People who work for people
GRI INDEX

ANNEXES

- 94  GRI Index
- 109  Verification report
- 110  Facts about Aqualia
GRI Annexes

STRATEGY AND ANALYSIS
G4-1 Statement by the main decision-maker of the organisation about the importance of sustainability for the organisation and its strategy in order to address it.
G4-2 Description of key impacts, risks and opportunities

ORGANISATION PROFILE
G4-3 Organisation name.
G4-4 Most important brands, products and services.
G4-5 Location of the organisation’s headquarters.
G4-6 Indicate in how many countries the organisation operates and name the countries where the organisation conducts significant operations or operations which have any specific relevance to sustainability issues addressed in the report.
G4-7 Describe the nature of ownership and legal form.
G4-8 Indicate what markets it is served from (with a geographical breakdown by sectors and types of customers and recipients).
G4-9 Determine the size of the organisation, including: number of employees; number of operations; net sales; capitalisation, broken-down in terms of debt and equity and quantity of products or services offered.
G4-10 Number of employees by work contract and gender.
  Number of permanent personnel by type of contract and gender.
  Size of the workforce by employees, external workers and gender.
  Size of the workforce by region and gender.
  Indicate whether a substantial part of the work of the organisation is carried out by legally recognised self-employed workers, or people who are not employees or external workers, such as the employees and subcontracted workers of contractors.
  Communicate any significant change in the number of workers.
G4-11 Percentage of employees covered by collective agreements.
G4-12 Describe the organisation’s supply chain.
G4-13 Report any significant changes that may have taken place during the reporting period regarding size, structure, shareholding ownership or supply chain of the organisation.
G4-14 Indicate how the organisation approaches, where appropriate, the precautionary principle.
G4-15 Make a list of letters, principles or other external initiatives of financial, environmental and social nature that the organisation has subscribed to or adopted.
G4-16 Make a list of national or international promotion associations and organisations to which the company belongs and in which it holds a position, participates in projects or committees, makes a significant fund contribution or believes that membership is a strategic decision.

MATERIAL ASPECTS AND COVERAGE
G4-17 Make a list of the entities included in the consolidated financial statements of the company and other equivalent documents.
  Indicate if any of the entities included in the consolidated financial statements of the organisation and other equivalent documents are not listed in the report.
G4-18 Describe the process followed to determine the contents of the report and the coverage of each aspect.
  Explain how the organisation has applied the Principles of preparation of reports to determine the contents of the report.
G4-19 Make a list of the material aspects that were identified during the process of defining the contents of the report.
G4-20 Indicate the coverage of each material aspect within the organisation.
G4-21 Indicate the limit of each material aspect outside the organisation.
G4-22 Describe the consequences of the restatements of information provided in earlier reports and their causes.
G4-23 Indicate any significant changes in the scope and coverage of every aspect compared to previous reports.

PARTICIPATION OF STAKEHOLDERS
G4-24 Make a list of stakeholders linked to the organisation.
G4-25 Indicate the basis for the selection of stakeholders with whom we work.
G4-26 Describe the focus of the organisation on the participation of stakeholders; or indicate whether the participation of a group specifically occurred in the process of preparing the report.
G4-27 Point out what key issues and problems have arisen from the participation of stakeholders and describe the assessment made by the organisation, among other things, throughout its report. Specify which stakeholders raised each of the key issues and problems.

REPORT PROFILE
G4-28 Period covered by the report.
G4-29 Date of last report.
G4-30 Reporting cycle.
G4-31 Provide a point of contact to resolve any doubts that may arise regarding the report’s contents.
G4-32 Indicate which option “in accordance” with the Guide has the organisation chosen.
  Facilitate GRI index of the selected option and the reference to the External Verification Report.
G4-33 Describe the policy and practices of the organisation with respect to the external verification of the report.
  If not mentioned in the verification report accompanying the sustainability report, indicate the scope and rationale for external verification.
  Describe the relationship between the organisation and verification suppliers.
  Indicate whether the highest governing body or senior management have been involved in seeking external assurance for the organisation’s sustainability reports.
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<tr>
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<th>OMISSION</th>
<th>EXTERNAL VERIFICATION, PAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>4-5, 22</td>
<td>3rd RC’s Master Plan <a href="http://www.fcc.es/fccweb/responsabilidad-corporativa/index.html">http://www.fcc.es/fccweb/responsabilidad-corporativa/index.html</a></td>
<td>YES, 109</td>
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<td><strong>OMISSION</strong></td>
<td><strong>EXTERNAL VERIFICATION, PAGE</strong></td>
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<tr>
<td>The company has been called FCC Aqualia since early 2014.</td>
<td>YES, 109</td>
<td></td>
</tr>
<tr>
<td>8-12</td>
<td>Ax. del Camino de Santiago, 40 28050 Madrid, España.</td>
<td>YES, 109</td>
</tr>
<tr>
<td>12-20</td>
<td>FCC Aqualia S.A. is 100% owned by the FCC Group.</td>
<td>YES, 109</td>
</tr>
<tr>
<td>54, 58, 58</td>
<td>There are no significant differences in the type of recruitment by gender. External and self-employed workers do not represent a significant part of the company, so a control that allows the breakdown by gender is not established.</td>
<td>YES, 109</td>
</tr>
<tr>
<td>All employees are subject to collective agreement.</td>
<td>YES, 109</td>
<td></td>
</tr>
<tr>
<td>33</td>
<td>No significant change has taken place in 2015.</td>
<td>YES, 109</td>
</tr>
<tr>
<td>19 - 2014 21 47 82-83</td>
<td>YES, 109</td>
<td></td>
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<td><strong>OMISSION</strong></td>
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</tr>
<tr>
<td>90</td>
<td>YES, 109</td>
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<tr>
<td>23, 90-91</td>
<td>YES, 109</td>
<td></td>
</tr>
<tr>
<td>23, 91</td>
<td>The identified material aspects have been considered for all FCC Aqualia.</td>
<td>YES, 109</td>
</tr>
<tr>
<td>23, 91</td>
<td>Aspects identified as material aspects have been considered by all external stakeholders and for all FCC Aqualia.</td>
<td>YES, 109</td>
</tr>
<tr>
<td>90</td>
<td>YES, 109</td>
<td></td>
</tr>
<tr>
<td>90</td>
<td>The changes are explained in every corresponding section.</td>
<td>YES, 109</td>
</tr>
<tr>
<td><strong>PAGE/ANSWER</strong></td>
<td><strong>OMISSION</strong></td>
<td><strong>EXTERNAL VERIFICATION, PAGE</strong></td>
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<tr>
<td>23</td>
<td>YES, 109</td>
<td></td>
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<td>90, 2015</td>
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<td></td>
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<td>90, 2014</td>
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<tr>
<td>90, Annual</td>
<td>YES, 109</td>
<td></td>
</tr>
<tr>
<td>FCC Aqualia Av. del Camino de Santiago, 40 28050 Madrid, España <a href="http://www.aqualia.com">www.aqualia.com</a></td>
<td>YES, 109</td>
<td></td>
</tr>
<tr>
<td>90, 94, 109</td>
<td>This report has been verified by AENOR with Comprehensive level. FCC Aqualia, declares its independence from AENOR. This report is also sent to the Plenary of the National Council of Corporate Social Responsibility (CERSE). The FCC Aqualia’s CSR Committee approves the decisions regarding the report, including verification.</td>
<td>YES, 109</td>
</tr>
</tbody>
</table>
G4-34 Describe the organisation's governance structure, mentioning also the highest governing body committees. Indicate which committees are responsible for making decisions on financial, environmental and social issues.

G4-35 Describe the process by which the highest governing body delegates its authority on senior management and certain employees regarding financial, environmental and social issues.

G4-36 Indicate whether there are executive or responsible positions in the organisation regarding financial, environmental and social issues, and if their holders are directly accountable to the highest governing body.

G4-37 Describe the consultation process between stakeholders and the highest governing body on financial, environmental and social issues. If such consultation is delegated, please state to whom it is delegated and describe the processes for exchanging information with the highest governing body.

G4-38 Describe the composition of the supreme governing body and its committees: both executive and non-executive; independence; seniority in the position; number of other significant positions and activities, gender; members from under-represented social groups; skills related to financial, environmental and social effects and representation of stakeholders.

G4-39 Indicate if the person who presides over the highest governing body is also in an executive position. If so, describe their executive duties and the reasons for this arrangement.

G4-40 Describe the nomination and selection process of the highest governing body and its committees, as well as the criteria the nomination and selection of members of the former is based upon; among others: if diversity is taking into account; the independence; the expertise and experience in the financial, environmental and social spheres and if stakeholders are involved and how.

G4-41 Describe the process by which the highest governing body prevents and manages potential conflicts of interest. Indicate whether conflicts of interest are communicated to stakeholders. Indicate at least membership of various boards; shareholding of suppliers and other stakeholders; existence of a controlling shareholder and information to disclose about related parties.

G4-42 Describe the functions of the highest governing body and senior management in the development, approval and updating of the purpose, values or mission statements, strategies, policies and objectives relating to financial, environmental and social impacts of the organisation.

G4-43 Indicate what measures have been taken to develop and improve the collective knowledge of the highest governing body in relation to financial, environmental and social issues.

G4-44 • Describe the process of evaluating the performance of the highest governing body in relation to the governance of financial, environmental and social issues. Indicate whether the assessment is independent and how often it is performed. Indicate whether it is a self-assessment.

• Describe the measures taken as a result of the performance assessment of the highest governing body in relation to the management of financial, environmental and social issues, among other things, indicate at least whether there have been changes among the members or organisational practices.

G4-45 • Describe the function of the highest governing body in the identification and management of impacts, risks and financial, environmental and social opportunities. Also indicate what is the role of the highest governing body in the application of due diligence processes.

• Indicate if consultations are carried out with the stakeholders in order to use the work of the highest governing body in identifying and managing impacts, risks and financial, environmental and social opportunities.

G4-46 Describe the function of the highest governing body in the analysis of the effectiveness of risk management processes of the organisation with regard to financial, environmental and social issues.

G4-47 Indicate how often the highest governing body analyses financial, environmental and social impacts, risks and opportunities.

G4-48 Indicate which is the committee or the position of greatest importance which reviews and approves the organisation's sustainability report and ensures that all material aspects are represented.

G4-49 Describe the process for transmitting important concerns to the highest governing body.

G4-50 Indicate the nature and number of important concerns that were transmitted to the highest governing body; also describe the mechanisms used to address and evaluate them.

G4-51 • Describe the compensation policies for the highest governing body and senior management, according to the following types of remuneration: fixed remuneration and variable remuneration; remuneration in shares; bonuses; deferred share units or transferred shares; bonuses or incentives to recruitment; severance pay; refunds; pensions, taking into account the difference between benefit schemes and types of remuneration of the highest governing body, senior management and all other employees.

• Match the performance criteria affecting the remuneration policy with financial, environmental and social objectives of the highest governing body and senior management.

G4-52 Describe the processes for determining remuneration. Indicate whether consultants are used to determine remuneration and if they are independent from the management. Indicate any other relationship that such consultants on remuneration may have with the organisation.

G4-53 Explain how it is requested and if the opinion of the stakeholders with regard to the remuneration is taken into account, including, where appropriate, the results of voting on policies and proposals related to this issue.

G4-54 Calculate the relationship between the total annual remuneration of the highest paid person in the organisation in each country where they carry out significant transactions with the average annual remuneration of all personnel (not counting the best paid person) in the pertinent country.

G4-55 Calculate the percentage increase ratio between the total annual remuneration of the highest paid person in the organisation in each country where they carry out significant transactions with the percentage increase of the average annual remuneration of all personnel (not counting the best paid person) in the pertinent country.

ETHICS AND INTEGRITY

G4-56 Describe the values, principles, standards and rules of the organisation, such as codes of conduct or ethical codes.

G4-57 Describe the internal and external advisory mechanisms towards ethical and lawful conduct, and issues related to the integrity of the organisation, such as helplines or consultation.

G4-58 Describe internal and external complaint mechanisms of unethical or illegal conduct and matters relating to the integrity of the organisation, such as stopped notification to managers, whistleblowing mechanisms or hotlines.

INFORMATION ON MANAGEMENT APPROACH

G4-59 State why the issue is material. Point out what impacts make this aspect material.

G4-60 Describe how the organisation manages the material aspect or its effects.

G4-61 Facilitate the assessment of management approach, including other mechanisms for evaluating the effectiveness, the results of the evaluation and any related change to the management approach.

G4-62 Describe the compensation policies for the highest governing body and senior management, according to the following types of remuneration: fixed remuneration and variable remuneration; remuneration in shares; bonuses; deferred share units or transferred shares; bonuses or incentives to recruitment; severance pay; refunds; pensions, taking into account the difference between benefit schemes and types of remuneration of the highest governing body, senior management and all other employees.

G4-63 Match the performance criteria affecting the remuneration policy with financial, environmental and social objectives of the highest governing body and senior management.

G4-64 Describe the processes for determining remuneration. Indicate whether consultants are used to determine remuneration and if they are independent from the management. Indicate any other relationship that such consultants on remuneration may have with the organisation.

G4-65 Explain how it is requested and if the opinion of the stakeholders with regard to the remuneration is taken into account, including, where appropriate, the results of voting on policies and proposals related to this issue.

G4-66 Calculate the relationship between the total annual remuneration of the highest paid person in the organisation in each country where they carry out significant transactions with the average annual remuneration of all personnel (not counting the best paid person) in the pertinent country.

G4-67 Calculate the percentage increase ratio between the total annual remuneration of the highest paid person in the organisation in each country where they carry out significant transactions with the percentage increase of the average annual remuneration of all personnel (not counting the best paid person) in the pertinent country.

G4-68 Describe the internal and external complaint mechanisms of unethical or illegal conduct and matters relating to the integrity of the organisation, such as stopped notification to managers, whistleblowing mechanisms or hotlines.

G4-69 Indicate the direct financial value generated and distributed under the accrual basis, taking into account inter alia the basic elements for the international operations of the organisation listed below. If the data are presented on cash basis, justify and describe the following basic components: direct financial value generated (income), financial value distributed (operating expenses), salaries and employee benefits, payments to capital suppliers, payments to government by country, see instructions below, and investments in communities and retained financial value (according to the "Direct financial value generated" minus "Distributed financial value" formula).

G4-70 To better assess local financial impacts, expand the direct generated and distributed financial value by country, region or market, where significant. Explain the criteria that have been used to determine its significance.
<table>
<thead>
<tr>
<th>PAGE/ANSWER</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Shareholders: The General Shareholders' Meeting. Employees: channel of communication with HR and the CEO Blog. Page 64</td>
<td>YES, 109</td>
<td></td>
</tr>
<tr>
<td>Corporate Governance Report 2015, 9-11, 18-19</td>
<td>YES, 109</td>
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<tr>
<td>Corporate Governance Report 2015, 18-19, 25-29</td>
<td>YES, 109</td>
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<tr>
<td>President of Aqualia.</td>
<td>YES, 109</td>
<td></td>
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<tr>
<td>Corporate Governance Report 2015, 29-29</td>
<td>YES, 109</td>
<td></td>
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<tr>
<td>Corporate Governance Report 2015, 31-32</td>
<td>YES, 109</td>
<td></td>
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<tr>
<td>President of Aqualia.</td>
<td>YES, 109</td>
<td></td>
</tr>
<tr>
<td>Corporate Governance Report 2015, 25-29</td>
<td>YES, 109</td>
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<tr>
<td>Corporate Governance Report 2015, 25-29</td>
<td>YES, 109</td>
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<tr>
<td>Corporate Governance Report 2015, 15-16</td>
<td>YES, 109</td>
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</tr>
<tr>
<td>Corporate Governance Report 2015, 15-16</td>
<td>YES, 109</td>
<td></td>
</tr>
<tr>
<td>The General Shareholders' Meeting approves the budget. p. 22-23</td>
<td>YES, 109</td>
<td></td>
</tr>
<tr>
<td>Relationship between the average salary of the FCC Group senior management and the average spending on FCC Aqualia’s personnel: 12.3</td>
<td>YES, 109</td>
<td></td>
</tr>
<tr>
<td>In 2015 there were no salary increases.</td>
<td>YES, 109</td>
<td></td>
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<tr>
<td>PAGE/ANSWER</td>
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<td>EXTERNAL VERIFICATION, PAGE</td>
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<td>OMISSION</td>
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</tr>
<tr>
<td>22-23</td>
<td>YES, 109</td>
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<td>PAGE/ANSWER</td>
<td>OMISSION</td>
<td>EXTERNAL VERIFICATION, PAGE</td>
</tr>
<tr>
<td>4-5, 8-9</td>
<td>YES, 109</td>
<td></td>
</tr>
</tbody>
</table>
GA-EC2 Indicate what percentage of recycled materials was used to manufacture the main products and services of the organisation.

GA-EC3 Indicate the total weight or volume of materials used to produce and pack the main products and services of the organisation during the period covered by the report.

GA-EC4 Identify the total monetary value of financial assistance that the organisation has received from government authorities during the period covered by the report, with information concerning at least: relief and tax credits; subsidies; investment aid, grants for research and development and other relevant types of grants; prize awards; royalty exemptions; exportation financial aid from credit agencies; financial incentives and other financial benefits received or receivable from any government entity in connection with any transaction.

GA-EC5 Indicate the direct and indirect, positive and negative, significant impacts, referring to the following aspects: affected species; surface of the affected areas; impact duration; and reversible or irreversible nature of those impacts.

GA-EN1 Indicate the total weight or volume of materials used to produce and pack the main products and services of the organisation.

GA-EN2 Indicate what percentage of recycled materials was used to manufacture the main products and services of the organisation.

GA-EN3 Indicate the energy consumption outside the organisation in joules or multiples of joule.

GA-EN4 Indicate the energy intensity.

GA-EN5 Indicate the energy consumption cuts are a direct result of initiatives for conservation and efficiency (in joules or multiples of joule).

GA-EN6 Indicate whether such investments or such services are commercial, pro bono or in kind.

GA-EN7 Indicate which cuts in the energy requirements of products and services sold have been achieved in the period covered by the report (in joules or multiples of joule).

GA-EN8 Indicate the total volume of water collection from the following sources: surface water, including water from wetlands, rivers, lakes and oceans; groundwater; rainwater collected and stored directly by the organisation; wastewater from another organisation; and municipal water supplies or other water companies.

GA-EN9 Indicate the number of water sources that have been affected by collection and break them down by type: source size; if the water source is classified or not as a protected area (national or international); value in terms of biodiversity (species diversity and endemism, number of protected species); and value or importance of the source of water for local communities and indigenous peoples.

GA-EN10 Indicate the total volume of water that the organisation has recycled or reused, in terms of percentage of total collected water in accordance with the G4-EN8 Indicator.

GA-EN11 Provide the following information for operational sites owned, leased, managed, which are adjacent, contain or are located in protected areas and unprotected areas of high biodiversity value: geographic location; wastewater from another organisation; and municipal water supplies or other water companies.

GA-EN12 Describe the nature of the direct and indirect impacts on biodiversity, referring to at least one of the following: construction or utilisation of factories, mines and transport infrastructure; pollution (introduction of substances that do not occur naturally in the habitat from specific and diffuse sources); introduction of invasive species, pests and pathogens; reduction of the number of species; habitat conversion; changes in ecological processes outside the natural range of variation (e.g., salinity or changes in groundwater levels).
No pension plans available.

The starting salary is set by collective agreement for each company in the group without gender differences and is higher than the statutory minimum wage.

100% of senior managers are Spanish.

FCC Aqualia does not have a local procurement policy, although whenever possible, 100% of the hiring is from domestic suppliers.

Given the nature of FCC Aqualia’s business, the collected or bought water is considered to come from a renewable source. Other consumption is comparatively insignificant.

Energy intensity (GJ/employee) is given by dividing the internal consumption by the number of workers
- Indirect consumption: 227.20
- Renewable Direct Consumption: 7.37
- Fuel Direct Consumption: 17.52

Given the nature of business of FCC Aqualia, the water it recycles is not for the organisation’s internal use but rather for discharge and use by third parties (see indicator G4-EN22)
G4-EN13: Indicate the size and location of all protected or restored habitat areas and indicate whether the success of restoration actions was or is being verified by independent external professionals.

G4-EN14: Indicate the number of species on the IUCN Red List and national conservation lists with habitats in areas affected by operations, by level of endangered species:
- critically endangered
- endangered
- vulnerable
- near threatened
- least concern

MANAGEMENT APPROACH: EMISSIONS

G4-EN15: Indicate gross direct GHG emissions (Scope 1) in metric tons of CO2 equivalent, excluding emission trading, that is, purchase, sale or transfer of rights and compensation.

G4-EN16: Indicate gross indirect GHG emissions (Scope 2) in metric tons of CO2 equivalent, excluding emission trading, that is, purchase, sale or transfer of rights and compensation.

G4-EN17: Indicate any other gross indirect GHG emissions (Scope 3) in metric tons of CO2 equivalent, excluding indirect emissions from electricity generation, heating, cooling and steam that the organisation acquires and consumes (these indirect emissions are contained in the G4-EN16 Indicator). Trade allowances should not be considered, in other words, the purchase, sale or transfer of rights and compensation.

G4-EN18: Indicate biogenic CO2 emissions in metric tons of CO2 equivalent, regardless of gross direct GHG emissions (Scope 1).

G4-EN19: Indicate the intensity of GHG emissions. Explain what measurement (the denominator of the fraction) has the organisation used to calculate the ratio.

G4-EN20: State the production, imports and exports of ozone-depleting substances (ODS) in metric tons of CFC-11 equivalent.

G4-EN21: Indicate the number of significant air emissions in kilograms or multiples of kilogram of: NOX; SOX; persistent organic pollutants (POPs); volatile organic compounds (VOCs); hazardous air pollutants (HAP); particulate matter (PM) and other standardized categories of air emissions identified in the relevant legislation.

MANAGEMENT APPROACH: EFFLUENTS AND WASTE

G4-EN22: Indicate the total volume of water discharges, forseen and unforeseen, broken down by: destination; water quality, including the method of treatment and whether it was reused by another organisation.

G4-EN23: Enter the total weight of hazardous and non-hazardous waste, according to the methods of disposal: reuse; recycling; composting; recovery, including energy recovery; incineration (mass burning); deep well injection; landfill; storage site; and others (which must be specified by the reporting organisation).

G4-EN24: Indicate the number and total volume of recorded significant spills. For each of the spills included in the financial statements of the organisation, provide the following information: location of the spill; volume of the spill; material spilled into the following categories: oil spills (soil or water surfaces); fuel spills (soil or water surfaces); waste spills (soil or water surfaces); chemical spills (mainly soil or water surfaces) and others (which must be specified by the reporting organisation).

G4-EN25: Indicate which water bodies and related habitats have been significantly affected by water discharges, according to the criteria described in the Compilation (below) section and provide data on:
- size of the body of water and related habitat; if the mass of water and related habitats are classified as national or international protected areas and value in terms of biodiversity (e.g., number of protected species)

G4-EN26: Provide the total weight of: transported hazardous waste; imported hazardous waste; treated hazardous waste.

G4-EN27: Indicate the percentage of hazardous waste transported internationally.

G4-EN28: Indicate which water bodies and related habitats have been significantly affected by water discharges, according to the criteria described in the Compilation (below) section and provide data on:
- size of the body of water and related habitat; if the mass of water and related habitats are classified as national or international protected areas and value in terms of biodiversity (e.g., number of protected species)

MANAGEMENT APPROACH: PRODUCTS AND SERVICES

G4-EN29: State significant fines and non-monetary sanctions in terms of: total monetary value of significant sanctions; number of non-monetary sanctions and procedures brought before arbitration institutions.

G4-EN30: If the reporting organisation has not identified any breach of legislation or regulations, just a brief statement to this effect will be enough.

MANAGEMENT APPROACH: REGULATORY COMPLIANCE

G4-EN31: If the reporting organisation has not identified any breach of legislation or regulations, just a brief statement to this effect will be enough.

MANAGEMENT APPROACH: TRANSPORTATION

G4-EN32: Indicate the size and location of all protected or restored habitat areas and indicate whether the success of restoration actions was or is being verified by independent external professionals.

G4-EN33: Describe the significant environmental impacts of transporting products and other goods and materials used for the activities of the organisation as well as the transport of personnel. If quantitative data are not provided, explain why.

G4-EN34: Explain how the environmental impacts of transporting products, members of personnel of the organisation and other goods and materials are being mitigated.

G4-EN35: Describe the criteria and methods that have been used to determine which environmental impacts are significant.

MANAGEMENT APPROACH: GENERAL

G4-EN36: Report on environmental protection expenditures broken down by: costs of waste treatment and emission treatment and restoration, and prevention and environmental management costs.

G4-EN37: Percentage of new suppliers that were examined based on environmental criteria.
FCC Aqualia does not undertake habitat restoration. YES, 109

NOT APPLICABLE

70 YES, 109

70, 72 YES, 109

Emissions due to the transport of employees are not considered significant. YES, 109

Emission intensity (t CO2e/employee) is obtained by dividing the emissions between the number of employees (6,037)
- Direct Emissions (Scope 1): Aqualia (Spain): 3.51
- Indirect Emissions (Scope 2): Aqualia (Spain): 15.19
- Indirect Emissions (Scope 3): Aqualia (Spain): 5.96

GHG emissions are set out on pages 70-73. MATERIAL is not considered YES, 109

NOT APPLICABLE

MATERIAL is not considered YES, 109

NOT APPLICABLE

MATERIAL is not considered YES, 109

70 YES, 109

<table>
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<td>AUA 442,556,973</td>
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<tr>
<td></td>
<td>TMVAK 49,641,000</td>
<td>TMVAK 45,000,460</td>
</tr>
<tr>
<td>Reused water m³</td>
<td>AUA 9,887,027</td>
<td>AUA 58,400,210</td>
</tr>
<tr>
<td></td>
<td>TMVAK 0</td>
<td>TMVAK 0</td>
</tr>
</tbody>
</table>

The volumes of treated water and reused water do not depend on the organisation but rather the type of concession that it is managing. YES, 109

Waste 2015

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hazardous (kg)</td>
<td>210,134</td>
</tr>
<tr>
<td>Non-hazardous (kg)</td>
<td>369,872,133</td>
</tr>
</tbody>
</table>

There have been no spills. YES, 109

FCC Aqualia does not import or export hazardous waste as outlined in the Basel Convention. YES, 109

There has been no no water bodies and habitats affected by discharges. YES, 109

70 YES, 109

72-75 YES, 109

Water, the product marketed by FCC Aqualia has no packaging. YES, 109

70 YES, 109

€20,181.33
Of which, €13,181.33 are sanitary and €7,000 from environmental performance. YES, 109

FCC Aqualia activity does not produce significant environmental impacts from transportation. YES, 109

Consolidated Financial Statements 2015 FCC Group

33 YES, 109

100% YES, 109
G4-LA  SOCIAL PERFORMANCE: WORK PRACTICES AND DECENT WORK

MANAGEMENT APPROACH: EMPLOYMENT

G4-LA1  Indicate the number and rate of new work contracts in the period covered by the report, broken down by age, gender and region.
Indicate the number and rate of employee turnover in the period covered by the report, broken down by age, gender and region.

G4-LA2  Detail which of the following benefits are offered to all employees in full-time work but not to part-time or temporary employees, broken down by relevant activity locations. At the very least, please include the following benefits: life insurance; health insurance; disability or invalidity coverage; maternity or paternity coverage; pension fund; shares and others.
Provide the definition used to establish “places with significant operations”.

G4-LA3  Indicate the number of employees, broken down by gender, which were entitled to maternity or paternity leave.
Indicate the number of employees, by gender, exercising their right to maternity or paternity leave.
Indicate the number of employees who returned to work after the end of their maternity leave or paternity leave, by gender.
Indicate the number of employees who returned to work after the end of their maternity or paternity leave and retained their jobs twelve months following their return, broken down by gender.
Provide the return to work rates and retention of employees who exercised maternity or paternity leave, broken down by gender.

MANAGEMENT APPROACH: RELATIONSHIP BETWEEN WORKERS AND MANAGEMENT

G4-LA4  Indicate the minimum number of weeks notice for workers and their elected representatives that is commonly used before implementing significant operational changes that could substantially affect them.
If the organisation has a collective agreement, indicate whether this period of notice and the provisions for possible consultation and negotiation are specified.

G4-LA5  Indicate at what level each of the formal joint health and safety committees for management and employees usually operate.
Indicate the percentage of workers who are represented in formal joint health and safety committees.

G4-LA6  Indicate the type of injury, the rate of accidents with injuries, the rate of occupational diseases, lost day rate, the rate of absenteeism and fatalities related to the work carried out by all workers (i.e. employees and workers hired), broken down by region and gender.
Specify the types of injury, injury accident rate (IRA), rate of occupational diseases (ORD), lost day rate (LDR), absenteeism rate (AB) and fatalities (F) related to the work of independent contractors working on site for whose general overall safety the organisation is responsible, broken down by region and gender.
Indicate which regulatory system is applied for recording and reporting accidents.

G4-LA7  Indicate whether there are workers who perform professional activities with a high risk or incidence of certain diseases.

G4-LA8  Indicate whether local or international formal agreements with unions cover issues related to health and safety.
If so, indicate what percentage of issues related to health and safety is covered in such formal agreements.

MANAGEMENT APPROACH: TRAINING AND EDUCATION

G4-LA9  Indicate the average hours of training that employees in the organisation received during the period covered by the report, broken down by gender and job category.

G4-LA10  Indicate the type and scope of the programs that have been carried out and the assistance provided to enhance the skills of employees.
Describe transition assistance programs aimed at promoting the employability of workers and management of the end of their careers, either through retirement or termination of employment.

G4-LA11  Indicate what percentage of employees has received a regular assessment of their performance and the evolution of their career during the period covered by the report, broken down by gender and professional category.

MANAGEMENT APPROACH: DIVERSITY AND EQUAL OPPORTUNITIES

G4-LA12  Indicate what percentage of people belonging to the following diversity categories is part of the governing bodies of the organisation: gender, age: under 30, between 30 to 50, over 50;
minority groups and other diversity indicators, as appropriate.
Indicate what percentage of employees belong to the following categories of diversity by employee category: gender, age: under 30, 30 to 50, over 50; minority groups and other indicators of diversity as appropriate.

MANAGEMENT APPROACH: EQUAL PAY FOR MEN AND WOMEN

G4-LA13  Indicate the relationship between base salary and remuneration of women in comparison to men for each job category, by significant locations of operation.
Provide the definition used to establish “places with significant operations”.

MANAGEMENT APPROACH: EVALUATION OF SUPPLIER WORK PRACTICES

G4-LA14  Percentage of new suppliers that were examined in accordance with criteria relating to work practices.

G4-LA15  Indicate the number of suppliers whose impact on work practices has been evaluated.
Indicate how many suppliers have real or potential negative impacts on work practices.
Indicate what real and potential significant negative impacts have been discovered in the work practices of the supply chain.
Indicate the percentage of suppliers with significant actual and potential negative impacts in the work practices and which improvements have been agreed on after evaluation.
Indicate the percentage of suppliers with significant actual and potential negative impacts on work practices and with which the relationship has been terminated as a result of the evaluation, and explain the reasons.

MANAGEMENT APPROACH: MECHANISMS FOR ENVIRONMENTAL CLAIMS

G4-LA16  Indicate the total number of complaints about environmental impacts that have occurred through formal grievance mechanisms during the period covered by the report.
Indicate how many of the claims were addressed in the period under the report and how many were resolved in the period covered by the report.
Indicate the total number of complaints about environmental impacts that occurred before the period covered by the report and resolved in that period.

G4-EN33  Indicate how many of the claims: were addressed in the period under the report and how many were resolved in the period covered by the report.
Indicate the total number of complaints about work practices that have occurred through formal grievance mechanisms during the period covered by the report.
Indicate the number of complaints whose impact on work practices has been evaluated.
Indicate the number and rate of new work contracts in the period covered by the report, broken down by age, gender and region.
Indicate the rate of employee turnover in the period covered by the report, broken down by age, gender and region.

G4-EN34  Indicate how many of the claims were addressed in the period under the report and how many were resolved in the period covered by the report.
Indicate the total number of complaints about work practices that have occurred before the period covered by the report and resolved in that period.
FCC Aqualia suppliers, given their activity, do not have significant environmental impacts, however 100% compliance with environmental criteria is required when they apply.

There have been no claims of an environmental nature referred to in this section.

The breakdown in the turnover rate by age and gender is not considered to be MATERIAL as there are no significant differences to FCC Aqualia.

The social benefits are independent from the working hours and they include: subsidized loans, life insurances and accident and family benefits.

Number of employees with maternity leave: 43
Number of employees with paternity leave: 153
72% were reincorporated to work after their maternity leave finished; the rest apply for a leave of absence to look after their children, following which they return to work.
100% were reincorporated to work after their paternity leave finished (only 1 employee took a leave of absence following paternity leave).
100% of those reincorporated to work after their maternity/paternity finishes remain in their jobs for 12 months after their return to work.

Notice periods are defined in the agreement.
Collective agreements include conditions for consultation and negotiation.

41% of Aqualia employees in Spain are represented in Health and Safety Committees. H&S Committees are mainly constituted in FCC Aqualia services.

A fatal accident took place in 2015 (heart attack).

There is only a residual risk of occupational disease, although there was no case in 2015 thanks to preventive actions.

100%.

There have been no performance evaluations.


Base salaries are set by collective agreements and there are no differences between men and women.

FCC Aqualia suppliers, taking into account their activity, have no relevant actual or potential impacts on work practices.

In 2015, a communication regarding work practices was received from FCC Aqualia through the Ethics Channel, which has subsequently been settled.
G4-HR1 Indicate the number and percentage of contracts and significant investment agreements that include human rights clauses or that have undergone an analysis regarding human rights.

G4-HR2 Indicate the number of hours spent during the reporting period on training on policies and procedures concerning aspects of human rights relevant to the operations of the organisation.

G4-HR3 Indicate the number of discrimination cases that occurred during the period covered by the report.

G4-HR4 Identify the significant centres and suppliers in which freedom of association and the right to collective bargaining of employees may be infringed or threatened, in terms of: type of facility (e.g. a factory) and supplier; and countries or regions where it is considered that the activities present a risk of this nature.

G4-HR5 Indicate centres and suppliers with a significant risk of incidents of child labour and young workers exposed to hazardous work.

G4-HR6 Indicate centres and suppliers with a significant risk of incidents of forced labour, in terms of type of institution (e.g. a factory) and supplier and countries or regions where it is considered that the activities present a risk of this nature.

G4-HR7 Indicate the percentage of new suppliers that were examined in accordance with criteria relating to human rights.

G4-HR8 Indicate the number and percentage of centres that have been examined regarding human rights or in which the impact on human rights have been assessed, broken down by country.

G4-HR9 Indicate the number of confirmed cases of violation of the rights of indigenous peoples that have been identified in the period covered by the report.

G4-HR10 Indicate the percentage of suppliers whose impact on human rights has been evaluated.

G4-HR11 Indicate whether training requirements are also required from other organisations from which security personnel is hired.

G4-HR12 Indicate the total number of complaints about human rights that occurred through formal grievance mechanisms in the period covered by the report.

G4-SO Indicate the total number of complaints about human rights that occurred before the period covered by the report and resolved in that period.

G4-SO1 Indicate the percentage of suppliers whose impact on human rights has been evaluated.

G4-SO2 Indicate the number of complaints about human rights that occurred during the period covered by the report.

G4-SO3 Indicate the number of discrimination cases that occurred during the period covered by the report.

G4-SO4 Indicate the number of hours spent during the period covered by the report on training on policies and procedures concerning aspects of human rights relevant to the organisation's operations.

G4-SO5 Indicate the percentage of suppliers with significant actual and potential negative impacts regarding human rights and which improvements have been agreed after evaluation.

G4-SO6 Indicate centres and suppliers with a significant risk of incidents of child labour and young workers exposed to hazardous work.

G4-SO7 Indicate centres and suppliers with a significant risk of incidents of forced labour, in terms of type of institution (e.g. a factory) and supplier and countries or regions where it is considered that the activities present a risk of this nature.

G4-SO8 Indicate the number and percentage of centres that have been examined regarding human rights or in which the impact on human rights have been assessed, broken down by country.

G4-SO9 Indicate the number and percentage of centres that have been examined regarding human rights or in which the impact on human rights have been assessed, broken down by country.

G4-SO10 Indicate the percentage of new suppliers that were examined in accordance with criteria relating to human rights.

G4-SO11 Indicate the percentage of suppliers whose impact on human rights has been evaluated.

G4-SO12 Indicate the number of discrimination cases that occurred during the period covered by the report.

G4-SO13 Indicate whether training requirements are also required from other organisations from which security personnel is hired.

G4-SO14 Indicate the number of complaints about human rights that occurred during the period covered by the report.

G4-SO15 Indicate the percentage of suppliers whose impact on human rights has been evaluated.

G4-SO16 Indicate the number of complaints about human rights that occurred before the period covered by the report and resolved in that period.

G4-SO17 Indicate the number of discrimination cases that occurred during the period covered by the report.

G4-SO18 Indicate the percentage of suppliers whose impact on human rights has been evaluated.

G4-SO19 Indicate the number of complaints about human rights that occurred during the period covered by the report.

G4-SO20 Indicate the percentage of suppliers whose impact on human rights has been evaluated.

G4-SO21 Indicate the number of complaints about human rights that occurred before the period covered by the report and resolved in that period.

G4-SO22 Indicate the number of discrimination cases that occurred during the period covered by the report.

G4-SO23 Indicate the percentage of suppliers whose impact on human rights has been evaluated.

G4-SO24 Indicate the number of complaints about human rights that occurred during the period covered by the report.

G4-SO25 Indicate the percentage of suppliers whose impact on human rights has been evaluated.

G4-SO26 Indicate the number of complaints about human rights that occurred before the period covered by the report and resolved in that period.
There have been no investment agreements which have been required to include clauses on human rights.

As it is not considered a material aspect for FCC Aqualia given its activity, no training related to human rights has been carried out.

There have been no cases of discrimination.

FCC Aqualia and its suppliers, taking into account their activity and internal and external regulations applicable to them, are not at risk of freedom of association and the right to collective bargaining of employees may be infringed or threatened.

FCC Aqualia and its suppliers, taking into account their activity and internal and external regulations that apply, do not have a significant risk for incidents of child labour and young workers exposed to hazardous work.

FCC Aqualia and its suppliers, taking into account their activity and internal and external regulations, have no risk of forced labour.

FCC Aqualia has no security personnel on its payroll and the subcontracted personnel receives 100% related training.

There have been no cases of violation of the rights of indigenous peoples due to the activity of FCC Aqualia or its suppliers.

FCC Aqualia, taking into account their activity and internal and external regulations, do not consider there is a risk of non-compliance with human rights, so no assessments are conducted.

In those countries where local legislation does not ensure human rights such as the right of association or the prevention of child labour and forced labour, FCC Aqualia always respects the principles defined in the Universal Declaration of Human Rights, the provisions of the International Labour Organization, as well as the Tripartite Declaration, on the Guidelines for Multinational Enterprises of the OECD and the United Nations Global Compact. FCC Aqualia complies with current legislation in each of the places where it operates, and always under the Group’s Ethics Code.

There are operation hubs that have or can have significant negative impacts on local communities.

FCC Aqualia CSR Report 2011, page 47

100%.

There have been no cases of corruption or lawsuits.

GRI Index
**Management Approach: Customer Privacy**

- Indicate the financial value of the monetary or in-kind political contributions directly or indirectly carried out by the organisation, broken down by country and recipient.
- Explain, if applicable, how the monetary value of contributions in kind has been calculated.

**Management Approach: Marketing Communications**

- Indicate any pending or completed claims in the period covered by the report issued due to unfair competition-related cases and violations of the legislation on anti-competitive and monopolistic practices, in which the involvement of the organisation has been revealed.
- Indicate the main results of such complaints, including rulings or decisions.

**Management Approach: Regulatory Compliance**

- State significant fines and non-monetary sanctions in terms of: total monetary value of significant sanctions; number of non-monetary sanctions and procedures brought before arbitration institutions.
- If the organisation has not identified any breach of legislation or regulations, just a brief statement to this effect will be enough.
- Describe the context in which significant monetary fines or penalties were received.

**Management Approach: Social Impact Assessment of Suppliers**

- Indicate the total number of complaints about social impacts that have occurred through formal grievance mechanisms during the period covered by the report.
- Indicate whether the organisation sells products banned in certain markets and/or questioned by stakeholders or which are the subject of public debate.
- Indicate what percentage of significant products and services whose impacts on health and safety have been evaluated in order to promote improvements.

**Product Liability Indicators**

- Indicate whether the organisation’s procedures concerning information and labelling of their products require the following information: Source of the components of the product or service; content, especially with regard to substances which may have some environmental or social impacts; safety instructions on the product or service; product disposal and environmental or social impact or other (explain).
- Indicate what percentage of categories of significant products and services are subject to procedures for assessing compliance with such procedures.

**Management Approach: Labelling of Products and Services**

- Indicate the total number of complaints about social impacts that occurred before the period covered by the report and resolved in that period.
- Indicate the financial value of the monetary or in-kind political contributions directly or indirectly carried out by the organisation, broken down by country and recipient.
- Explain, if applicable, how the monetary value of contributions in kind has been calculated.

**Management Approach: Health and Safety of Clients**

- Indicate the number of breaches of regulation and voluntary codes concerning information and labelling of products and services, broken down by: breaches of the regulations which led to a fine or punishment; breaches of the regulations which led to a warning and breaches of voluntary codes.
- If the organisation has not identified any breach of regulations or voluntary codes, just a brief statement to this effect will be enough.

**Management Approach: Social Impact Claim Mechanisms**

- Indicate the number of breaches of regulation and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship, broken down by: breaches of the regulations which led to a fine or punishment and regulations which lead to a warning and breaches of voluntary codes.

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- Indicate what percentage of significant products and services whose impacts on health and safety have been evaluated in order to promote improvements.
<table>
<thead>
<tr>
<th>PAGE</th>
<th>OMISION</th>
<th>EXTERNAL VERIFICATION, PAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>32-33</td>
<td>YES, 109</td>
<td></td>
</tr>
<tr>
<td>100%</td>
<td>YES, 109</td>
<td></td>
</tr>
<tr>
<td>There have been no incidents of non-compliance with regulations and voluntary codes concerning health and safety of products and services.</td>
<td>YES, 109</td>
<td></td>
</tr>
<tr>
<td>32</td>
<td>YES, 109</td>
<td></td>
</tr>
<tr>
<td>32</td>
<td>YES, 109</td>
<td></td>
</tr>
<tr>
<td>There have been no breaches of the rules relating to service information.</td>
<td>YES, 109</td>
<td></td>
</tr>
<tr>
<td>FCC Aqualia conducts client satisfaction surveys every 2 years. In the 2014 version (see CSR Report 2014), the institutions gave the provided service a score of 3.91 out of 5 and 69.8% of end clients are satisfied with the quality of service</td>
<td>YES, 109</td>
<td></td>
</tr>
<tr>
<td>33</td>
<td>YES, 109</td>
<td></td>
</tr>
<tr>
<td>FCC Aqualia does not sell products banned or challenged by stakeholders. While certain concessions in the previous process have been questioned in the Spanish municipalities, once FCC Aqualia started operations, there has been no problem.</td>
<td>YES, 109</td>
<td></td>
</tr>
<tr>
<td>There have been no defaults relating to marketing.</td>
<td>YES, 109</td>
<td></td>
</tr>
<tr>
<td>38</td>
<td>YES, 109</td>
<td></td>
</tr>
<tr>
<td>There have been no complaints about the violation of privacy and loss of customer data.</td>
<td>YES, 109</td>
<td></td>
</tr>
<tr>
<td>Code of Ethics</td>
<td>YES, 109</td>
<td></td>
</tr>
<tr>
<td>There have been no fines due to regulatory or legislative non-compliance.</td>
<td>YES, 109</td>
<td></td>
</tr>
</tbody>
</table>