

IDOM

CORPORATE SUSTAINABILITY
MANAGEMENT

Sustainability policy





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01.

IDOM & our sustainability policy

Who is IDOM

We are a free association of professionals united in the ownership of the company, working together, facilitating the professional and human development of our people, while providing the highest quality of service for our clients. Financially sound and internationally recognized as a leading company, IDOM offers excellence and efficiency to the client in all solutions designed and delivered while at the same time creating the opportunity for the professionals of the firm to carve out a career in an international, multicultural environment of growth and respect.

Sustainability policy

IDOM is strongly committed to sustainability and sustainable development, and as such both are an innate part of our style of action, the work we undertake, and the management of the firm. IDOM is driven by the four dimensions of sustainability: environmental, social, economic and governance. We believe this is the best way to improve the quality of the services we provide to our clients, foster the professional development of the people at IDOM, and ultimately, maximize the benefits to the environment, the planet and society. At IDOM, sustainability and sustainable development is integrated naturally, transversally across the entire spectrum of our activities, and vertically at all levels of our decision-making processes.



María Álvarez Mingorance
Chief Sustainability Officer



Ignacio Rey Gómez
Chief Executive Officer



IDOM identity and our sustainability policy

express the values that define our behavioural guidelines, as set out the essence of IDOM, our philosophy, our style of action, our compliance system, and our integrated management system. These are the foundational documents, developed as the firm has grown. Together with them, IDOM's sustainability policy embraces the 10 principles of the United Nations Global Compact, the 17 UN Sustainable Development Goals, the Paris Agreement, and the Glasgow Climate Pact.



02.

Corporate strategy & our approach to sustainability

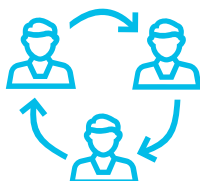
The three core values of IDOM are underpinned by five fundamental pillars.



Our values



The Client
is the core of
our activity.



People
are the heart and
soul of IDOM.



Professional development
IDOM is a group of highly
qualified people who strive
for excellence.

At IDOM, we believe that balancing environmental (including climate change), social, economic and governance criteria significantly enhances the value of the services we provide to our clients, while furthering the professional development of IDOM professionals.

Our pillars



We pursue **excellence**
Our way of
working is to do
the best we know
how and improve
as we go.



We believe in the
power of **human
relationships**
as a motivating
force to
overcome
difficulties.



We are
passionate
about resolving
problems that
no one has
solved before.



Innovation is
present in all
our activities.



Sustainability
is the fifth pillar,
as this approach
maximizes the
contribution of
our activity to the
environment, to
the people, to the
local communities
to the planet and
to society as
a whole.

03.

Objecitves & scope

IDOM's sustainability policy is a corporate guideline. It is the hallmark of our business lines, and the way we manage our work.

This policy is reflected in our professional activities, the services we provide, and the projects and solutions we conceive and design. It is embedded in our professional activity, covering the following four aspects:

Firstly, our projects, the quality of which we associate with sustainability. We search for sustainable solutions to meet the challenges of each project, which are, in turn, executed in a sustainable manner. There are two main lines of action:

- One is the generation of the project idea, its nature and character, the search for options, inspired by the idea of sustainability, to meet the challenges of the client. The principles of environmental integration, territorial coherence (population, nature, human activities affecting nature), supply and demand focus, priority use of renewable resources, multi-level governance, social acceptance and economic feasibility in harmony with all the others are important.
- The other is the process of development and execution of the solution throughout the life cycle of the project, with sustainability incorporated into the design, project management, construction planning, management style of operations, the deconstruction or dismantling of the project, and the subsequent entry of its elements into the circular economy.

Second, the way we work. How we organize ourselves, how we make decisions and how we manage our projects. We understand that sustainability should be, and is, one of the (best) ways to add value to the services we provide to our clients. Our way of working is also in line with the professional development aspirations of IDOM employees.

Third, in our workplaces, our offices, which are designed, operated, maintained, and lived at the cutting edge of technology and corporate responsibility - energy and water efficiency pushed to the limit – frugality - respect for the social and natural environment - prioritizing the use of local natural resources – all under the auspices of mitigating and adapting to climate change.

Fourth, in the conduct of the people at IDOM, in our activity and in our relationship with our collaborators, suppliers, surroundings, and society. Seriousness, professionalism, integrity, empathy with people and with the environment, and equality, characterize our productive activity.

In short, this sustainability strategy consists of two complementary approaches:

- Corporate commitments that we apply in our professional activity (chapter 5), both the management of the firm and the management of the projects we work on.
- The commitment we make to the solutions we conceive and the projects we design (Chapter 6).



Our sustainability policy applies to all the companies that make up the IDOM group, to all our professionals and all our collaborators.

With the aim of making this policy known to all our stakeholders, we will endeavour to communicate and publicly disseminate this policy.



04.

Global framework for sustainability at IDOM

In order to implement the company's sustainability policy and apply it to all our activities, IDOM has decided to build on a number of globally recognized international standards: the principles of the Global Compact, the Sustainable Development Goals of the United Nations, the Paris Agreement, and the Glasgow Pact. By adopting these, we wish to demonstrate and underscore our commitment to human rights, labor standards, the environment, the fight against climate change and the fight against corruption.

Within the framework of these initiatives, IDOM defines, in its corporate and professional activities, the objectives and goals that it can influence, and carries out the actions and operations that contribute to their achievement at local, national and global levels.



Relationship between the 17 Sustainable Development Goals (SDGs) and the 10 principles of the Global Compact (UN)

TEN PRINCIPLES | UN GLOBAL COMPACT

- | | | | |
|-----------------------|-----------------|----------------------|--------------------------|
| 1 HUMAN RIGHTS | 2 LABOUR | 3 ENVIRONMENT | 4 ANTI-CORRUPTION |
|-----------------------|-----------------|----------------------|--------------------------|

- | | |
|--|---|
| <ul style="list-style-type: none"> 1 Support and respect the protection of internationally proclaimed human rights. 2 Make sure that they are not complicit in human right abuses. 3 Uphold the freedom of association and the effective recognition of the right to collective bargaining. 4 Elimination of all forms of forced and compulsory labour 5 The effective abolition of child labour. 6 Elimination of discrimination in respect of employment and occupation. | <ul style="list-style-type: none"> 7 Support a precautionary approach to environmental challenges. 8 Undertake initiatives to promote greater environmental responsibility. 9 Encourage the development and diffusion of environmentally friendly technologies. 10 Work against corruption in all its forms, including extortion and bribery. |
|--|---|

05.

Principles & commitments that guide our professional activity

05.1 Basic principles

- > Develop all our services according to the criteria of ethics, aesthetics, integrity, honesty, while guaranteeing compliance with current legislation.
- > Provide total transparency of information to our own organization, our clients, our suppliers, the authorities, regulatory bodies and society in general.
- > Respect labor standards and human rights.
- > Have active anti-corruption systems in place.
- > Integrate sustainability into our processes.
- > Understand that sustainability goes beyond the environment, to include social, economic, governance, corporate and institutional aspects.
- > Include climate change as a fundamental concern that affects all of the above aspects.
- > Encourage society in progressing towards the achievement of the Sustainable Development Goals (SDGs).





05.2 Corporate commitments

5.2.1 Excellence in management and focus on the client

- > Offer our clients the best possible service, in terms of quality, professional excellence and personal treatment.
- > Assume their needs and treat them as our own.
- > Set high standards for our professional and human skills.

5.2.2 Respect for people

- > Respect freedom and convey confidence in your professional responsibility.
- > Encourage generosity, companionship, honesty, communication, mutual help, group unity and teamwork.
- > Respect diversity, professional, geographic, political, religious, gender and, in short, the aspects that make up the personality of all those who are related to IDOM.
- > Support equality between men and women, promoting fairness and equal opportunities.
- > Encourage the integration of people with special needs or abilities.
- > Facilitate the balance between work and family life.
- > Provide positive, comfortable work environments, free of harassment or violence and full of respect for dignity.
- > Promote occupational health and safety.
- > Serve as a vehicle to bring together and facilitate initiatives of socio-humanitarian aid.

5.2.3 Respect to the natural and social environment at the places where we develop our professional activity

- > Apply a sustainability policy.
- > Seek the maximum creation of value for society as a whole in our projects.
- > Promote sustainable design solutions.
- > Encourage projects to be conceived, planned, designed, built, operated, and deconstructed or dismantled, in a way that ensures sustainability.
- > Promote climate change mitigation and adaptation actions.
- > Minimize our direct and indirect emissions/waste/effluents/consumption. In particular, by reducing energy consumption and the environmental footprint of our activity, and by properly managing necessary consumption and waste.
- > Participate in initiatives with regulators and other organizations in the promotion and dissemination of responsible practices.
- > Encourage progress towards the Sustainable Development Goals (SDGs) by third parties with whom we interact: clients, suppliers, collaborators, and society as a whole.

5.2.4 Involve suppliers and collaborators

- > Respect and support the role of suppliers, contractors and providers.
- > Communicate and require our suppliers to comply with our sustainability policies, corporate

social responsibility, code of conduct, data protection policies, quality policies, environmental management and health and safety.

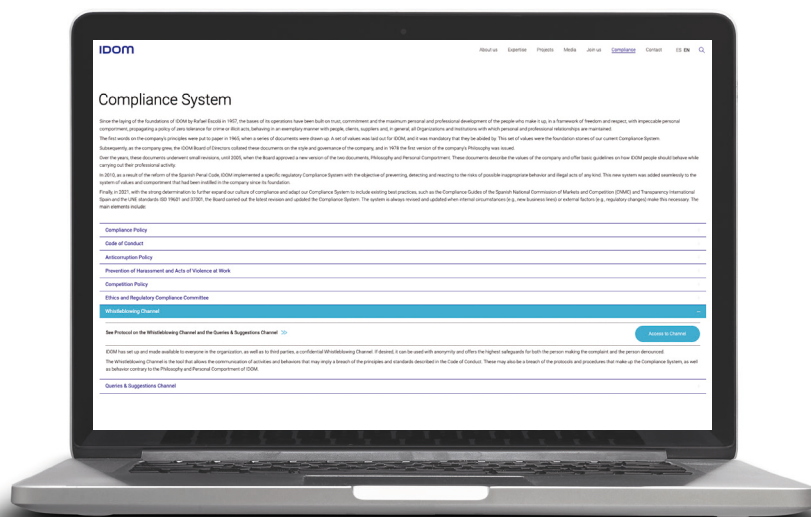
- > Ensure transparency in contractual relations and the independence of IDOM with respect to suppliers, contractors and suppliers, both our own and those of our clients.

5.2.5 Prevention of illegal conduct

- > Promote and ensure compliance with all legal and tax obligations.
- > Avoid conduct contrary to internal rules and policies or that may damage the assets, image or reputation of IDOM or its stakeholders.

5.2.6 Human rights respect

- > Our activities have the potential to impact on human rights. We therefore respect and strive to uphold human rights in all IDOM activities, respecting labour standards and demonstrating our commitment to the prevention and eradication of child labour, forced labour and modern slavery.
- > Promote greater protection for people and groups at risk in the geographies in which we operate; people belonging to national or ethnic, religious and linguistic minorities; indigenous peoples; children; people with disabilities; and migrants and their families.





05.3 Participation and dialogue channels

At IDOM we have several channels through which our people, clients, collaborators, and stakeholders in general can participate, submitting comments, complaints, allegations, suggestions for improvement, etc. These are:

- > Corporate Sustainability Management.
- > Compliance System Internal information channel.
- > Compliance System channel for Queries and Suggestions.
- > Health and Safety Committees.
- > Data Protection Delegate Information and Complaint channel.
- > Integrated Management System suggestions channel.
- > Personnel Self-Assessment Channel.

05.4 Reporting

We also report on our sustainability commitments and objectives, on a recurring and regular basis.

05.5 Monitoring & supervisory bodies

The Sustainability Policy and the actions resulting from its application in IDOM are overseen by the Corporate Sustainability Office (CSO), which reports to the CEO and is responsible for ensuring compliance and maintaining a monitoring system.

06.

Principles & commitments in the solutions we provide and the designs we develop

Our professional activity involves providing solutions to our clients and designing projects. These are the fruits of our actions and a clear demonstration of our engagement with sustainability, as set out in our policy.

06.1 Sustainable solutions & sustainable projects

IDOM conceives sustainable solutions and designs them to be implemented in a sustainable way.

A sustainable solution is one that, among the various possible options, is naturally integrated into the territory, is coherent, effective, and efficient, is temporarily durable because it is resilient and because it is incorporated into the circular economy. It is socially embedded and combines economic aspects with environmental quality.

06.2 Main features of sustainable projects

A sustainable project is one that is conceived, planned, designed, constructed, operated, and deconstructed/dismantled in a way that ensures economic and financial, social, environmental (including climate resilience) and institutional sustainability throughout its life cycle. We do this by applying sensitivity, knowledge, judgement, care, and commitment at each stage of our involvement throughout the project lifecycle. From the conceptual or basic designs to the operation or decommissioning phases of the project.

“ Prioritizing and balancing these four dimensions to achieve the global sustainability in our solutions.



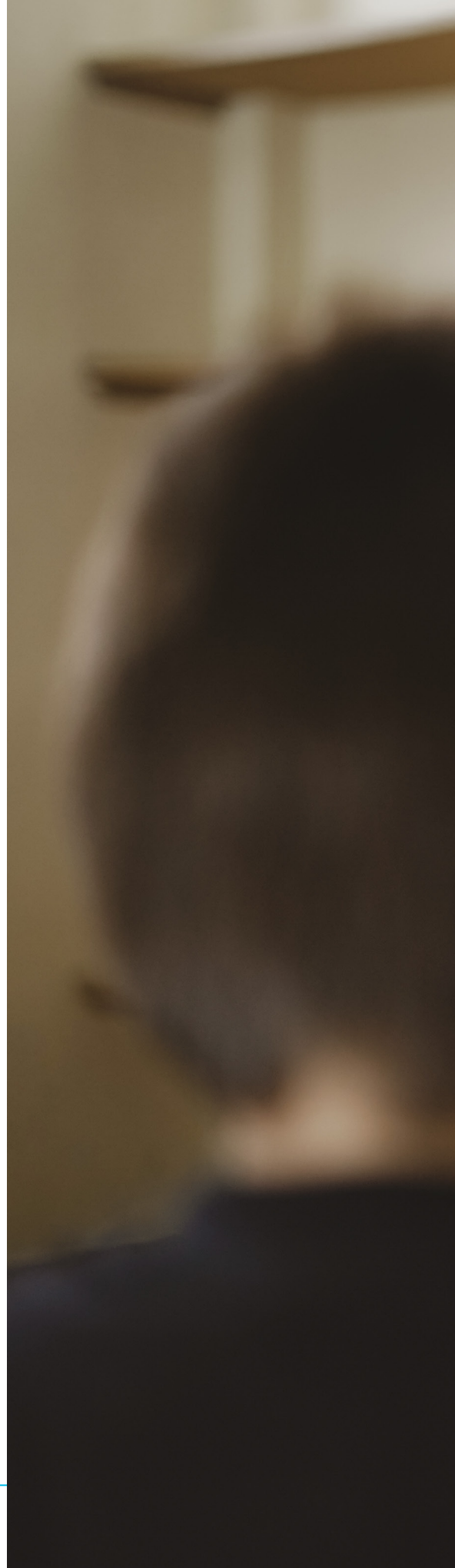
07.

Our culture of creating value

Sustainability & social value

Through its professional activities, IDOM aims to:

- > Contribute to economic, environmental, and social progress with a view to achieving sustainable development.
- > Encourage the strengthening of human capital by creating employment opportunities and facilitating the training of employees, promoting local skills through close cooperation with the local community.
- > Seek the mutual benefit of all stakeholders potentially involved in our operations, including clients, people, contractors, service users and the wider community.





We aim to maximise our positive impact on the environment, communities, planet and society as a whole.



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