

COGEN ENERGÍA ESPAÑA

Technology	Sector	Headquarter
Cogeneration	Energy	Spain
Nr. of employees	% Women	Countries
97	16%	1
UNs SDG		KPIs

UNs Sustainable Development Goals



We live on a planet where resources are limited and the demand for energy grows year by year, so it is vital to find sustainable solutions that meet this demand for energy and preserve the environment. COGEN's business model contributes to fight against climate change as cogeneration is the most effective and efficient way of supplying heat, cooling and electricity to consumers. This is essential to comply with OSD 7 designed to reduce emissions and reduce primary energy use.

Cogeneration boosts industry's competitiveness, promotes energy savings, reduces CO2 emissions and achieves jobs and growth - all key objectives of EU energy and climate policy. Cogeneration offers the opportunity to achieve both energy and environmental objectives at a low cost compared to other alternatives. These

benefits are associated with the fact that energy is being generated efficiently, at the place where it will be consumed, avoiding transmission and distribution losses as well as thermal energy.

How does Cogen contribute to SDG7?

- We audit our CO2 emissions
- COGEN not only manages cogeneration facilities but also invests in improving the efficiency of the plants. We are committed to ensuring that this efficient, sustainable and non-polluting business model is increasingly important in Spanish industry.
- As an environmentally friendly solution, Cogen manages cogeneration plants for the integral treatment of slurry. That allows us not only to eliminate a high polluting waste transforming it into a top quality organic fertilizer, but also we contribute to the local economy creating jobs and we control emissions and odours, complying with the most demanding environmental regulations.



We invest in energy production, assuming complete responsibility for the cogeneration plants, including the construction and operation of the facilities. Always including two requirements: high energy efficiency and minimum environmental impact.

How does Cogen contribute to SDG9?

We have different policies and procedures in which our collaborators are committed to carrying out behaviour in accordance with sustainable management in our projects and business initiatives:

- Our Corporate Compliance Policy states in point 2.1 *"Our commitment to reducing waste requires us to exhaust all reasonable possibilities to optimize our processes."* We are committed to sustainable development.
- Purchasing procedure. In the process of evaluating and selecting suppliers we take into account their compliance with principles included in our Integrated Policy on Quality Management System, Environment and Health and Safety at Work.

Cogen has got the following Certifications:

- UN-EN-ISO 9001 standards
- UN-ISO-14001 standard
- OHSAS 18001 standard

Cogen uses LinkedIn as a platform to make publications that give visibility to the social benefits of cogeneration and the need to have a legislative framework that encourages the growth of the renewable energy industries. We are part of the Board of Directors and Regulatory Committee of the Spanish Cogeneration Association (ACOGEN) and also attend events to learn more about energy market situation and incorporate into our company innovations that take place in our sector.

Human Rights

COGEN has demonstrated its commitment to the Human Rights, Labor Rights and Conditions of its workers, the Protection of the Environment and its fight against Corruption since 2011 through the drafting and implementation of these principles included in the Corporate Compliance Policy. In 2017 COGEN negotiated with the workers' representative the design and drafting of the Code of Conduct, the Complaints Procedure and Whistleblower Reporting and the Procedure for the Prevention and Treatment of Sexual Harassment and Sex-Related Harassment within the Company.

The main guidelines of our policies and protocols include avoiding discriminatory practices, offering dignified employment and flexible working practices, and protecting the health of our employees.

We verify that our policies and guidelines are followed by giving employees the option to consult any doubt regarding questionable behavior or to request advice concerning certain types of conduct. Also, a direct communication channel has been established so that employees can report possible violations of the company's Code of Conduct. In addition we have selection processes that ensure impartiality, legitimacy and nondiscrimination. In 2019 Cogen has had a staff with a varied range of ages and nationalities and low rotation rate.

Our expectations and plans for future work within this area are to maintain the current guidelines for action, implement improvements and increase commitment to their application by all parties involved. We will also adapt to any changes in legislation in this area. Finally, in 2020 we want to join the United Nations Global Compact.

Labour rights and labour conditions

Cogen is committed to promoting the safety and health of its employees. Thus, Cogen promotes and assures the application of the Spanish legislation concerning the Prevention

of Occupational Risks because the Company Management understands that occupational risk prevention must be integrated into the company's general management, in all its activities and at all hierarchical levels. Each year Cogen approves the Occupational Risk Prevention Plan.

The main guidelines of our Occupational Risk Prevention Plan are the following:

- Cogen gives employees all the training and information they need to prevent risks in their own jobs.
- Cogen ensures a harassment-free work environment.
- We are committed to a work environment in which all workers are treated with respect and dignity.

To accomplish this goal Cogen has implemented procedures and policies such as the Code of Conduct, the Complaints and Whistleblower Procedure and the Procedure for the Prevention, Treatment of Sexual Harassment and Sex-Based Harassment, the Equality Gender Plan and the Protocol for the Protection of Workers Victims of Gender Violence. In 2019, 100% of employees have received training related to risk prevention and we have received a bonus for the reduction of the number of accidents at work.

Environmental Impact

Our environmental policy involves a commitment to our customers and to society in general to carry out and implement before, during and after the provision of our services different preventive measures and to improve our environmental practices with the aim of minimizing the environmental impact. Cogen guarantees compliance with all legal requirements at European, national, regional and municipal level that affect the process, as well as those established contractually with customers and suppliers, which are also included within the scope of the organisation's management system. The main guidelines of our Environmental policy are the following:

- Compliance with environmental regulations and legislations.
- We have to provide efficient cogeneration.
- We are committed to reducing CO₂ emissions.
- Waste, batteries and paper treatment and recycling.

In order to make sure policies and guidelines are followed we hire an external service to certify annual CO₂ emissions and the Electrical Efficiency of our plants. In 2019, Cogen has not faced any penalty or monetary sanction for environmental breach.

Corruption Avoidance

Cogen has a Corporate Compliance Policy and an internal Code of Conduct that aims to promote honesty and encourage ethical behavior among our employees, as well as to ensure compliance with laws and regulations. The main guidelines of our Anticorruption policy are the following:

- Employees must carry out the responsibilities entrusted to them diligently, efficiently and to the best of their abilities.
- The legitimate interests of our clients and shareholders must prevail.
- Employees must act honestly, impartially, with discretion and regardless to personal interests.
- Employees must act with loyalty to the company.
- Environmental sustainability.
- Financial transparency.
- Non-discrimination.
- Corruption is not tolerated.
- Cooperation with the authorities.
- Protection of Human Rights.

Cogen has an internal Complaints Procedure and a Code of Conduct distributed to all employees. These Procedure and Code establish the prohibition of receiving gifts (over 150€), invitations, travel and other kind of compensation from clients or suppliers. We also have an internal controller and every year we are audited by an external company.

In 2019, Cogen has drawn up a Procedure for the Purchase , Evaluation and Approval of Suppliers and we have audited the security of our computer systems.