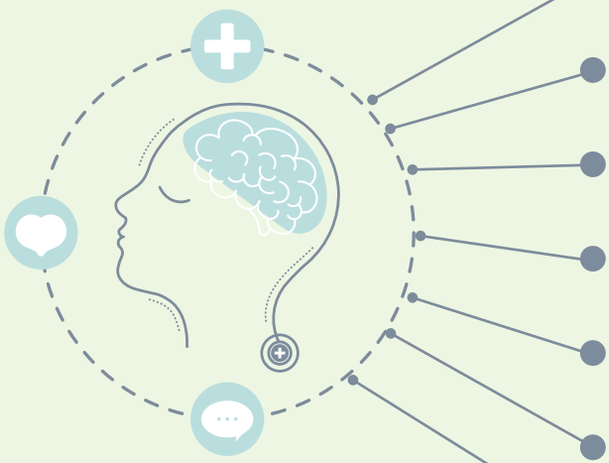
What is a stroke and how to prevent it?

Stroke is a sudden disruption of blood flow in the brain. This interruption or decrease in blood flow can be due to various causes, such as a blockage of an artery or blood vessel (ischaemic stroke) or a rupture (haemorrhagic stroke), which means that oxygen cannot reach the nerve cells in the affected area, causing them to die within a few minutes.

For this reason, response time is so important, as every minute that passes reduces recovery, and it is one of the most important causes of permanent disability in adults and the leading cause of death in women. It is an acute illness that appears suddenly, due to various causes, and affects the brain, compromising one or more functions, both cognitive, sensory and motor.

About 30% of people may have short-lived symptoms prior to stroke.

Stroke symptoms



- Sudden loss of strength or sensation of numbness or paralysis of the face, arm or leg.
- Sudden alteration of speech, difficulty in expressing oneself or articulating meaningful sentences.
- Feeling of dizziness or unsteadiness in walking or standing.
- Sudden confusion, disorientation or loss of consciousness
- Loss of vision in one eye, double vision, or visual field.
- Very severe headache different from the usual headache, although in most cases stroke does not cause pain.
- Vomiting, nausea and dizziness.

Diagnosing a **stroke** and what is its **treatment**?

When a stroke is suspected, it is important to go to a hospital as a matter of urgency. Rapid action within the first four hours is essential to avoid complications, reduce sequelae or death.

The analysis of the cardiovascular accident is based on an assessment by the specialist and the performance of tests using neuroimaging techniques (CT or brain MRI), as well as different complementary tests to be able to determine the treatment, both surgical and pharmacological.

Finally, depending on the sequelae, rehabilitation treatment with physiotherapy will be necessary to restore mobility of the affected parts or cognitive rehabilitation.

Stroke prevention tips

- Follow a balanced diet.
- No smoking.
- Regular and moderate physical exercise.
- Avoid stress.
- Monitor cholesterol and blood pressure regularly.
- Maintain a healthy weight.
- Know the warning signs to identify a stroke.

FCC Industrial wins contract to build **263 MW of solar installations in Spain**



Photovoltaic installations in the town of Guillena, Seville.

The photovoltaic installations, located in the Seville town of Guillena, have been declared of strategic interest by the Andalusian regional government.

TotalEnergies has awarded FCC Industrial the contract to build 263 MW of solar installations. The photovoltaic plants will be installed in the town of Guillena (Seville), occupying an area of approximately 400 hectares. This contract has an investment of more than 200 million euro and a completion period of one year.

"Our company has made a firm commitment to promoting renewable energy in Spain and the start of work on these projects in Guillena is a major step forward in achieving our objectives and those of the country. We continue to consolidate Spain's leadership in Europe as a benchmark in the field of sustainability and clean energy," said Yago Mancebo Ferreiro, CEO of TotalEnergies Renovables Ibérica.

The award will enable the construction of five plants, Postigo, Arbotante, Pilastra, La Noria and La Carrascosa, which will have a total of around 400,000 665Wp bifacial photovoltaic modules. Once in operation, they will generate enough electricity to cover the estimated annual consumption of more than 150,000 homes, avoiding the emission of some 140,000 tonnes of CO_2 into the atmosphere. The transformation process from direct current to alternating current will have 210 inverters and the energy will be evacuated via a 9.5 kilometre overhead line to the interconnection point at the promoters' substation.

During the construction of the photovoltaic facilities, declared of strategic interest by the Andalusian Regional Government, more than 800 direct and indirect jobs will be created over the next 12 months. In addition, TotalEnergies has signed a collaboration agreement with the Guillena Town Council to promote employment and the socio-economic development of the area, thanks to which a vocational training programme has already been carried out aimed at incorporating local labour.

> "Spain, a benchmark for sustainability and renewable energy"

> The project has an investment of more than 200 million euros

FCC Industrial

The company designed and built more than 700MW in different photovoltaic projects in 2022. It has designed, built, assembled, commissioned and operated various solar thermal plants and photovoltaic parks, and is a leader in the industrial construction sector in Spain.

TotalEnergies

It is a global multi-energy company that produces and supplies energy such as oil and biofuels, natural gas and green gases, renewables and electricity. Its 105,000 employees work to make energy ever more affordable, cleaner, more reliable and more accessible to the general public. With a presence in 130 countries, TotalEnergies is committed to sustainable development in all its dimensions within its projects and operations to contribute to the well-being of citizens.

TotalEnergies España is the fifth largest electricity, gas and services supplier for households and SMEs in the country, with a portfolio of more than two million customers, and continues to grow in the business segment, as well as in electric mobility solutions, solar self-consumption and energy efficiency projects.

The multi-energy company has two production plants for motor products in Madrid and the Basque Country. In the field of renewable energies, it has environmental permits to develop 3 GW of photovoltaic solar energy in Spain. It reinforces this commitment to the energy transition with a gas combined cycle power plant in Castejón (Navarra) as back-up energy for renewables.

Execution of the first floating solar photovoltaic plant in Spain

FCC Industrial has won the construction contract for its first floating solar photovoltaic plant in Spain. The solar plant will have a nominal capacity of 2,195 MWn and will be installed on a regulating reservoir.

The Aigües Del Segarra Garrigues Irrigation Community in Lleida aims to produce energy with clean renewable technology to power its pumping equipment installations for irrigating agricultural plots. To this end, it has awarded FCC Industrial the contract to build a photovoltaic solar infrastructure that will enable it to achieve its renewable energy objectives.

It will make use of photovoltaic solar panels of monocrystalline silicon cells mounted on floats with fixed orientation and inclination that will be placed on the irrigation pond of the Irrigation Community. The installation was designed as a solar photovoltaic system mounted on the water surface of an irrigation pond, which helps to reduce the evaporation of the pond itself, on a floating and removable structure, whose destination is self-consumption.

The aim is to prioritise production in the summer months, when most energy is consumed for irrigation pumping.



Irrigation pond of the Aigües Del Segarra Garrigues Irrigation Community.

INTERVIEW

Cementos Portland Valderrivas launches the Supplier Channel



María José **Aguado**

Corporate Director of Administration, Finance and Systems of GCPV

With this digital platform, suppliers will be able to electronically resolve issues such as the status of an invoice, the due date, the composition of the amount of payment remittances received, the volume of transactions and data modifications.

How did the need for a supplier service platform arise?

In 2007, the Systems, Sales and Marketing Department implemented the online sales service, a platform designed so that customers can interact with us without timetables from a mobile device and obtain their invoices, delivery notes, balances and quality certificates electronically. Currently, more than 500 customers operate with us through this platform with an average of more than 40 queries per day.

What is the provider's portal expected to achieve? What services will it provide?

The Supplier Channel was created with the idea of streamlining the administrative tasks of the Accounts Payable Area and providing a better service to our suppliers. A large part of the day-to-day work of the accounts payable and treasury departments is devoted to answering their queries, from the status of an invoice, the due date, the composition of the amount of payment remittances received, the volume of operations and data modifications.

From June, through this channel, our suppliers can resolve these issues electronically and without timetables, optimising their procedures and allowing our collaborators to take on value-added functions.

We understand that this service may be complemented in the future with additional information that may be useful and interesting for other areas of the group.

What teams were involved in the design, development and launch of the portal? How long did it take?

The channel is a tool developed jointly by the Systems, Treasury and Accounts Payable areas over approximately five months, including user testing and ethical hacking.

What are the benefits to the group of investing in digital transformation of services?

This project is a further step towards the digitalisation of our business processes:

- For suppliers, it generates improvements by having a communication channel with structured information available 24x7.
- For our company, the Channel allows us to respond automatically to most supplier queries and, in case of questions, to manage and follow up directly on the portal.

Guidelines for **minimising cybersecurity risks**

Do not open any attachment from a suspicious email or from an unknown sender.

Nor click on a link in a suspicious email.

Before entering your credentials, always check how and in what form they are requested and never enter them on unknown sites.

Do not transport sensitive information on removable devices. If you do, encrypt the information.

Never leave your devices unattended in public places or in your vehicle.

Lock your computer when you leave your workstation.

Do not modify the settings of your corporate device or install unauthorised applications.

Avoid using non-corporate equipment to access company services.

When travelling, do not send sensitive information over untrusted WIFI networks.

Passwords should be secret and should not be shared.

Let's pay attention and be careful!

If you have any doubts or detect anything suspicious, please report it immediately to InfoSecurity@fcc.es.
Thank you very much for your cooperation!

The challenge of operating three **floating desalination plants** in Saudi Arabia



Yanbu pier, Saudi Arabia.

Aqualia has just won the contract for the operation and maintenance of three floating and mobile desalination plants that will each produce 50,000 m3 of desalinated water per day. The contract, awarded by Bahri, Saudi Arabia's national shipping company, will see the first of the three facilities come into operation in mid-July, at a special berth at Yanbu, some 350 kilometres north of Jeddah (on the Red Sea coast).

The facility will serve more than 700,000 people.

The facilities will be brought into operation gradually. The duration of the contract is three years, extendable for a further two years from the entry into operation of the last of them, in the summer of 2024. These three plants, which will form a flexible supply of water resources to meet fluctuating demands for fresh water, will serve more than 700,000 people according to the needs of the moment.

> "The three plants will form a flexible endowment of water resources that, thanks to their mobility, will be used to meet specific demands"

Aqualia has been working in the Middle East since 2011

In 2022, it was awarded, in two consortiums with Saudi service companies, the management of water and sanitation in the so-called South and North Clusters of the country, two of the six administrative units into which the country was divided for outsourced management of water services. In total, with these two contracts, the company manages water supply and sanitation in eight Saudi regions (with a surface area larger than Spain) with a population of more than eight million inhabitants.

Aqualia is also currently managing the affected services of the capital's metro works in Saudi Arabia, also implemented by the FCC Group, and has operated and maintained the Hadda and Arana wastewater treatment plants in the city of Mecca.

At the beginning of 2020, Aqualia acquired 51% of the company HAAISCO (Haji Abdullah Alireza Integrated Services Ltd) from the Saudi group Haji Abdullah Alireza, which is responsible for the operation and maintenance of several desalination plants in Arabia. Among them is the King Abdulaziz International Airport plant in Jeddah, a concession of the Qatarat company, in which Aqualia also acquired 51% in the same operation.

With these acquisitions, an alliance began that in a short time produced significant successes such as the award in 2021 in Jizán (southwest of the Kingdom) of the water supply to one of the main industrial complexes in Saudi Arabia. Aqualia also operates and maintains, through HAAISCO, two other desalination plants in Saudi Arabia: the KAUST University reverse osmosis seawater desalination plant, located in Thuwal, which produces 52,250 m^3 daily. It also manages for Aramco-Sumitomo the MED (multi-effect distillation) desalination plant in Rabigh, with a daily production of 10,000 m^3.

you_*diversity*

Existe un espacio donde la diversidad empieza por you_



Suscríbete y recibe las últimas novedades de you_*diversity*