



Sener
Sustainability
Report





Sener Sustainability Report

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01

A letter from the CEO



01

A letter from the CEO

At Sener, we firmly believe that everyone — governments, companies and people— is destined to build a better society for all. Companies must be actors for change and transformation, boosting a fairer and more solidary world for upcoming generations. Due to this belief, we have put different actions into effect, gathered in this first sustainability report.

This vision towards sustainability is not new. Our corporate culture has always been aligned with sustainability through our projects and our involvement in social aspects. At Sener, we have always seen engineering and technology, boosted through innovation, as a means for changing the world. We work to provide our customers with cutting-edge and efficient solutions, taking advantage from our best professional talent, and with a permanent service to society. Since we are a company specialised in several technological fields, today we must face upcoming challenges related to the environment and social development. We envision a future in which our business is sustainable, and our projects make a positive impact in our customers.



Jorge Sendagorta Cudós
CEO of Sener

“

At Sener, we have always seen engineering and technology, boosted through innovation, as a means for changing the world.

In line with our commitment with the Paris Agreement and 2030 Agenda, we have established an ambitious action plan. It looks for contributing to sustainability in our environment with a wide sense, and under the ESG vision, giving the same relevance to our three scopes of action. For Sener, taking care of the environment is important, thus we focus on reducing our carbon footprint and on waste management (E), as well as ensuring good governance (G) and effectively contributing to the social field (S); all of that through particular solutions in places and communities where we are present.

This is the reason why our current sustainability strategy is divided into three main blocks:



The **corporate** one, where we have focused on applying the Sustainability Plan passed by the company Board of Directors. It implies decarbonising Sener's operations, as well as keeping boosting and being part of every social aspect within sustainability.



The **business** block, historically oriented towards sustainability, but looking for integrating new skills and complementary knowledge to generate positive impact on our customers and in society. Our strong-minded and innovative spirit allows us to develop new solutions enabling decarbonisation, improving energy efficiency, and applying the circular economy.



The intermediate one, **connecting the corporate and business ones**: Sener's corporate management team is focused on sustainability. With this commitment to service, Sener supports different businesses within the Group regarding establishing transversal projects, promoting reporting, and fostering a coordinated impulse in terms of technical aspects -where sustainable innovation is born-; all of that from the ESG strategic approach and vision.

With this strategy, we want to contribute to the development of society, providing what we do best: projects solving real necessities. In order to achieve it, we integrate ESG principles in our strategy, in terms of managing our businesses, and also in developing our skills.

In the following pages, our commitment and action with the environment, social development and management government is described, from our origins to nowadays, and even in the future.

02

Sener's model





02

Sener's model

SENER: COMMITTED TO SDGs

From Sener, we contribute to create an environment where we develop our activity aligned with UN's 2030 Agenda and Sustainable Development Goals.

Through our activities, we directly boost 13 of the 17 goals. In this sense, we focus our efforts on accelerating business action in establishing the

most important 13 SDGs based on the company's business management.

In addition, we design communication plans — focused on 360-degree sustainability—, as well as launch training programmes with the aim of raising awareness among our employees with regards to these SDGs.



2.1 About us

Through our technology and projects, we have been providing our knowledge to society **for over 60 years**. Since the launch of Sener, the company's story has been characterised for its ground-breaking solutions, the search for new markets and sectors, and the technical challenges.

The company offers **comprehensive solutions** and cutting-edge, engineering and technological services within different markets and sectors —like Aerospace & Defence, Infrastructures & Mobility, Energy, Marine, Advanced Facilities and Digital-.

We are characterised for an innovative spirit, with a vision towards the future.



Sener is born as a marine engineering bureau.

1956

1966

Thanks to our efforts, we were the first company in Spain within the aerospace field.

We started to work in infrastructure.

1967

1970

We started to work in energy, by designing nuclear-power plants.

Our first urban transport projects were launched, with subways in Bilbao, Barcelona and Valencia.

1985

1986

The Sener Group is established.

We signed the first contracts regarding high-speed, large airports, ports, and unique buildings in the Iberian Peninsula.

1990

1991

Sener's international expansion begins with the opening of the Lisbon office.

We signed our first turnkey building contract.

1999

2006
2014

Sener strengthens its presence in the world with the opening of offices in Mexico, Poland, USA, Middle East, Brazil, United Kingdom... and other countries, reaching the 21 offices it currently has in the five continents.

Andrés Sendagorta —former Vice-president— became the President of Sener, and Jorge Sendagorta Cudós is appointed CEO of the Group.

2020

2022

We signed a 60 % purchase agreement with Tactix, an Australian consultant, strengthening our presence in the country.

We acquired Quark, leading company in terms of data center design in Spain.

2023



Our fundamental purpose



Sener's mission is helping its customers with **cutting-edge and efficient solutions**, taking advantage from our best professional talent and with a permanent service to the society. This is the reason why our goal is **changing the world facing the limits of technology**.

Vision

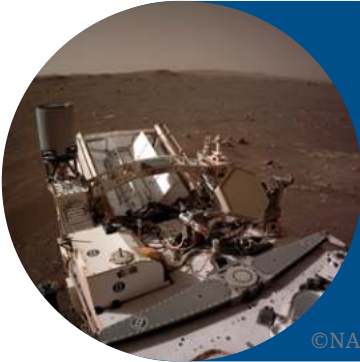


Sener pursues being a **global ecosystem, leader in terms of engineering and advanced technology**, recognised for addressing the most complex projects, inspiring people and promoting its **growth**.

We have become a key engineering company with international calling within the Spanish industry, with a clear commitment and contribution to the development of society through technology and innovation. We strive to achieve this goal by applying our talent and engagement in every project we carry out for our **customers, people and natural environment**.

This allows us to establish relationships based on **confidence, professionalism and collaboration** with our interest groups —and thanks to these attributes we have gained recognition from those who work with us.

Business units



Aerospace & Defence

We design, manufacture and deliver communication equipment and systems, as well as engineering studies. We also supply equipment for projects within the aerospace, astronomy & science and defence fields, in addition to air-traffic control and broadcast.



Mobility

We shorten distances with sustainable and cutting-edge solutions in terms of infrastructure, transport and mobility, where we carry out comprehensive engineering projects. Many urban and high-speed rail transport systems are designed by Sener, and also carry our technology. In addition, Sener's Intelligent Transport Systems (ITS) can be found at roads, airports, ports, hydraulic engineering and architectural projects around the world.



Energy

We are convinced that the engineering of the present must be oriented towards industry sustainability and, ultimately, towards a sustainable society as a whole. For this reason, through innovation and technology, we assist our customers in projects, allowing them to achieve the highest efficiency in the transition towards a renewable, low emission model.



Marine

We design the future for the sea. We create innovative solutions with the most cutting-edge, bespoke, efficient and high-quality technologies for the marine industry, from concept to production.



Digital

We offer our customers the knowledge of six decades of engineering and technological innovation to help them with their day-to-day problems and challenges. In this sense, we take a fully digital approach, which perfectly complements the scope of our work with operational efficiency.



Renewable Investments

We share with our customers Sener's commitment with decarbonisation, with a view to drive technologies that accelerate energy transition. To this end, at Sener Renewable Investments we identify renewable energy opportunities to foster and invest in them to make them real. We are a driving force behind sustainable innovations, from their ground-breaking conception to their commercial operation.



Diagnostics

Sener designs and manufactures tools for automatising processes in microbiology and molecular biology laboratories within the clinical and industrial fields, all of that with the aim of streamlining working flows. Among them, AUTOPLAK stands out as Sener's top products, due to its contribution to improve efficiency in laboratories and its quality of service.



Advanced facilities

We are experts in data center engineering and architecture. Along with our firm Quark, we are present in a sector with an increasing demand for more sophisticated solutions in order to guarantee these infrastructures' reliability, as same as its energy supply in an efficient and sustainable way.

Furthermore, in 2023...

We became **Quark**'s majority stakeholders. This is an engineering and architecture company with 14 years of specialisation in designing data centers; it has exponentially grown during the last years.

With this acquisition, Sener continues delving into diversifying its distinguish and client-oriented products and services with in-house technology. Within this sector, the company will offer its large skills in integrating complex technological systems, and it will contribute to canalise data processing centers' huge power necessities.

More information



*Sener acquires
Quark, the
leader in
data center
engineering*

Close to our customers

At Sener, we create and transform reality providing our technology for helping our customers all over the world. This strategy has allowed us to reach our current position within different markets where we work on, as well as to continue building leadership within the international industry.

We stand out for an innovative work applied to our whole activity, which lets us meet new customers and gain a foothold at new geographical areas.

Sener possesses offices, bureaus and agencies abroad, allowing the company to be close to its customers and partners at strategic markets.

Guadalajara
Metro Line 3



“Our international presence allows us to know reality first hand at environments where we operate, be aware of communities' different necessities and the context surrounding our customers. This is fundamental for sustainably developing projects answering challenges at different communities. In addition, we acquire knowledge from working in projects at diverse territories, which enables us to come up with new ideas and to create new, positive synergies between different countries where Sener works; all of that providing an added value to our customers.”

Gonzalo Azcárraga,
Director of Sener
in Mexico



2.2 Sustainability governance and management

Our corporate government model establishes the company's strategy principles, and **it abides by integrity and transparency**.

We have developed a corporate government model, whose goals are aligned with the sustainable activities we carry out; all of that aiming to achieve efficient governance and management for the Group.



Transparency regarding sustainability commitment and management.



Integration of sustainability in the Board of Directors and General Management.



Accomplishment of internal and external standards.



Alignment with international standards regarding sustainability.



Distinguished and specialised risk management.



Click here to know more about [Sener's Corporate Government](#)

“A sustainability strategy must start with our own structure as a company and permeate in every process, project and activity. We must tailor our commitment with society through transforming engineering designs and industrial processes using innovation and relying upon our own Corporate Government structure. We boost a development ensuring current necessities, but without jeopardising necessities of upcoming generations.”

Pablo García Velasco, Corporate Director of Sustainability.





2.3 Our future: where we are heading

At Sener, we have in mind that sustainable development has been consolidated as a cornerstone for economic recovery. This is the reason why we commit to **keep working under a sustainable management model**.

Our exceptional human team allows us to achieve it through continually adjusting the company to our customers' necessities. In this way, we offer **sustainable solutions with cutting-edge, successful, cost-effective technologies**.

Our values as a guiding principle

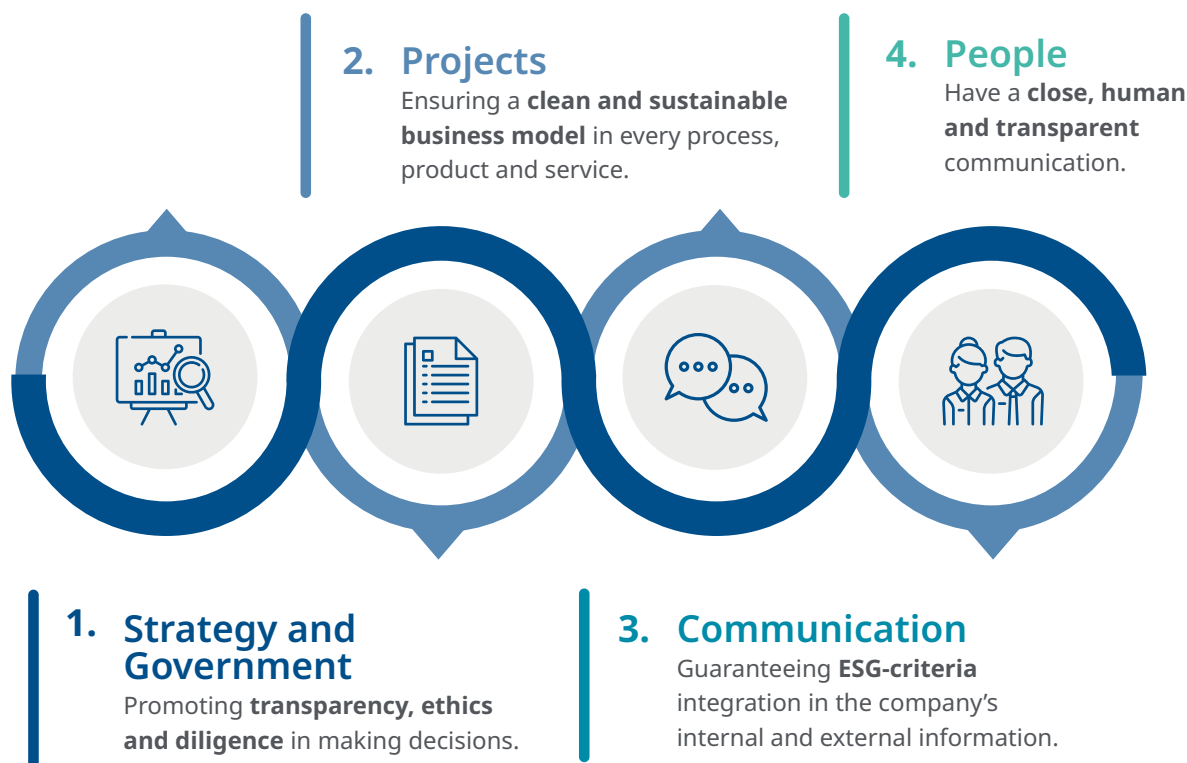
	Innovation and sustainable value creation	We engage to offer excellent, cutting-edge solutions accomplishing sustainable values and commitments; all of that under a spirit of collaboration and confidence.
	Respect for the environment	We are aware of the current problem regarding climate change and the incidence of greenhouse gas emissions. Due to this issue, we believe in continually improving our own and our customers' environmental performance in every activity.
	Professionalism	We look for excellence in everything we work on, relying on our best talent and calling through increasing responsibilities and challenges.
	Collaboration and dialogue with communities	As part of our spirit, we strive to generate positive impact in society through our activities, promoting the development and maintenance of good relationships with local communities.
	Ethical principles and a good corporate government	We consider ethical and transparent management a key element; therefore, we look after accomplishing the highest standards in terms of ethical behaviour and corporate responsibility from employees, partners, companies and other interest groups.

2.4. Sustainability as a backstone for Sener's business model

Our projects help reducing the carbon footprint of our customers' operations, which ultimately generates a positive impact in society.

In this sense, our approach and vision, focused on sustainability, as well as the act of establishing long-lasting relationships based on confidence with our customers and interest groups, **turns us into a landmark actor at the countries where we operate**. We believe that, thanks to our sustainability criteria, we can: promote a more comprehensive and complete management; provide communities and the location where we operate with a greater value; improve our international reputation; and generate a long-term vision and strategy.

This **commitment to sustainability** is materialised in boosting our **ESG Annual Plan** —a programme which has been developed with the involvement of our own professionals and some external collaborators. In respect thereof, a road map was created in 2022 aiming to ensure the accomplishment of actions and goals gathered in the Plan.



From Sener we are firmly committed to a model addressing global challenges and interest group's increasing demands in terms of ESG, as well as offering a clear answer to our investors and society perspectives.

Overseeing ESG criteria

Sustainability is our **strategic priority**. Therefore, with the aim of guaranteeing meeting every commitment collected in Sener's **ESG Annual Plan**, the Group's Board of Directors is in charge of **evaluating the level of accomplishment**.

In order to achieve it, we have created a Sustainability Manager position. The person will be in charge of **periodically reporting** the Board of Directors everything related to sustainable performance on environmental, social and governance issues, and the manager is ultimately responsible for **guiding and overseeing** these matters.

Part of the UN Global Compact in Spain since 2021

We are additionally firmly committed to the preservation of the planet and communities, dealing with global challenges as our own. Therefore, in 2021, we became part of the largest international initiative in terms of business sustainability, participating as a partner for UN Global Compact.

As a result, from Sener, we **guarantee aligning our business model with the 10 Principles of the UN** in terms of behaviour and action within the following fields: human rights, business, labour standards, environment and fight against corruption.

UN Global Compact represents a calling for companies and organisations for aligning their strategies and operations with the 10 Universal Principles and promoting the Sustainable Development Goals (SDGs) —gathered in 2030 Agenda— within the private sector.

2.5. Dialogue with stakeholders

Identifying, knowing and being close to our interest groups has always been our priority. As part of our commitment for transparency and for the creation of a long-term value, we have identified our stakeholders **considering their opinion and worries, as well as promoting dialogue and understanding**.



INTEREST GROUPS	EXPECTATIONS
 01 SHAREHOLDERS	<ul style="list-style-type: none"> • Return on investment and control of the share value. • Sustainable strategy. • Transparency and regulatory compliance. • Direct contact for the shareholder.
 02 PARTNERS	<ul style="list-style-type: none"> • Capacity for innovation and technology. • Promotion of renewable energies and decarbonisation. • Development of sustainable mobility alternatives.
 03 OUR PROFESSIONALS	<ul style="list-style-type: none"> • Equal opportunity and non-discrimination. • Professional development. • Health and safe environment. • Good work-family balance. • Transparent remuneration policy.
 04 PUBLIC INSTITUTIONS	<ul style="list-style-type: none"> • Long-lasting collaborations and partnerships. • Promotion of an environment for efficiency. • Transparency and honesty.
 05 CUSTOMERS	<ul style="list-style-type: none"> • Experiences and services boosting sustainability. • Low environmental impact projects. • Connectivity and accessibility. • Modernity and design.
 06 SOCIETY	<ul style="list-style-type: none"> • Culture respect and promotion. • Socially responsible investment. • Local employment promotion. • Value creation and benefit generation.
 07 MEDIA	<ul style="list-style-type: none"> • Trustful information from the company. • A general vision of Sener and relationship with the company.
 08 ASSOCIATIONS AND FOUNDATIONS	<ul style="list-style-type: none"> • Collaboration and promotion of social and environmental initiatives. • Impact management in society. • Cooperation with other companies promoting "knowledge sharing". • Promotion of volunteering.
 09 SUPPLIERS	<ul style="list-style-type: none"> • Transparency in trade relationships. • Long term vision and safety. • Supply chain industrial transformation.

03

Quick view

03. Quick view

Our progress in terms of sustainability.

Environment (E)



Sener Group Carbon Footprint (2022):

- **Scope 1:** 776 tCO2e (0.5%)
- **Scope 2:** 2,046 tCO2e (1.8%)
- **Scope 3:** 132,045 tCO2e (97.7%)



Reduction in electricity consumption Sener Group recorded in the last financial year:
-4.1%



Reduction in natural gas consumption Sener Group recorded in the last financial year:
-25.2%



Sustainable customer projects:
76.7%

Social Progress (S)



Women in the workforce:
27.7% of the workforce



% of the workforce with permanent contract:
94.3%



Employee experience survey:
+3.1% growth in average score ratings



+64,000 hours of employee training



Total accidents indicator:
0.73 vs. Target 0,96



Contributions to foundations and NGOs: **267.3 k€**

Good Governance (G)



Ethics and Compliance:
0 reported cases of corruption or anti-competitive behaviour



Compliance system in place and functioning



Risk System implemented in 3 areas of management



Presence of women on the Board of Directors: **30%**



Privacy and security of information

04

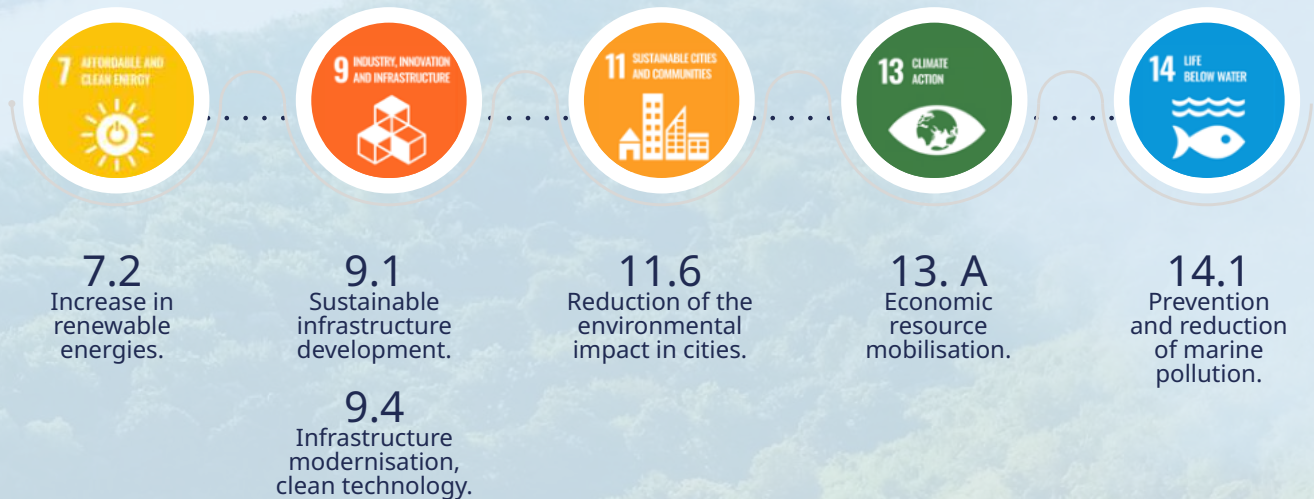
Innovation for sustainability



04

Innovation for sustainability

Sener's contribution to 2030 Agenda



4.1 Response to climate change

At Sener, as a company committed to fight against climate change, we are greatly aware of the importance of reducing **greenhouse gas emissions** expelled to Earth's atmosphere, thus this is the only way we could slow down climate change impact in humans and our planet's well-being.

Therefore, we have a **decarbonising plan** to achieve our goal of net-zero carbon emissions. This plan shows our determination to accomplish the main international initiatives, aiming to reduce global warming below 1.5°C.

Necessary actions have been included in this plan to reach neutrality, establishing decarbonisation costs and the strategy to be followed, aligned with metrics and goals.

In accordance with our commitment with the international environmental criteria and our customers' requirements —and aligned with our goal for decarbonisation—, we have been calculating our **whole carbon footprint**, considering scopes 1, 2 and 3. This calculation has been made based on **GHG Protocol's** methodology, the international landmark standard for calculating organisations' carbon footprint.

In addition, we have received **ISO 14064-1** inspection certificate from our carbon-footprint calculation, scopes 1 and 2, made by an independent entity. In this sense, we use standardised and comprehensive criteria to measure and manage greenhouse gas emissions expelled during our operations, value chain and mitigation measures.

4.2 Generating sustainable value through our customers

Our ambition in fighting climate change is certainly not limited to our organisation; **we look for contributing to projects for our customers** by designing cutting-edge engineering solutions, aiming to achieve a more sustainable society. In this way, we offer the **best experience in our services**, as same as minimise the environmental impact of our operations. This is Sener's so-called #positiveimpact.

With regards to this commitment, from Sener, we identify and evaluate —along with our customers— environmental aspects and risks related to every project, to monitor and mitigate their environmental impact.

As a result, **all our projects are focused on innovation and offering friendly solutions with the environment**, aligned with our customers' and society necessities.

Backstones of Sener's sustainable-value generation



Reducing the carbon footprint



Sustainable mobility



Access to renewable energies



Efficiency when employing resources

Value generation with our customers is articulated around the **following markets**:

 **Aerospace & Defence**

We are reliable partners for the main space agencies, governmental organisms and companies.

12%

Of R&D investment on the volume of sales

Since 2022, Sener is part of **Net Zero Space** initiative: a step forward within the Group's commitment to boost the sustainable transformation through engineering and technology.

Net Zero Space is an ambitious initiative looking for **promoting environmental sustainability** at space activities. This programme is focused on reducing carbon emissions and establishing sustainable practices in every stage of the project.

Click here to know more about the [Net Zero Space initiative](#) 



Another of our main lines of action is creating efficient orbital infrastructures. In this sense, we have taken part in different initiatives: from developing a device capable of deorbiting space debris to build a power-charging space station. This last project will allow recharging propellant in orbit, which will lengthen satellites' lifespan, among other advantages.

The European Innovation Council supports E.T. PACK-Fly, a project to mitigate space debris



© ESA

More info



Sener has been developing—in collaboration with the University Carlos III in Madrid (Spain), the University of Padova (Italy) and the Technical University of Dresden (Germany), as well as the start-up Rocket Factory Augsburg—the project E.T. Pack Fly, aiming to mitigate the problem of space debris.

The accumulation of a large amount of space debris in Low Earth Orbit represents a threat for operational satellites, as same as a danger for upcoming missions.

E.T. Pack-Fly aims to solve this problem by developing a device capable of deorbiting, that is, decreasing the altitude of the orbit of the space debris until it is eliminated during the re-entry in the Earth's atmosphere.

This deorbiting device is extremely innovative, since it does not require fuel, thus power-consumption is reduced.

On the other hand, **one of our most innovative projects** is developing actuators ensuring vertical take-offs and landings for the electric-driven jet eVTOL.

This technology is essential for the **sustainable mobility of the future** and brings intercity flights to the present. In addition, it takes into account key aspects, like power efficiency, reducing the carbon footprint and depolluting city centres.


© Lilium GmbH



Mobility: infrastructures and mobility

Developing modern infrastructures and investing in sustainable mobility are fundamental aspects to make **city centres** to progress. This is the reason why we contribute, through our projects and **sustainable, cutting-edge solutions**, to generate more efficient transport networks and infrastructures.

Our projects address different infrastructures; among them, we can highlight rail and urban-transport networks. We also set multiple plans into motion, focused on sustainable mobility, electrifying mobility (urban buses and coaches) and electrifying ports for power supply. In this way, we have contributed to develop large infrastructures in countries like Brazil, Canada, Colombia, Chile, the United Arab Emirates, Spain, US, Mexico and the UK.



+18,500
Km of rail and roadways

+70
Urban transport systems on 5 continents



During project implementations, we take into account every possibly generated, negative impact, with the commitment of reducing them to a minimum. One example could be our approach in **building new transport lines**: we choose the less-impactful modality with the environment from the work phase—using **low-maintenance local material** and avoiding mining **new natural resources**—, focusing on ensuring long-term sustainability regarding the infrastructure.

Pumped-storage hydroelectric power plant

 **Chira Soria**
(Gran Canaria, Spain)



We are developing the design of Chira-Soria's pumped-storage hydroelectric power plant, in Gran Canaria Island.

This plant has a 200-MW installed capacity—which represents 36 % of the island's demand—and will connect Chira and Soria water reservoirs, located in the south of Gran Canaria.

The building will be capable of storage the excess power generated by other renewable resources like wind and solar energies. Thanks to that, the island's power supply will be guaranteed and the integration of clean energies in the electrical system will be promoted.

Due to the plant's cutting-edge design —conceived to maximise the island's energetic independency—, the project will allow reducing fossil-fuel import, additionally cutting down CO2 emissions by a 20 %.

Promoting renewable energies and gradual electrification at ports

 Catalonia (Spain)



We have visited 15 ports managed by the Generalitat de Catalunya (Government of Catalonia) to analyse their current state in terms of sustainability and identify possible variants to determine the transition process towards employing renewable energies and electrifying ports.

Decarbonisation and sustainable strategies are divided into the following fields:

- Electrification and use of renewable energies
- Sustainable fishing
- Sustainable mobility
- Legislation and administrative area
- Circular economy



In particular, we can highlight the Port of Barcelona, with the design of a new, medium-power network for upcoming power requirements. In this way, we avoid consuming fossil fuels, minimise emissions and noises and, as a result, we reduce the Port's carbon footprint.

This project is covered by the Port's decarbonisation and emission-reduction strategy. The Port of Barcelona is the first harbour authority in Spain tasking viability studies and OPS (On-shore Power Supply) implementation projects. This is a tendency recommended by the European Union to reduce emissions and fossil-fuel consumption.

Other notable projects

We have comprehensively developed **Guadalajara Metro Line 3 project (Mexico)**. This work goes from the feasibility study to the building stage, where around 650,000 hours have been invested in terms of engineering, resulting on a 22-km railway and the connection of three municipalities: Zapopan, Guadalajara and Tlaquepaque.

We have also designed the **Cebu-Cordova Link Expressway (Philippines)**¹, and technically advised the building process along with ACCIONA.

Metro Line 3

 **Guadalajara (Mexico)**



More info 



©CEBULINKJV

Cebu-Cordova Link Expressway

 **Cordova (Philippines)**



More info 



Along with Seopan, we have also developed a consultancy work to elaborate a practical application guide in the European green taxonomy: the Sener-Seopan Report.

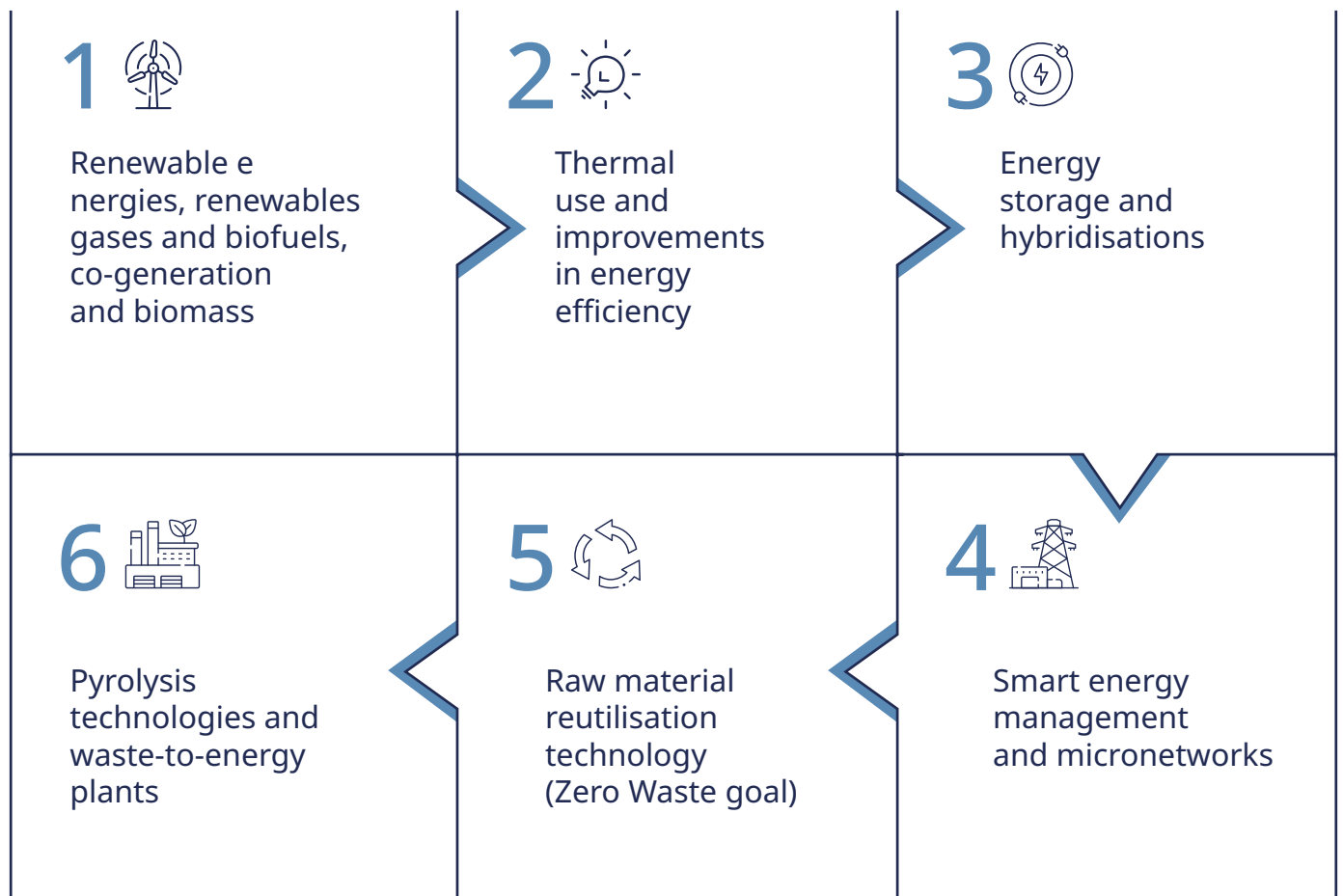
Click here to know more about the **Sener-Seopan Report** 



Energy



Transformation towards a sustainable, low-emission energy model is crucial for the future. That is the reason why, from Sener, through innovation and technology, we accelerate decarbonisation and boost circular economy in developing multiple projects within the following fields:



In this sense, we have been part of the design and building processes for dozens of energy facilities all over the world. We are convinced that now-a-days engineering must be oriented towards a sustainable industry and, as a result, towards a sustainable society.

This is the reason why we come along with our customers in projects allowing them reaching the highest efficiency in transitioning to a sustainable energy model.

It is estimated that the number of hours dedicated to sustainable projects will triple by 2025 vs. 2023.

2,000MWe
MW of installed power in thermosolar projects.

160,000
MW of installed power in thermosolar projects.

440,000
Estimated hours dedicated to sustainable industry, wind, marine and renewable energies, circular economy and hydrogen in 2025.

“

ENERGY INNOVATION

“We develop solutions for achieving buildings’ energetic rehab and create systems for hydrogen implementation within the railway field.”

Electrolyser located at Petronor refinery

 Bizkaia (Spain)



[More info](#) 



Sener, along with John Cockerill, has been in charge of building a 2.5-MW electrolysis plant.

Electrolysers are backbones in generating green hydrogen and, in this case, the tool will work for Petronor refinery, as well as for different entities located at Margen Izquierda Technology Park in Abanto Zierbena, in Muskiz (Spain).

This will allow generating Basque Country's first renewable hydrogen, which will be employed as fuel for the Park's first light vehicles and buses.

In this way, we contribute to change the energy and economic models in order to advance towards decarbonising strategic sectors like the energy, mobility, industry and service sectors.

Hydrogen-ready combined cycle power plants

 Heilbronn and Altbach (Germany)



[More info](#) 



At Sener, we are part of an international consortium (Sener, General Electric and Bonatti) for the construction, maintenance and servicing work of two hydrogen-ready combined cycle power plants in Heilbronn and Altbach/Deizisau.

This is a major energy-transition project that will transform existing coal power plants into natural gas ones and, eventually, into green hydrogen plants.



A total of around 1,300 megawatts of electricity generation capacity is set to be produced at the two power plant sites, with an initial capacity to burn 20 % hydrogen and they will be technologically prepared for an expansion of up to 100 %.

The project will be a strong boost towards the sustainable energy transition in Europe.

NOORo III tower at Ouarzazate’s thermosolar power station

 **Ouarzazate (Morocco)**



[More info](#) 



©EnBw

NOORo III, Ouarzazate Solar Power Station, was built as the third thermosolar stage of the project.

With a 250-metre-high central tower, the plant has a gross production of 150 megawatts and a 7.5-hour capacity in terms of thermal storage. All these stages

(NOORo I, II and III) have a molten-salt storage system, which allows them to produce energy in the absence of solar radiation.

Only NOORo III covers the power demand for more than 120,000 homes and avoids expelling more than 130,000 tonnes of CO2 to the atmosphere every year; therefore, the plant mitigates climate-change effects.



Offshore wind projects

Spain



From Sener, we foster new offshore wind projects calling on the extensive offshore wind resource that is the sea. To do so, we draw on our one-of-a-kind experience in the fields of offshore wind energy and marine engineering. We go to great lengths to develop the most innovative and efficient solutions that we also invest in.

We highlight these two offshore wind projects:

• Tramuntana Park, in Empordà and Girona

• Nordés Park, in Galicia



Nordés Park, in Galicia

More info



Tramuntana Park, in Empordà and Girona

More info



Click here to know more about our [offshore wind projects](#)



Zabalgarbi plant

 Bizkaia (Spain)



More info 



We are aware of the importance of an economy based on a sustainable and responsible, consumption and production system. Therefore, we support the idea that an efficient waste management is key to slow down its negative impact on the environment.

Zabalgarbi plant has a double goal: improving efficiency in waste energetic exploitation and optimising corrosion performance.

The technology employed is based on a cutting-edge solution in charge of adjusting the energy, waste recovery process. In this way, a 42 % growth in energetic performance is produced in comparison to conventional plants.

Therefore, CO2 emissions are reduced by 440,000 tonnes per year, and around 4 million tonnes of waste are converted and does not end up in landfills.



Marine

Sener was born as a marine engineering company, and nowadays we still provide **innovation and value to the sector**, from the design stage to the ship delivery.

Marine transport is one of the biggest fossil fuel sources of consumption, which generates huge greenhouse gas emissions. This is the reason why, thanks to our large trajectory within the sector, from our line Marine, we integrate cutting-edge solutions for the industry, aiming to mitigate **global problems in terms of pollution and climate change**. Therefore, we are focused on reducing fuel consumption and the weight of the structure, improving energy efficiency and reducing emissions.



“Decarbonising the naval sector is a very important objective for the economy as a whole, beyond the impact on the maritime industry. At Sener, we believe that research and development on innovative technologies that will help us achieve this efficiently is essential if we are to satisfy the IMO (International Marine Organization) and EU demands in this regard. Fleet analysis is a tool to optimize technical and economic resources to help shipowners and shippers in this transition.”

Roberto Fernández Pascual, Business unit Director of Sener Marine.

We take part in every stage of the project and come along with our customers within the marine industry in comprehensive projects, as well as in sporadic ones.

Sustainable biofuel tanker



More info



The Sener technology and engineering group successfully completed the conceptual design of a new model of sustainable tanker to supply biofuels during bunkering operations. In addition, the tanker can also store the captured CO2 from nearby vessels, as well as it has applications in other industries like the fertilizers and the cement ones.

This new type of vessel helps to decarbonise the marine industry, mitigating and reducing fleets' emissions through a through an in-depth analysis of the type of vessel. In addition, this data storage process takes into account the potential factors for improvement in terms of efficiency and reducing greenhouse gas emissions.



Sustainable tuna vessel



More info



We worked along with the Calvo Group for carrying out the conceptual engineering of a sustainable tuna vessel. To do this, we carried out a study for optimising the current model, looking for the most appropriate design for the type of fishing, including analysing the different fishing alternatives and selecting the perfect one.

In this way, we achieved a sustainable, tune-vessel design based on optimisation and efficiency, being environmentally friendly. The ship has the following characteristics:

- Higher performance
- Better manoeuvrability
- Greater load capacity
- Fuel-consumption reduction but maintaining speed





Digital solutions

Thanks to our great experience regarding digitalisation, design, and ITS integration (Intelligent Transport Systems), another of our lines of activity is **developing digital solutions** improving our projects' power efficiency parameters.

AIRIS Synchro

📍 Seville (Spain)



More info



We carry out AIRIS Synchro technical direction: this is a project boosted by the Port Authority of Seville integrating synchromodality between marine, railway and ground transport (boat, railway and lorry). This project allows monitoring the waterway and managing operations at piers.

Therefore, we have integrated systems and databases extracted by digitalising the waterway, ITS and port terminals. In addition, the Port of Seville was equipped with managing and planning tools.

We also work along with the University of Seville and the University of Malaga, as same as with technological companies like Serviport and Siport 21. We have developed the following digital solutions altogether:

- A prior-appointment system for lorries, through a mobile app, for knowing their arrival time.
- An optimised route planner within the rail-port network.
- A monitoring system for transport daily planning in order to synchronise the whole logistic chain.
- A trip planner capable of calculating predictive tides based on meteorological phenomena and external factors in the Guadalquivir river.
- An optimised entry-and-exit slot planner for vessel navigation.

05

People as a driver of change





05 People as a driver of change

By generating employment and attracting well-prepared, diverse talent, Sener contributes to the following SDGs targets:

5.5: “Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life”.

8.5: “Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value”.

10.3: “Ensure equal opportunity and reduce inequalities of outcome”.

5.1 Sener’s team

At Sener, we are aware of the fact that our success would not be possible but for our professionals’ **commitment and dedication**. Our search for excellence, the ability of solving complex technological challenges through innovation and **quality assurance** are our key lines guiding all our teams in every project they develop.



For this reason, we establish strong identification, attraction, selection, development, promotion and loyalty processes in terms of recruitment, promoting **multidisciplinary, multicultural and diverse** work teams, allowing us to keep moving forward as a team and as a company.

Awards regarding human capital obtained in 2022

In 2022, Sener won the Talent Awards of the social network LinkedIn, which is simultaneously held in 25 countries. Sener was the winner in Spain in the category “Best Talent Acquisition Team between 1,000-5,000 employees on LinkedIn”.

This award recognises the work done by our teams of talent all around the world, and it is the result of the analysis of the performance, goals achieved and impact of companies using LinkedIn Talent Solutions in Spain.

Talent Awards



More info





Furthermore, in order to have the best talent as a competitive advantage, we are promoting new generation employability through the **Youth Talent Program**: this is an integration and development program aimed at young people with a technical calling and a passion for innovation, who take on the challenge of helping to providing answers to the technological questions of the future.

[Click here to know more about Sener's Youth Talent Program](#)



From its launch in 2019, the project has achieved the following results:



8.6 as the average score given by the members of the program



75% of those with scholarships on the Youth Talent Program joined the Sener workforce in 2021.



+100% active scholarships

We believe in the potential of new generations to develop **sustainable engineering** capable of responding to the big challenges the human being is facing, all of that through solutions that enable **social and economic progress** while providing for sustainability and care for the environment.

In this way, we ensure **new competence learning** and the **development** of our professional team. To achieve it, we take advantage from the Campus Sofia and Pharos platforms, allowing us to offer a greater training and, therefore, a better performance.

In this sense, it is important to highlight that we have collaboration agreements focused on providing resources to support research projects with the University Carlos III in Madrid and the Technical University of Madrid.



POLITÉCNICA

[Click here to know more about our Sener's careers and professional development plan](#)



On the other hand, from Sener, we prioritise **internal promotion** for all our professionals, yearly evaluating their performance to know about how to orientate their professional career based on their main strengths and enhancing areas of improvement.

Furthermore, we work to provide the necessary technological competences allowing our partners facing upcoming challenges. Therefore, from Sener's multidisciplinary vision, we address the training process from two approaches:

- **Technical specialization** in the workplace and knowledge updating.
- **Development and growth** of our employees through skill-based and soft-skill-based training.

5.2 The value of diversity

We are an egalitarian, diverse and multicultural company and, for this reason, we are convinced that effectively managing our large variety of profiles strengthens our business culture.

3,400 Professionals **+30** Nationalities **+100** Disciplines

Therefore, we ensure equality, not only in recruitment processes and staff promotion, but also in other aspects like work and job conditions, health and work organisation. We are committed to **prevent any source of discrimination**, independently from its nature —ethnicity, colour, nationality, age, gender, religion, social origins, disability or other external factors from Sener’s professional activity development.

In this sense, one of the initiatives we have been working on is the **Sener Equal Plan**: this project reflects different commitments to protect employees in terms of gender equality. The following points represent the most important ones:

Plan Sener Equal



Create a work environment where differences and contributions are appreciated.

Promote equal opportunity through a strong leadership.



Facilitate work-life balance.

Deny any source of discrimination or bullying.



Evaluate equal opportunity through indicators for continuous improvement.

We constantly work to maintain a safe workplace and promote wellbeing among all our professionals.

For this reason, we are specially taking into account the importance of work-life balance, thus we offer our employees the possibility of remote working under the **Smart Working** model —as part of Sener Equal Plan. In addition, the model offers other measures to promote flexible hours, which reduces the commuting time and, as a result, increase the possibility to have balance.

In addition, the company has created a policy for work disconnection, and we have received the EFR certificate (Family Responsible Entity Certificate) regarding balance. We protect this equilibrium as a fundamental and strategic element to make wellbeing and equality possible within work, personal and family lives, helping people improving their life quality.

These commitments are applied to the whole professional team, and they are part of our inclusion and equality culture.

From Sener, we consider diversity a value-generating asset, promoting continuous innovation thus we will foster these values throughout the whole organization. The **FAE (Fund for Helping Employees)** was created as an example to support our professionals with dependent children with more than 33 % of disability; in the early stage of the initiative, grants have been offered for people working in Spanish headquarters.



As part of these commitments, we have been adhered to the 4th edition of the **Target Gender Equality** programme, promoted by UN Global Compact in Spain, aiming to reduce the economic gender gap, consolidating our goal with gender equality.

With this project, Sener looks for boosting women presence at management boards and at executive management positions in more than 40 Spanish companies participating, promoting women leadership and wage equality.

In addition, we promote women presence at technical positions through the **Woman and Engineering** programme. Its goal is boosting initiatives fostering STEM fields of knowledge (Science, Technology, Engineering and Mathematics) among women, as well as including different actions and programmes like “Mentoring for Excellence” or “Engineering with a Social Purpose”.

On the other hand, we have received the **Generational Diversity** award as part of the Code of General Diversity Principles promoted by the **Spanish Generation & Talent Observatory**.

This code recognises as a strategic objective the favourable development of the management of people based on equal opportunities regardless of their age, non-discrimination and respect for generational diversity, promoting a favourable environment for our professionals’ development.



5.3 A safe and healthy work environment

From Sener, we consider our professionals' safety and health as an essential element for developing our activities.

In this sense, we foster a **proactive and comprehensive management regarding labour risks** and the participation of our professionals in continuously improving work conditions and adopting the best practices, in the design of our engineering projects and in the construction, commissioning and operation of the facilities.

As evidence of our commitment to ensure a safe and healthy work environment, **our Safety and Health Managing System is audited under the 45001 ISO Standard**, and our Joint Prevention System for the whole Group undergoes a biennial system and facility statutory audit. Throughout the last year, preventing psychosocial risks within our staff has been specially addressed, carrying out an evaluation made by the specialised company AfforHealth, which designed a Plan of Action aiming to eliminate identified risks.

“For us, people come first, from the early stage of the design process, to operationalising our projects. This is not only about reducing risks for our employees at their work environment, but also about contributing to our society improvement, both in terms of physical and mental health and environment.”



Mar Rúa, HSE Corporate Manager at Energy and Mobility.

For eliminating risks, we consider essential creating periodic trainings and campaigns focused on raising awareness regarding responsibility among our professionals and partners. In terms of accomplishing ISO 45001 criteria, as well as our policy **Health, Safety and Environment (HSE)**, regarding “influence of third parties”, we have involved our partners in our Safety, Health and Environment Management System, and we come along with them in accomplishing our commitments.



Click here to know more about Sener's commitment in terms of Safety and Health



06

Creating shared value





06

Creating shared value

Sener is engaged with the socioeconomic development at places where it operates. In addition, the company socially contributes to the community and offers its support initiatives to training and research promotion. Therefore, it contributes to the achievement of the following targets:

8.2: “Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value added and labour-intensive sectors”.

9.1: “Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all”.

10.2: “Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status”.



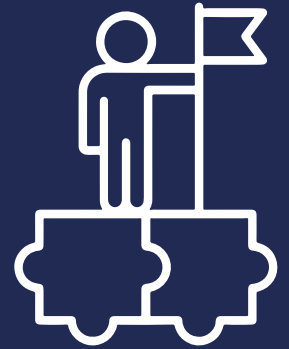
6.1 Infrastructure for community development

At Sener, we are firmly committed with society and the environment where we operate. In this sense, we contribute to transform these places through achieving **the creation of efficient engineering and technological solutions** aligned with the interests of the local communities where our infrastructures are located.

Through our international presence, we improve competitiveness in society taking advantage from technological innovation and sustainability. In addition, we foster connectivity with the aim of **guaranteeing the quality of our services**, as well as regenerate spaces with existing barriers, making areas greener and building parks and infrastructures for public use.

Furthermore, we contribute to directly **generate job opportunities** in building projects and specially training professionals from different technical fields. Besides, our ambition let us promote a stronger local fabric in terms of productivity and industry, generating long-term prosperity.





*Sener develops its
engineering and
innovation activity
with social
progress in mind.*



Sener will design the fourth bridge over the Panama Canal

In collaboration with Highway Planning and Design Institute (HDPI), we will design and build a six-lane bridge allowing to cross the canal between Panama West and Panama City, thus alleviating the current traffic in these areas.

Social Value

This project's aim is improving the quality of life of more than one million Panamanians living in these areas, by shortening their travel times. This connection will thus contribute to more sustainable mobility, alleviating the current traffic between Panama West and Panama City and making trips more efficient.

[More info](#) 





Guadalajara Metro Line 3 (Mexico)

At Sener, we have fully developed the project for the line 3 of the Guadalajara metro, connecting the town with the municipalities of Zapopan and Tlaquepaque. It has 18 stations, with a total route length of 22 km. It has been made with a tunnel boring machine which, as it passes under buildings of great cultural and historical value —such as the cathedral—, has required a unique monitoring.

Positive social impact

The design and building of this infrastructure allow communicating—in a more efficient way— different locations in the city, significantly shortening travel times and generating a greater wellbeing in the community.

[More info](#) 



Cebu-Cordova Link Expressway road (Philippines)

From Sener —within the Cebu-Cordova Link Expressway project—, we have been part of the design and building processes, as well as of the technical assistance in consortium with CFC (Carlos Fernández Casado S.L). The entire project consists of an approximately 8.9-km-long road that connects the islands of Cebu and Mactan-Cordova (Philippines) and runs entirely over water.

Positive social impact

This project significantly contributes to society due to its aid to alleviating traffic at previous bridges and to reconnect areas at the city. In addition, its construction has been built with the highest standard in terms of safety, comfort and speed.

[More info](#) 



6.2 Social initiatives

As part of our corporate culture, from Sener we strive to generate and maintain **good relationships with communities**. In this way, we carry out solutions for improving **well-being** and quality of life at those environments where we develop our activity.

In this context, we take action and participate as volunteers in **social initiatives** aligned with **our values**. In particular, we are focused on establishing long-lasting partnerships and associations contributing to a sustainable development, to the creation of opportunities for young people and other groups, as well as **promoting the industry culture** through sharing and generating knowledge.



Most of these initiatives are promoted from the Sener Foundation: this is an organism focused on fostering knowledge and a socially responsible development within the engineering field.

One more year, we have contributed to the following initiatives promoting social development:

Lo Que De Verdad Importa Congress



Sponsor of **Lo Que De Verdad Importa (What really matters) Congress, in Bilbao**, promoting universal values —like tolerance, overcoming, respect and solidarity— among young people via model and inspirational life stories.



Support of **University Carlos III's REFTA project** within the Astronomy, Meteorology and Biomedicine fields.



Support of **research projects** focused on developing smart signals and applications for photovoltaic cellules at the **Technical University of Madrid**.



From over 10 years, sponsor of **Formula Student Bizkaia's** single-seater car and mentor of the **Formula Student Team** of the **University of the Basque Country's Faculty of Engineering**.



Support to **University of Navarra Friends Association**, offering undergraduate and postgraduate grants, fostering biomedical and humanistic research, and subsidising buildings and infrastructures.



Contribution to society progress through quality, research and social development along with **IESE Foundation**.



Donation to the **Marine Museum Foundation** for spreading knowledge related to the Spanish history and marine culture.



Organisation of different essential-product collection campaigns:

- Campaign in support of people affected by Ukraine's War along with El Abra Maritime Club (Getxo, Basque Country). Clothing, non-perishable food and hygiene products were collected under the coordination of Madrid Futuro Association.
- Milk collection among our professionals in every Sener office in Spain for the Spanish Federation of Food Banks (FESBAL).
- Toy collection among our professionals for Red Cross Bilbao (Basque Country), Cerdanyola del Vallès (Catalonia), Valencia (Valencian Community), Arganda del Rey (Madrid) and Finsol Foundation (Tres Cantos, Madrid).

Additionally, within Sener Foundation's activity, we have established the International Cooperation Volunteering Program with the aim of **improving collectives' well-being in developing countries thanks to our employees' participation.**

The following initiatives are the most remarkable within the programme's large trajectory:



Initiatives

Piura Mountains (Peru)	Introduction of technical improvements for panela-sugar production process, strengthening the socio-productive chain.
Todoyuca (Colombia)	Optimisation of production processes at processing plants for panela sugar and yuca starch for better management.
Nicaragua	Design of an automated computer program to implement an irrigation system that makes furrows in the ground to let the water in, keeping the soil wetter for longer, and increasing the soil's fertility.
Huambo and Bié (Angola)	Design of an irrigation system using water pumped by wind turbines for improving production. In this way, it contributes to alleviate Angolan irrigation systems' major failings

Project in Sierra de Piura (Peru)



For Sener, working at engineering means applying developments in science for improving people lives.



6.3 Sener awards and recognitions

From Sener Foundation, we are proud of recognising the effort of different people and collectives for the common good, especially in developing a **socially responsible spirit** linked to engineering. In this way, we show our commitment and encourage others to move forward towards a more sustainable and conscious future.

Therefore, we present the actions and acknowledgements offered by the Foundation in the last years:

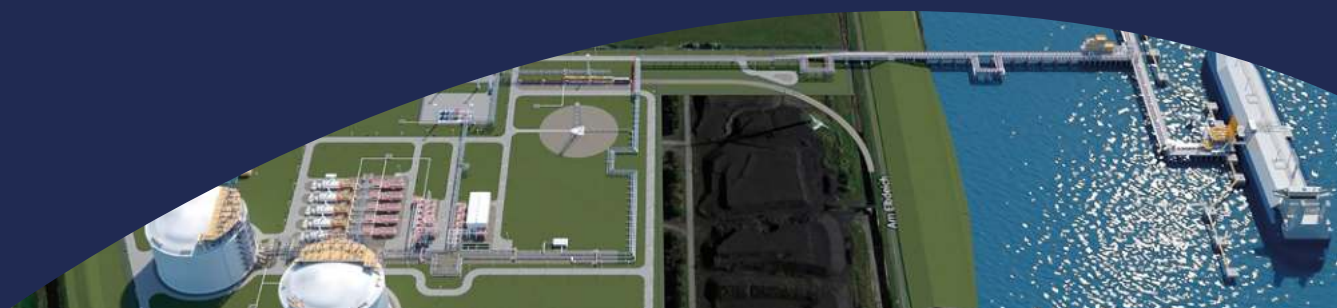
2021

Dr Martín Muñoz Morales (University of Castilla-La Mancha) was awarded with the **Best Doctoral Thesis Awards in Engineering** thanks to his study entitled *“Development of electrochemical technologies for the treatment of liquid and gaseous effluents polluted with chlorinated hydrocarbons”*.

2022

ST3LLAR SENER Foundation Awards took place. This award recognises excellence and the research, scientific and technical quality of students at the University Carlos III in Madrid (Spain). In this context, undergraduate or master’s degree Thesis (TFG and TFM in Spanish acronym) that are carried out in the subject and scope of the UC3M-SENER Aerospace Chair, as well as the group works resulting from the pre-design course of the Master in Space Engineering (MISE), were recognised.

Meritzell Díaz was awarded with the **Spanish Space and Air Force Award** in the **Aerospace Research and Innovation** category for her university project entitled “Study of the Feasibility of Sparse Regression Techniques in Aircraft Trajectory Models”, sponsored by Sener Foundation.

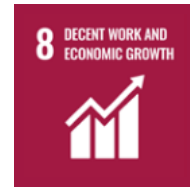


07

Transparency and exemplariness



07 Transparency and exemplariness



Mechanisms and policies defined by Sener to ensure an accomplishment and ethical behaviour culture contribute to 16.b target: “Promote and enforce non-discriminatory laws and policies for sustainable development.”

In addition, in order to establish a responsible and sustainable supply chain, Sener also contributes to 8.2 target: “Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value added and labour-intensive sectors.”

7.1 Ethical behaviour and its accomplishment

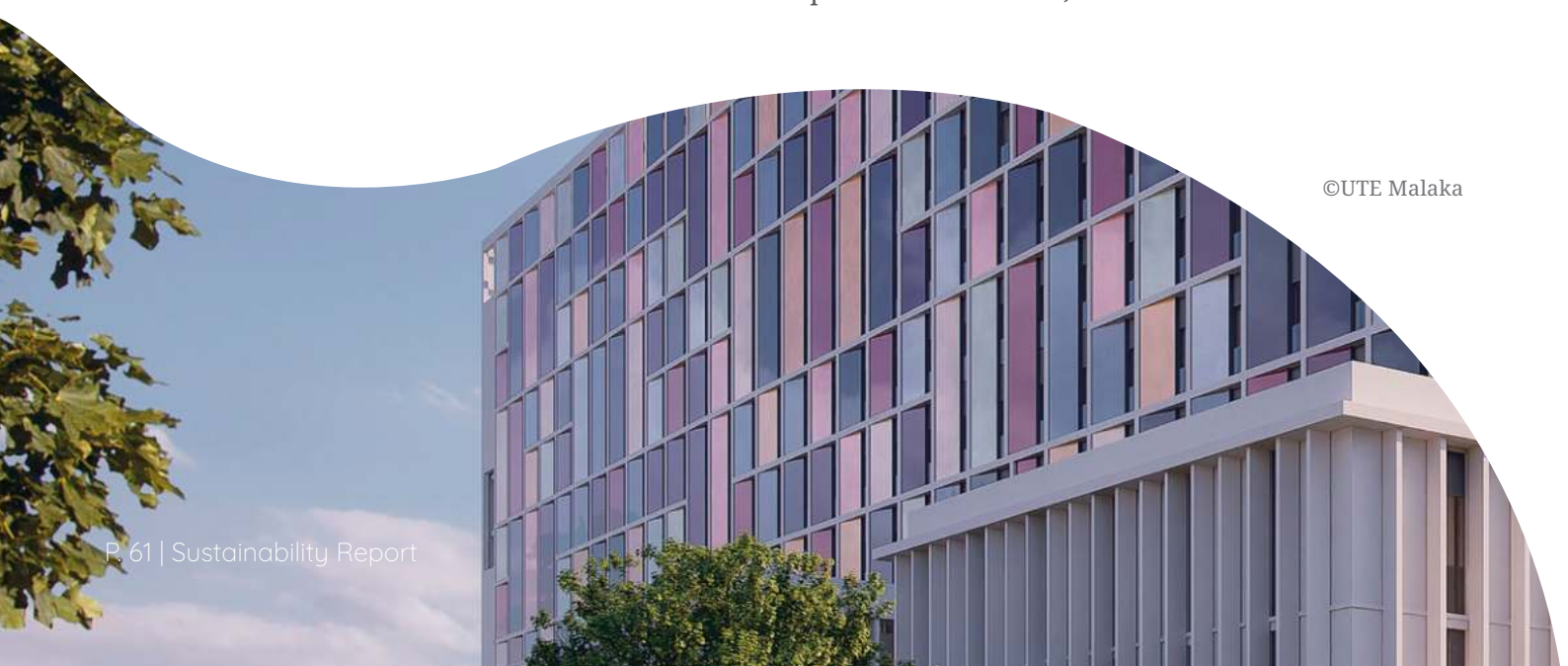
At Sener, we are firmly committed to develop our activity under strict principles in terms of integrity, ethics, and accomplishing the current law.

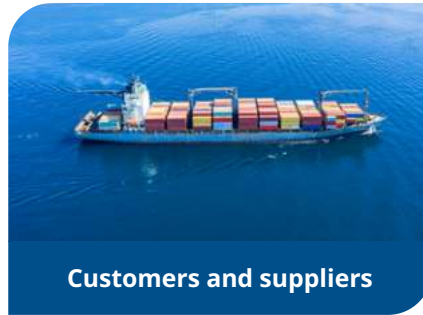
Ethical behaviour and regulatory compliance are essential as part of our business culture and, for this reason, we have established multiple policies and proceedings to ensure our main guidelines regarding ethical behaviour and, therefore, having a framework for prevention and action against a possible irregular behaviour.

In this sense, our **Code of Conduct** defines our culture, values and commitments as a guideline for our professionals to follow and, thus it is applied to the whole activity.

Sener main commitments with some of our stakeholders are the following (based on the previous statements):

©UTE Malaka





Respect for people



Non-discrimination and equal opportunities



Healthy, safe working environment



Teamwork, collaboration, and dedication



Confidentiality of information



Corporate reputation



Use of property, assets, and resources



Conflicts of interest.



Corruption and bribery.



Money laundering and irregularities in payments.



Fair competition.



Quality, innovation and independency



Confidence, respect, economic efficiency and mutual benefit with contractors, suppliers, and partners.



Protection of intellectual and industrial property and third-party information.



Export control.



Commitment and collaboration.



Commitment to the environment.



Unauthorised construction and building.



On the other hand, we provide employees, suppliers, customers and partners with the **Sener Ethics Hotline**. A communication channel through which to anonymously and confidentially report activities and potentially irregular conduct that could violate the values and principles set out in the Code of Conduct or that may result in a criminal offense.

Additionally, with the aim of strengthening our commitment against business practices that may be irregular, we have created our **Anticorruption Policy** which is mandatory to be accomplished by all our professionals. This document enables us to establish ethical criteria when having relationships with third parties within every business fields. Therefore, we foster due diligence procedures applied for the identification, assessment, prevention and mitigation of significant, verification and control risks, including the measures that have been taken, and reporting possible misconduct in terms of corruption and bribery.

This policy's guidelines establish, in particular, requirements to address issues related to purchasing proceedings, trade policy, gift, trip and donation policies to different entities and organisations, among others.

In this way, thanks to our Anticorruption Policy, Code of Ethics and carrying out periodic training, we have contributed to minimise existing risks on this matter.

Lastly, as part of our *Know your Third Parties philosophy*, we have our **Compliance Policy**, enforceable to the whole Group at a global scale. As a result, we have established a process to identify, evaluate, prevent and mitigate possible **risks related to our former ethics and integrity** of our relationships with third parties. To this effect, we have a screening tool for international accomplishment databases and a *Compliance* questionnaire.

Through this policy, we establish the following **fundamental action principles** with regards to compliance:

- 1 Complying with all external legal provisions** and internal regulations, encouraging their integration into business and support processes at the company.
- 2 Opposing any irregular behaviour or any potential criminal act** by its employees or professionals connected to Sener, regardless of their hierarchical level and implementing at all times the current disciplinary system.
- 3 Promoting Sener's culture of ethics and transparency** in all its actions, through the different processes of the company and the structural elements of the Compliance System.
- 4 Encouraging the use of the Ethics Hotline** as a means of communication between the Compliance Body and the interest groups of the company.
- 5 Periodically reviewing the compliance risks map** and specific associated controls with the aim of preventing the occurrence of these risks and minimizing exposure to them.

6 Deploying training plans for Sener board members, administrators, directors, professionals and third parties that enable integrating regulatory provisions and their updates into the daily activity of the company.

7 Having the necessary material and human resources to be able to carry out the Compliance Function effectively and tailored to the needs of the company and the business operations.

8 Overseeing the continuous improvement of the compliance model through monitoring, streamlining and synchronization of the system.

9 Guaranteeing the autonomy, objectivity and transparency of the Compliance Body, which is the professional association with the authority and independence needed to manage the compliance system.

[Click here to know more about Sener's commitment in terms of compliance.](#)



7.2 Data protection

From Sener, ensuring personal data and privacy protection is fundamental; thus, we continually work in spreading our legal requirements to this effect, aiming to promote transparency and information about using this type of data.

As a result, we have elaborated our **Personal Data Protection and Process Policy**, which is accessible through the company's web and intranet pages for our professionals. This policy gathers every principle and right in terms of data protection.

This Policy aims to achieve **appropriate data protection, preserving the following safety principles:**



- Right of Access, Rectification, Erasure and Opposition, as well as limit the processing of their data, data portability and withdraw consent at any time.
- Guaranteeing personal data to be only accessible to authorised staff.
- Guaranteeing appropriate data-processing methods.

[Click here to know more about Sener's commitment in terms of data protection.](#)



7.3 Tax responsibility

For Sener, guaranteeing **contribution to society and its wealth** through a **responsible taxation** is priority, and this is the reason why we are committed to comply tax obligations in operating at every country where we are present.

Among Sener main principles, complying with required **taxes and tax obligations** is one of them, as well as relevant **tax risk management** for the organization. In addition, this commitment is strongly linked to the company's sustainable strategy thus, in this way, strengthening transparency and integrity values already mentioned in this report.

To this effect, we have created a **specialised team on this matter**, whom responsibilities go from monitoring and identifying new legislations regarding taxes, to external tax return and assessment at countries where we operate.



7.4 Supply chain responsible management

The supply chain represents a cornerstone regarding success and sustainability for Sener.

Our commitment towards sustainability is applied to our whole value chain. Therefore, we establish a set of **necessary criteria to ensure responsible relationships with third parties** and based on the company's own principles.

As a result, we have a **responsible and efficient value chain, allowing us to optimise operations, minimise costs, improve quality and customers' satisfaction**, as well as maintain a **competitive advantage** within the market.

Our final goal is strengthening our relationship with suppliers, establishing **mechanisms to assist and support them**. In particular, from our supply management branch, the following actions are carried out:



Material, equipment and service purchasing management



Logistics



Material and storage managing



Engineering outsourcing managing



Corporate purchasing documentation

Sustainable relationship with suppliers

Our provider selection process is based on technical, economic and sustainable criteria and carried out under objectiveness, transparency and equality.

In order to achieve these goals, we have a group of people specifically in charge of the approval process, increasing the number of suppliers every year. In addition, as a compliance guarantee, we require them to implement a **quality, environment and safety management system**.

On the other hand, we have created the **Category Manager** position. Its aim is ensuring prime specialisation, contributing to more competitive prices and, as a result, we can obtain a transversal point of view to identify opportunities and have a better understanding of each supplier.

Creating long-lasting, quality relationships with our suppliers is essential for an appropriate activity operation.



In 2023...

We established a new partnership with a company that will provide ESG data from our suppliers and subcontractors, which is the first step towards implementing a truly sustainable and resilient supply chain.

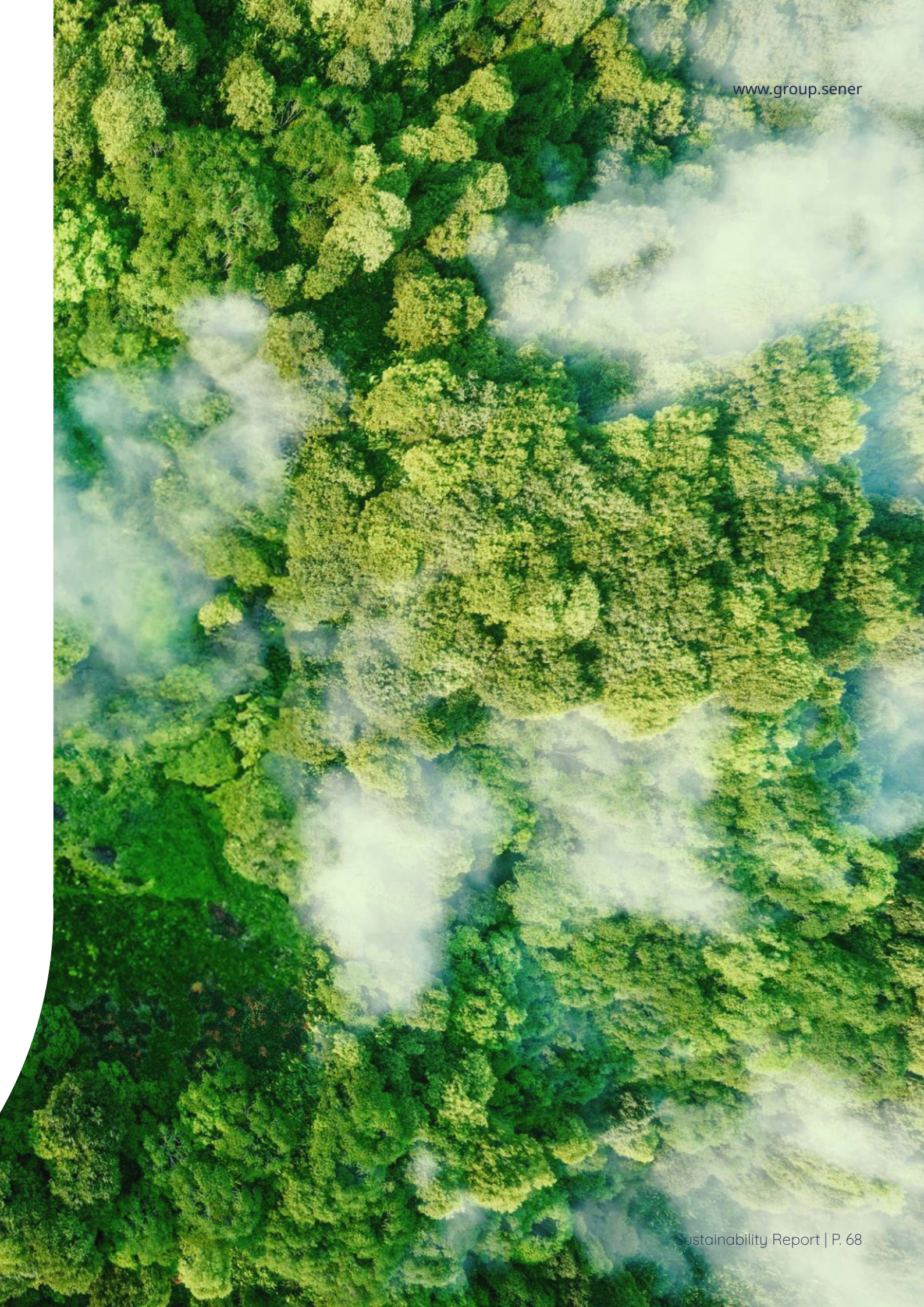
7.5 Respect for Human Rights

We consider especially important ensure fundamental rights for all our partners, **having special consideration to areas in which we operate where, due to their socioeconomic circumstances, there is a higher risk of violating their people's rights.**

For this reason, at Sener, we are firmly committed to **effectively abolish child, forced and compulsory labour**, as well as to establish fair and decent working conditions.

In addition, with the goal of promoting our commitment towards equality, cultural diversity, social inclusion and human rights, we are part of **UN Global Compact** since 2021. In 2023, we have actively participated in the Human Rights Accelerator programme as part of the initiatives promoted by the UN Global Compact.

In this sense, we ensure that **our actions and corporate strategy is aligned with the Ten Principles of the UN Global Compact** in terms of human rights, labour standards and the environment.



Sener
Sustainability
Report