# Our ESG perspective

**ayesa**

**At Ayesa, we develop technology and engineering solutions that contribute to the sustainability of natural resources and enhance the quality of life for people.**

As a leading provider of digital and engineering services, we are aligned with the United Nations' Sustainable Development Goals (SDGs) and environmental, social, and governance (ESG) criteria.



ESG — Environmental / Social / Governance

### Environmental
## We care for our planet

We implement policies that drive real change in environmental care. We contribute to an efficient and equitable society through sustainable technological and engineering solutions.

### Social
## People matter to us

We promote the growth of our professionals by offering equal opportunities and fostering a culture of diversity, equity, and inclusion. We support social and community projects.

### Governance
## We work with ethics and transparency

We are committed to integrity in conducting our activities. We maintain honesty, openness, and transparency in all aspects of our operations.

## Some milestones in 2023:

| | | | | |
|---|---|---|---|---|
| **94%** stable employment contracts | **85%** consumption of renewable energy | **15%** reduction of scope 1 and 2 emissions | **7%** reduction of electrical energy consumption | **+120** external certifications |

| | | | |
|---|---|---|---|
| **+250,000** training hours per year | **80%** regional and local procurement | **+3,500** approved suppliers | **100%** internal procedures with KPIs |

**As leaders of the new economy, we are responsible agents of change who prioritise people, planet, and good governance. Our goal is to not only protect our planet but to enhance it.**

# Environmental

**Technology and sustainability in harmony, designing a cleaner world.**

### Climate action and energy innovation
- Strategic Sustainability Plan.
- Efficient driving guide.
- Energy management to reduce GHG emissions.
- Environmental risks in IT and Engineering projects.

### IT: Green infrastructure and Cloud sustainability
- Energy-efficient data centres.
- Cloud environments reducing impact.

### Engineering: Capabilities on sustainability
- Smart cities and green buildings.
- Water conservation and resource management.
- Green transportation networks.

### Global partnerships for impact
- Tecnalia, Top European Tech R&D centre.
- Leading innovation projects.

### Certifications
- Eco-management.
- Environmental management.
- GHG emissions and energy management.

# Social

**Growing with people, connecting cultures, and building opportunities.**

### Community upliftment and social impact
- Fundación Ayesa.
- Fundación Ibermática.
- Education, employment, technology and research.

### Inclusive technology and digital accessibility
- Equality plan.
- Bequal and Diversity Charter certifications.
- Social integration for employees.
- Accessibility with clients (ONCE).
- Ayesa family program.

### Workforce well-being and lifelong learning
- Quality, environmental & occupational health.
- Safety management policy.
- HiPo talent program.
- Develop yourself program.
- Wellbeing 360º program.

### STEM Education and workforce development
- Junior University.
- Internships in technology and engineering.

### Connecting with industry
- AMETIC (Digital technology industry voice in Spain).
- AEC (Association of Spanish IT Consulting Firms).
- Tecniberia (Spanish Association of Engineering).

# Governance

**Transparent and ethical leadership, driving innovation with accountability.**

### Ethics and Compliance
- Code of conduct & Code of ethics.
- Criminal and anti-bribery compliance certification.
- General conflict of interest policy.
- Ethical Channel and Whistle-blower protection policy.

### Risk management
- Cybersecurity certifications.
- Business continuity management certifications .
- Processes externally certified according to international and business standards.

### Board and leadership
- Fiscal transparency.
- Council of Foundations for Science.
- Tecnalia Board of Trustees.
- Princess of Asturias Foundation Board of Trustees.