

## U.N. Sustainable Development Goals



### AFFORDABLE AND CLEAN ENERGY

The Cogen Energia business model contributes to a cleaner energy mix through efficient utilization of gas as an energy source for electricity generation, and through decentralized energy supply to industrial customers. This results in reduced emissions compared to other gas-based technologies.

Cogeneration increases the industry's competitiveness, promotes energy savings, reduces CO2 emissions and creates jobs and growth - all of which are keywords for the EU's energy and environmental policy. Cogeneration allows for all of this to be achieved at a lower cost than the alternatives. The energy is efficiently generated at the place where the energy is to be used, hence transport and distribution losses are avoided. Cogen contributes to the UN Sustainable Development Goal 7 by reducing CO2 emissions, by investing in increased energy efficiency in its plants, and by ensuring that efficient, renewable and non-polluting business strategies are an important part of Spain's industry.

In addition, the Cogen cogeneration plants, which have an integrated treatment of slurry, contribute to the elimination of highly polluting waste and the production of high-quality organic fertilizers, which helps to create more jobs. Cogen controls emissions and odors in accordance with current environmental regulations.



### INDUSTRY, INNOVATION AND INFRASTRUCTURE

Cogen owns and operates decentralized cogeneration plants, which contribute to efficient distribution of energy to local industrial companies, and adjustable power in the Spanish power market. The company is dedicated to continuously improving plant efficiency through its operations and through investment in efficient technology. Cogen contributes to the UN Sustainable Development Goal 9 by having its own guidelines and procedures that Cogen and its partners must follow, and which are compliant with running a sustainable business.

The Cogen guidelines for cooperation with companies states: "Cogen is committed to reducing waste by optimizing its own processes". Cogen has its own procurement procedure. In the process of evaluating and selecting suppliers, Cogen takes into account the suppliers' integrated guidelines for quality assurance, as well as workplace HSE measures. Cogen has the following certifications: UN-EN-ISO 9001, UN-ISO-14001 and OHSAS 18001.

Cogen promotes the benefits of cogeneration and the need for legislation that encourages the industrialization of the renewable energy sector. Cogen is a member of the board and the regulatory committee of the Spanish Cogeneration Association (ACOGEN).

### HUMAN RIGHTS

Cogen is, through its own guidelines, committed to supporting human rights, workers' rights and having a good relationship with its employees. In 2017, Cogen negotiated with the workers' union representatives to prepare the company's ethical guidelines, complaint procedures, notification reporting, and procedures for preventing and treating sexual harassment. Cogen works to avoid all forms of discrimination, to offer flexible working hours, and to safeguard the health of its employees.

Employees are encouraged to consult with management if there are questions or doubts related to any of the procedures. A direct communication channel has been established so that employees can report possible violations of the company's ethical guidelines. In addition, Cogen has selection processes that ensure impartiality, legitimacy and non-discrimination. Cogen has a diverse group of employees with respect to both age and nationality. Most of them have served the company for many years.

Cogen plans to maintain current policy guidelines, implement improvements and increase engagement. Cogen will adapt to any changes in legislation. In 2020, Cogen aims to join the UN Global Compact.

### WORKERS' RIGHTS AND SOCIAL RELATIONS

Cogen is committed to promoting employee health and safety. Cogen operates in accordance with Spanish legislation on occupational risk prevention, and the work is rooted in Cogen's management and implemented in all activities and at all levels of the organization. Each year, Cogen approves the occupational risk prevention plan. The most important guidelines are:

- Cogen provides all employees with the necessary courses and the information they need to avoid potential risks in the workplace.
- Cogen provides a working environment free of harassment.
- Cogen is committed to a working environment where all employees are treated on the same basis and with respect.

To achieve these goals, Cogen has incorporated procedures, and implemented new guidelines in the company's set of ethical guidelines. These include, among other things, complaint procedures, notification reporting, sexual harassment prevention and handling, gender-based harassment and discrimination, and gender equality. In 2019, all employees participated in risk prevention courses, and Cogen received a bonus for reducing the number of accidents at the workplace.

### EFFECT ON THE EXTERNAL ENVIRONMENT

The Cogen environmental guidelines demonstrate a commitment to its customers and to the public. The guidelines aim to reduce the environmental impact through various preventive measures before, during and after service delivery. Cogen guarantees to comply with all legal requirements at the European, national, regional and municipal level and, also the requirements stated in contracts with customers and suppliers. The most important guidelines in the Cogen environmental guidelines are:

- Compliance with environmental requirements and regulations.
- Provide efficient cogeneration.
- Reduce CO2 emissions.
- Treatment and recycling of waste, batteries and cardboard.

### ANTI-CORRUPTION

Cogen has both guidelines for cooperation with other companies, and an internal ethical policy, both of which aim to promote employee accountability and ethical behavior, as well as to ensure compliance with laws and regulations. The most important guidelines for the Cogen anti-corruption policy are:

- Employees must perform the work they are responsible for efficiently and to the best of their ability.
- The interests of Cogen's customers and shareholders must take precedence.
- Employees must have an honest and impartial attitude, regardless of personal interests.
- Employees must be loyal to the company.
- A sustainable environment.
- Financial transparency.
- Non-discrimination.
- Corruption is not tolerated.
- Cooperation with the authorities.
- Protection of human rights.

Ethical guidelines specify a prohibition on receiving gifts worth more than 150 euros, or invitations, travel and other forms of compensation from clients and suppliers. Cogen also has internal controls, and every year the company is audited by an external company. In 2019, Cogen prepared a procedure for purchasing from and evaluation and approval of suppliers.