

# Sustainability strategy

GD000612-R03

2030-2050



**Windar renovables**

Sustainability, the energy that leads our future



# Call to action

WINDAR | Sustainability strategy

## 2030-2050



**WINDAR**  
renovables

"For some time now, the continuous alerts, warnings and calls to action from the scientific and technological community regarding the current fragility of the planet's ecological balance have forced us to adopt measures that facilitate an agile change in the current economic model, in order to avoid serious consequences for communities, societies, ecosystems and economies"

Orlando Alonso  
PRESIDENT



# Introduction

## WINDAR | Sustainability strategy

We present the **Corporate Sustainability Strategy of GRUPO WINDAR** as the roadmap that determines the plan that we will follow in terms of sustainability in order to define our short, medium and long-term objectives, as well as the actions that we will carry out around its fundamental axes: environmental, social and economic (**ESG**). Defining and implementing the strategy is how we realistically commit to **becoming a sustainable company** by ensuring that our impacts are positive in all three main dimensions, economic, social and environmental. It will define the main lines of action that we will follow, with deadlines for achievement, and those responsible, which will allow us, year after year, to keep a documented follow-up of our progress. This implies that we all have a proactive attitude in order to achieve our continuous improvement. Defining the strategy will be the way in which we will establish our plan of actions towards sustainability, advancing in an orderly manner on the path to **achieving our medium and long-term objectives 2030/2050**.

On the other hand, **Climate Change** caused by human activities has long been one of the greatest environmental challenges that exist today, due to the transformations that the climate is undergoing due to the progressive increase in the concentrations of **Greenhouse Gases in the atmosphere**, a consequence in turn of the burning of fossil fuels, deforestation, changes in land use, as well as industrial processes.

Climate Change and **Global Warming** not only constitute an environmental problem but have also emerged as a key aspect for sustainable development, due to the potential impacts it causes not only on the planet's ecosystems, but also on society and the environment. World economy. **Renewable energies**, such as **wind power**, are essential to combat this problem.

As members of the industry sector that collaborates in the development of this type of energy, we face as a **priority objective to stop and fight against Climate Change**. However, we firmly believe it is of vital importance to establish specific objectives that materialize the effort to minimize greenhouse gas emissions, the main reason for said change and part of the environmental deterioration. We have an opportunity to demonstrate that we are taking the initiative and directing our efforts and resources towards making our businesses more sustainable, collaborating in the energy transition at a global and local level, through a **decarbonized model of our operations** in the world.

We cannot also forget that we must strengthen our **Corporate Governance mechanisms** as elements that guide our **ethical conduct** and the integrity of all the people who are part of our organization.

In the social dimension, we observe that the communities and the people who are part of it, demand an authentic, sincere and aligned declaration with the fulfillment of their expectations. For this reason, we believe that the best opportunity to demonstrate our commitment is through the fundamental principles of the **United Nations Global Compact** and make our own the **UN mandate on the Sustainable Development Goals to 2030**.

We propose a **viable strategy, robust, realistic and that contains proposals and concrete actions** to solve the main concerns of the current context of the businesses and societies where we operate, including all the vectors involved, from energy efficiency, waste management, emissions, consumption and other environmental aspects, as well as other aspects of a social and economic nature.

Our objective in developing this strategy is **to position ourselves competitively in the medium and long term**, since the social and environmental awareness of our clients, people and other stakeholders has increased in such a way that they no longer trust companies that do not address sustainability in their activities and businesses. Only under the strategy that we propose below, maintained over time, will we demonstrate our real commitment.

For all these reasons, at the end of **2019 we decided to review our strategy** in order to keep up with the new challenges and opportunities posed by both our clients and society in general, as well as to incorporate concerns about the climate emergency or human rights, and thus adapt to them in a race against time. The objective has been to integrate all those key economic, social and environmental elements that generate, or may generate, an impact on our global objectives and goals.



# Leading the way in the energy transition

WINDAR | Sustainability strategy

## 15 years developing operations and products aligned with sustainability, determine our footprint in the market

Since our origins in 2007, sustainability has been impregnated in our operations and businesses, directly supporting the energy transition and the fight against Climate Change and Global Warming of the planet. The economic development and international growth of our business for more than a decade has had a positive environmental impact on the communities where our products have been installed. We have been supplying more than twenty countries with components for the renewable energy sector, such as towers and marine substructures for wind turbines, supporting the de-carbonization of the sector and the planet by replacing energy generation sources based on fossil fuels, by other sources of renewable energy generation.

+11900

Wind Turbines  
supplied

34 GW

Clean energy  
added to the  
energy mix

19 mill

Homes  
illuminated with  
renewable energy

14 mill

tCO2 avoided to  
the atmosphere

Renewable energies are currently playing a fundamental role as an alternative in the future energy mix and to achieve a planet that is as sustainable as possible. One of the renewable energies with the greatest projection is wind energy. Wind is a natural and renewable resource characterized by its strength and speed. It is an unlimited, clean and renewable source of energy, being more powerful in the seas and oceans than in the interior areas of the land, where it also does not find orographic barriers and blows more constantly. Advances in wind energy are developed through innovation, together with the introduction of new, more efficient and sustainable technologies.





# Wind energy to reach Neutrality by 2050

## WINDAR | Sustainability strategy

In the year 2050 it is expected that the planet will reach 9,000 million inhabitants, doubling the consumption and demand for electrical energy. If we add the fight against Climate Change to this aspect, a major problem is observed in the coming years. One of the tools to alleviate it is the "energy transition" and it consists of changing our energy system based on the use of fossil fuels, to another system with low emissions, or without CO2 emissions based on renewable sources.

This process is called "decarbonization" and we must take it into account when setting the objectives and goals, focusing on the gradual abandonment of the fossil sources we use. The energy transition involves various actions that benefit the climate as well as the economy and society, through the improvement of global energy efficiency:

- The progressive closure of coal-fired power plants,
- The development of clean energies,
- The electrification of the system energy,
- Digitization,
- The development of storage technologies, and
- New fuels such as green hydrogen.

Another of the tools to alleviate the problem of the coming years, which at the same time supports the energy transition, is the development of renewable energies as a source of opportunities in our business, since its development represents the basis of decarbonisation.

In recent years, energies such as photovoltaic and wind power have been added to technologies such as hydroelectric and geothermal, as protagonists of the ongoing transition and new sectors such as offshore wind energy and green hydrogen will contribute to the energy transition. Its development is an opportunity that helps the economy and creates new jobs, in the communities involved and helps save the planet from the effects of climate change. Fighting energy poverty in many areas of the planet and investments to guarantee access to clean energy for all represent a development opportunity for local communities. The energy transition must be inclusive and fair. To support the energy transition and the fight against Climate Change, complying with the Paris agreements (-1.5°C), we must integrate the calculation of the carbon footprint generated in our activities and operations and adopt medium-term emission reduction targets. (2030) and long term: Net Zero (2050); however, we must do it with homogeneous bases and criteria so as not to dilute the desired effect.

In order to establish consistent corporate reduction targets aligned with the Paris Agreement, in our strategy we will plan adherence to the SBTi standard, as a global initiative for establishing corporate targets of net zero emissions in accordance with climate science. We will publicly report the status of progress of the reduction achieved, in the periodic sustainability reports and EINF reports. On the other hand, as a route to follow, we commit to adhere to registering our emissions, through the calculation model of the Government of Spain.

On the other hand, in the development of our Corporate Sustainability Strategy, the financial area is another key element. It plays a fundamental role in the transition to a green economy. In addition, sustainable finance initiatives are experiencing significant growth and it is expected that in the coming years, the regulatory framework on "sustainable finance" will be expanded, increasing the responsibilities of the financial and government area. For this reason, we aim to develop businesses and projects that lay the foundations for an economic infrastructure, where Net Zero 2050 constitutes a vital boost for climate action and for our potential investors. Our main objective is to develop the necessary mechanisms to help us make decisions when efficiently allocating resources to finance the transition to net zero.

However, this task poses significant challenges related to decision-making in scenarios of high uncertainty, interconnection of impact factors and difficult access to information for the analysis of climate-related risks and for the selection of projects eligible for bonds. green.

# Oceans, a source of opportunities

## WINDAR | Sustainability strategy

"We are a reference company for the main operators in the energy sector, as the only company in the world that has currently built all the existing types of marine technologies that have been serially tested in offshore wind farms, both on fixed and floating foundations"

One of the sectors where there has been an exponential growth of wind energy in recent years has been in the use of the greater force of the wind coming from marine environments, to generate electricity. In the context of the growth of renewable energies in the European Union, in order to get the most out of the wind, offshore wind farms with high-power wind turbines are being built and installed.

The European Commission's 2012 Blue Growth Strategy considers marine-based energy as a priority development area and recognizes the importance of the seas and oceans as economic engines for sustainable growth.

We expect annual offshore wind installation capacity to 2030 to exceed onshore wind installations. For this reason, offshore wind energy constitutes for us a firm alternative to contribute to achieving a climate-neutral economy in 2050 and has a strategic value from the socioeconomic and environmental point of view.

Advantages of offshore wind installations:

- The wind that we find in the seas and oceans is a superior and much more regular resource than that found on land. For this reason, the generation of electricity from wind turbines with the same dimensions increases in offshore installations, and can even double compared to an average wind farm on land.
- When comparing a land-based wind turbine with an offshore one, the lower surface roughness in the sea makes it possible to install wind turbines of lower height.
- In the sea, the installations can take advantage of enormous surfaces and their capacity will be hundreds of MW compared to land installations.
- Wind turbines on land have limitations associated with the orography of the terrain and transportation to their site. For this reason, its approximate powers are around 5 MW. On the other hand, marine wind turbines are smaller in terms of transporting the components of the installation. The most recent, take advantage of transport logistics and have powers greater than 8 MW, with prototypes of up to 12 and 15 MW of power.
- Offshore facilities (average distance of 33 km from the coast) generate less visual and acoustic impact and do not interfere with marine traffic routes, or environmentally protected spaces.
- Currently, most of the wind farms are located in shallow waters, up to approximately 60 meters deep.
- The main difference between offshore and onshore wind installations lies in the complexity encountered during their construction, maintenance and operation. The security, necessary logistics and applied technologies are much stricter and more specialized in marine environments.
- The components of offshore wind installations are designed and built to be efficient and reliable, through higher levels of quality than in the case of onshore installations.



# Responsible action

## WINDAR | Sustainability strategy

### Fiduciary responsibility

The integration of sustainability criteria within our value chain entails an increasing responsibility (fiduciary, or "stewardship") on the Board of Directors or Management Bodies, based on the following elements:

- Improve our financial performance: it is key to promoting the business strategy and determining the degree of valuation of the company by potential investors, making sustainability the competitive factor in the future.
- Supervise the adoption of specific objectives: by governments, the strong regulatory impulse and the greater degree of demand by investors, since it allows us to visualize future trends. Among them, the management of social and environmental aspects with a focus on the climate, the Integration of due diligence in the area of human rights, the redesign of supply chains, technological disruption, and greater regulatory pressure.
- Promote all sustainable actions: business, policies and strategies of our clients and stakeholders.

#### tCO2

Reduce our CO2 emissions by 2030 (A1 & A2) NetZero by 2050

#### Circularity

Reduce waste generated and increase % of recycled materials

#### CSR

Promote social responsibility in all functions

#### Innovation-R&D

Improve processes through new more sustainable methodologies

#### Aligned to customer objectives

Currently, we have reached with our clients alignment commitments and compliance with their objectives in terms of sustainability, emission reduction and circular economy, among others. Our business growth over the years has been developed within a globalized market, in the renewable energy sector and hand in hand with our clients, who are industry leaders. Today, we maintain open channels of communication and joint cooperation with all of them, which build relationships of commitment, integrity, transparency and trust. For this reason, the fulfillment of commitments is the first of the elements that determines the roadmap of our strategy, by establishing our own objectives and goals. In this way, we are establishing objectives and goals aimed at decarbonizing our operations throughout the entire value chain.

#### Value chain and stakeholders

GHG emissions in the value chain are usually higher than our operational emissions. Therefore, another element to consider in the development of our objectives and goals is the need to accelerate the transformation in climate management, through the participation and involvement of all types of actors, including suppliers, subcontractors and other parties interested. To promote this transformation, we must lead climate action, also promoting change among the companies and organizations that are part of our value chain. When establishing objectives and goals, we will have to add suppliers and subcontractors that are committed to the dissemination of climate information. Thus, we extend our commitments to all of them. In this way, we will be able to align your interests and expectations with the objectives and goals that we will develop.

# Pillars of our strategy

## WINDAR | Sustainability strategy

We understand that sustainability is studied and managed at different levels of time, space and organizational context, affecting THREE FACTORS as interdependent pillars that reinforce each other. To achieve sustainable development, it is essential to harmonize three basic elements that are interrelated and essential for the well-being of people and societies. Combining these three elements, we understand sustainable development as development that meets the needs of our companies and centers around the world, without compromising the capacity of future generations. The social aspect is considered, due to the relationship between social welfare with the environment and economic prosperity.



- We will maintain a preventive approach that favors the environment
- We will encourage initiatives that promote greater environmental responsibility
- We will favor the development and diffusion of environmentally friendly technologies



- We will support and respect the protection of internationally recognized fundamental human rights, in our sphere of influence, making sure that we are not complicit in their violation.
- We will support freedom of association and the effective recognition of the right to collective bargaining.
- We will support the elimination of all forms of forced or coerced labour, including child labor.
- We will support the abolition of discriminatory practices in employment and recruitment



- We will work against corruption in all its forms, including extortion and bribery





# Strategy development

## WINDAR | Sustainability strategy

Starting from the pillars that we have just seen as the basis of the strategy, we consider the ESG criteria as elements of value generation for the company, shareholders and also for potential investors. For a better understanding, we will normally use the terminology of “sustainability factors” in technical environments, while we will use “ESG factors” habitually in banking and financial environments mainly. Regardless of the terminology used, these three key factors are each developed with particular objectives and Goals, which are mutually reinforcing.

<b>Environmental protection (E)</b>	<b>HR &amp; labor practices (S)</b>	<b>Corruption &amp; governance (G)</b>
<p><b>Global objectives:</b></p> <p>Maintain the ecological and biological aspects of the surroundings of our facilities in adequate conditions during the different stages of production over time.</p>	<p><b>Global objectives:</b></p> <p>Adopt values of behavior, growth and human development and maintain satisfactory levels of education, training and awareness among our people.</p>	<p><b>Global objectives:</b></p> <p>Generate economic wealth in the form of adequate and equitable amounts, within the different social spheres and always through the best government decisions.</p>
<p><b>Fundamental goals:</b></p> <p>Preserve the natural resources we use, promote our conscious responsibility regarding the ecological, and develop our human conscience about caring for the environment.</p>	<p><b>Fundamental goals:</b></p> <p>Offer the necessary support to our people and the communities where we are present to achieve it, ensure an adequate quality of life, and promote participation and awareness to create or improve society.</p>	<p><b>Fundamental goals:</b></p> <p>Make people capable of solving their economic problems, strengthen local production and consumption, and maintain the balance between people and nature, not sacrificing future generations.</p>
<p><b>Measures to be developed:</b></p> <ul style="list-style-type: none"><li>• Environmental policy,</li><li>• Eco-efficiency,</li><li>• Environmental reports,</li><li>• Climate strategy, ...</li></ul>	<p><b>Measures to be developed:</b></p> <ul style="list-style-type: none"><li>• Human rights,</li><li>• Labor practices,</li><li>• Inclusion &amp; non-discrimination,</li><li>• Health and safety,</li><li>• Talent attraction-retention,</li><li>• Human capital development,</li><li>• Commitment to stakeholders,</li><li>• Philanthropy,</li><li>• Social reports,</li><li>• Digital inclusion, ...</li></ul>	<p><b>Measures to be developed:</b></p> <ul style="list-style-type: none"><li>• Governance mechanisms</li><li>• Risk management,</li><li>• Supply chain,</li><li>• Codes of conduct,</li><li>• Relations with customers and stakeholders,</li><li>• Brand management,</li><li>• Privacy levels</li><li>• Innovation management, ...</li></ul>

# Mechanisms to implement the strategy

## WINDAR | Sustainability strategy

To address our Strategy we need to implement mechanisms to coordinate due diligence and face a challenging scenario from the environmental, social, economic-financial and regulatory point of view, accentuated even more in the context of the post-COVID-19 crisis, wars, risk climate, equality, discrimination and human rights.

### **International initiatives (ISO 26001, SDG, Global Compact, SBTi, ...)**

We can summarize our CSR model in three basic commitments:

1. Responsible management of the company,
2. Ethical relationship with stakeholders, and
3. Balance between business interests and community expectations.

The balance between the three fundamental pillars of sustainability is based on what we consider "sustainable and responsible governance". In order to strengthen the current governance model and carry out responsible management of our activities and operations, we have incorporated the corporate social responsibility (CSR) management model into our usual systems, which is based on the international standard ISO 26001. We voluntarily adopt this model as a set of actions or obligations not typified by a legal system that we accept with binding force, convinced that their non-compliance supposes the infringement of the cultural norm. The actions we have incorporated include the following requirements:

- Analyze materiality to identify the issues with the greatest impact.
- Define the characteristics of the organization with society.
- Analyze and measure social responsibility.
- Incorporate social responsibility actions in processes and routines.
- Expand the communication plan considering Social Responsibility
- Measure and monitor the results of social responsibility
- Review actions aimed at improving Social Responsibility

### **Sustainability Committee**

Created to lead and promote sustainability strategies, the Sustainability Committee is made up of a multidisciplinary team of people who represent the main departments and managers of the company, who work towards achieving the common objectives of sustainable development. The diversity of points of view provided by each of the members of the Committee improves the results and facilitates decision-making based on more complete arguments for key problems or decisions. Its functions are:

- Introduce objectives and goals to improve the performance of our activities, operations and businesses,
- Periodically monitor aspects related to stakeholders,
- Establish action plans to implement sustainable development models and policies,
- Inform on the agreements adopted in the follow-up meetings of the Board of Directors, and
- Mature the reports on sustainability aspects (ESG).

Likewise, it can propose procedures and documents of the Sustainability System, review the cycle on the action plan on Sustainability with on an annual basis, and identify and approve actions or projects with a sustainable orientation, carrying out regular monitoring of their performance, when applicable, and keeping the necessary records related to them.



# Materiality analysis

## WINDAR | Sustainability strategy

From the perspective of sustainability, as a first step in establishing objectives and goals related to environmental protection, social inclusion and economic growth, we need to identify, analyze and evaluate which are the "material issues" that can have the greatest impact. degree of criticality about the activities, operations and businesses that we carry out throughout the world.

Next, we will classify them based on the variables of impact and relevance so that we can manage them as sources of opportunities and minimize risks, prioritizing them when dealing with them. This process fulfills a double function; as a tool to align and prioritize material issues with the Global Goals (2030-2050) and client goals, collaborating hand in hand with the main leaders of the energy industry, promoting the electrification of the global energy system and collaborating in the development of carbonization of the economy, and as a requirement for the preparation of the annual Reporting (NFR, sustainability report).

To carry out the diagnosis, we have taken into account all our stakeholders, from those that could be affected by our activities and operations, to those that could have an impact on said material issues. To do this, we have obtained the most important economic, social and environmental aspects for them, due to their impact, positive or negative. Our objectives and goals will be addressed from four key areas of action: Environmental Protection, Human Rights, Labor Practices and Corruption.

The monitoring of compliance with the Objectives and Goals within each of the areas of action that we have just indicated, human rights, labor practices, the environment and corruption, will be carried out through a document called "Sustainability Program / ESG 2022 -2030".

### Priority themes



- Economic and financial performance
- Climate change (decarbonization)
- Green financing
- Socially responsible investment
- Use of renewable electricity
- Safety and health in the workplace
- Footprint on the market (product impact)
- Innovation (operations/processes)

### Relevant themes



- Digitization and cyber security
- Ethics and integrity (Anti-corruption, free competition)
- Human rights
- Transparency
- Attraction, development T retention of human capital
- Circular economy
- Responsible supply chain
- Diversity and equal opportunities

### Other themes



- Customer satisfaction
- Quality of supply
- Impact on local communities
- Vulnerable people
- Providing and managing water
- Impact on biodiversity
- Public policy

# Goals 2030/50

## WINDAR | Sustainability strategy

### Global objectives in terms of Human Rights

(1) Support and respect the protection of internationally recognized fundamental human rights within our sphere of influence.

(2) We will ensure that we are not complicit in the violation of human rights.



#### Peace, justice and strong institutions



##### Fundamental targets:

- **2020:** Have external advice from experts in the development and implementation of a sustainable management and CSR model.
- **2022:** Implement a public reporting channel for employees, customers and other external stakeholders.
- **2022:** Adhere to the "ECOVALIDIS" sustainability platform, obtaining recognition and periodic evaluation of our actions in terms of CSR and sustainability.
- **2022:** Join the Spanish Network of the Global Compact, as a commitment to the fundamental and guiding principles of the United Nations.
- **2023:** Prepare and implement a Code of Ethics for all employees.
- **2023:** Define a model for reporting financial and non-financial information to all its stakeholders (Sustainability Report) to expand the information provided to our shareholders, customers and other stakeholders, be transparent and faithful in the reported results and minimize the business risks through the information communicated.
- **2030:** Interact with all levels of government in the countries where we operate, expressing our vision on the issues that influence operations, employees, customers and the community of which we are a part.

#### Zero hunger and poverty



##### Fundamental targets:

During the implementation of new factories, we will ensure:

- Prevent the forced displacement of individuals, groups or communities
- Protect the economic livelihoods of local communities
- Support the development of social action programs that promote the development of the communities where we are present
- Support public access to basic health, education and housing for workers and their families, collaborating if they are not provided.



# Goals 2030/50

WINDAR | Sustainability strategy

## Global objectives in terms of labor standards and practices

- (1) Support people's freedom of association
- (2) Recognize the effective right to collective bargaining
- (3) Support the elimination of all forms of forced or coerced labor
- (4) Support the eradication of child labor
- (5) Support the abolition of discriminatory practices in employment and occupation



### Health & well-being



### Quality education



### Gender equality



#### Fundamental targets:

- **2023:** Achieve 100% of production centers certified in ISO 45001, both nationally and internationally
- **2024:** Digitize 100% of the inspections carried out in the workshop to improve the conditions of each workplace, on SSL issues
- **2025:** Maintain a system of public report on reducing the number of SSL-related incidents.
- **2030:** Have 100% of key subcontractors that have adequate H&S measures.
- **2030:** Train 100% of employees on H&S issues
- **2030:** Support the promotion of health and well-being through campaigns or collaborations with entities dedicated to sports, health, ...

#### Fundamental targets:

- **2026:** Train 100% of employees in the SDGs.
- **2030:** Annually develop education and/or training programs for vulnerable people or specific groups.
- **2030:** Promote digital transformation, digitizing and automating information processes.

#### Fundamental targets:

- **2024:** Prepare and implement Equality Plans in all Windar offices, to ensure full and effective participation and equal leadership opportunities at all levels
- **2024:** Have anti-harassment protocols in 100% of the offices.
- **2024:** Train 100% of employees in matters of equality and inclusion.


# Goals 2030/50

## WINDAR | Sustainability strategy

### Global objectives regarding the environment



- (1) We maintain a preventive approach that favors the environment.
- (2) We encourage initiatives that promote greater environmental responsibility.
- (3) We favor the development and diffusion of environmentally friendly technologies.

<p><b>Climate action</b></p> 	<p><b>Affordable and clean energy</b></p> 	<p><b>Clean water and sanitation</b></p> 	<p><b>T. Ecosystems &amp; underwater life</b></p> 
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**Fundamental goals;**

- **2050:** Alcanzar la des-carbonización (100%) de nuestras operaciones "Net-Zero".
- **2023:** Align emission reduction targets with the SBTi model, through adherence to it.
- **2024:** Monitor CO2 emissions from key suppliers.
- **2024:** Adopt voluntary charters, codes of conduct and practice internally, as well as through sectoral and international initiatives to achieve responsible environmental performance.
- **2030:** Reduce emissions from the key supply chain (scope 3), where each tCO2 generated directly could double or triple the tCO2 throughout the supply chain.
- **2030:** Reduce the carbon footprint by calculating direct CO2 emissions, scope 1 and 2:
  - 5% (2021),
  - 25% (2024),
  - 50% (2027),
  - 75% (2030).
- **2050:** Achieve de-carbonization (100%) of our "Net-Zero" operations.

**fundamental goals:**

- **2023:** 100% of centers in Spain with Guarantee of certified renewable origin. 2027: 100% including international plants
- **2024:** Have recharging points for electric vehicles in 100% of the facilities
- **2030:** Support the commitments made with customers for the development of the energy transition through wind technology.
- **2030:** Annually increase % our contribution to a sustainable planet through the number of homes lit by renewable energy and tCO2 avoided into the atmosphere.
- **2030:** Collaborate in the development and growth of the offshore wind sector through the participation of new technologies.
- **2030:** Disseminate and promote wind energy as a clean source among young people and children

**Fundamental goals:**

- **2021:** Establish Policies on the use and consumption of water, promoting our knowledge publicly.
- **2030:** Reduce water consumption in offices and facilities by 50%.
- **2030:** Monitor the use of water from the main suppliers.

**Fundamental goals:**

- **2021:** Establish policies on biodiversity, promoting our knowledge publicly.
- **2023:** Keep our stakeholders informed about the impacts and benefits on marine biodiversity of the products installed for wind energy in the sea, supporting the maintenance of these ecosystems.
- **2024:** Train 100% of employees in environmental matters.
- **2024:** Promote the conservation of nature by collaborating with foundations or organizations dedicated to the protection of natural spaces

# Goals 2030/50

WINDAR | Sustainability strategy



## Global Corruption and Governance Goals

(1) Fight corruption in all its forms, including extortion and bribery

Reduction of inequalities	Alliances to achieve the objectives	Resp. Production & consumption	Decent work & economic growth

### Fundamental goals:

- **2024:** Implement and integrate a corporate model for the defense of human rights.
- **2024:** Adapt our actions to the cultural practices of each country where we are present, such as religious practices for all employees.
- **2025:** Promote social actions in the countries in which it operates, allocating a % of the turnover.
- **2025:** Support the integration of people with disabilities, vulnerable or unemployed, increasing their hiring.
- **2030:** Privately and publicly condemn human rights abuses that have occurred systematically and continuously.

### Fundamental goals:

- **2021:** Creation of the Sustainability Committee.
- **2022:** Identify and assess the criminal risks to which the company may be subjected.
- **2022:** Establish Policies for compliance, corruption, competition, fraud,...
- **2022:** Set up a Compliance Surveillance Body.
- **2022:** Effectively develop and adjust the NFR reports, aligning the information reported with the GRI standard, the ISO 26000 series of standards, ...
- **2023:** Publicly communicate progress on corruption through the annual report on the Progress of the United Nations Global Compact where we have subscribed.
- **2024:** Reach 100% of employees trained on corruption.
- **2025:** Obtain the Compliance Management System certification.
- **2030:** Join forces with other companies in the sector and with other stakeholders to intensify efforts against corruption, creating fair competition for all.

### Fundamental goals:

- **2023:** Certify all our companies and production centers in the world under the ISO 14001 standard.
- **2024:** Develop and implement a Policy and Code of action and relationship with suppliers
- **2025:** Reduce the use of paper in offices to 50%.
- Reduce total waste generated: 5% (2021), up to 25% (2024), 50-75% (2027), and 75-100% (2030).
- **2030:** Obtain 100% recyclable products at the end of their useful life, supporting the Circular Economy.
- **2030:** Implement clean processes throughout the production chain.
- **2027:** New methodologies for the recycling and minimization of paints in joint collaboration with suppliers.
- **2030:** Develop collaborative projects with partners for R&D&i applied to the circular economy (2030).
- **2030:** Work with product designers and suppliers to improve environmental performance and extend responsibility throughout the value chain.

### Fundamental goals:

- **2023:** Risk control policy including financial and materiality analysis.
- **2023:** Establish an effective human rights and due diligence policy, allowing to know that all reasonable measures have been taken to avoid participation in said violation.
- **2024:** Have annual human rights training plans in all renewable Windar centers, raising awareness of known human rights problems within the sphere of influence.
- **2030:** Assess the human rights impact that an investment may cause in the community or region by identifying internal functional risks in post-investment situations.

**Industry, R&D, and innovation**

### Fundamental goals:

- **2021:** Creation of a technology center to cover R&D&i needs
- **2025:** Introduction of new technological processes that improve the company's capabilities and infrastructure
- **2030:** Allocate a % of turnover to R&D&i
- **2030:** Collaborate in the development of projects and services linked to innovation, together with external organizations

# Sustainability strategy

WINDAR renewables

