

Sener **Sustainability** Report

2024





Sener Sustainability Report

01	A LETTER FROM THE CEO	5
-----------	------------------------------	---

02	SENER'S MODEL	7
-----------	----------------------	---

03	QUICK VIEW	21
-----------	-------------------	----

04	INNOVATION FOR SUSTAINABILITY	23
-----------	--------------------------------------	----

05	PEOPLE AS A DRIVER FOR CHANGE	41
-----------	--------------------------------------	----

06	CREATING SHARED VALUE	49
-----------	------------------------------	----

07	TRANSPARENCY AND EXEMPLARINESS	59
-----------	---------------------------------------	----

01

A letter from the CEO



01

A letter from the CEO

At Sener, we are convinced that everyone, including governments, businesses and individuals, has a role to play in helping build a better society for all. Companies must act as agents of change and transformation, driving a fairer and more inclusive world for future generations. As a result of this conviction, we have launched various initiatives, which are outlined in this sustainability report.

Our commitment to sustainability is not new. Our corporate culture has always been aligned with sustainability, through our projects and our engagement with social issues. Sener's mission is to help our customers with innovative and effective solutions, providing the talent of the best professionals, always with a view to serving society. At Sener, we have always viewed engineering and technology, empowered by innovation, as a means to transform the world. As a company with expertise in various technological fields, we must respond today to the environmental and social development challenges that will arise in the coming years. We envisage a future in which our business is sustainable and our projects have a positive impact on our customers.



Jorge Sendagorta Cudós
CEO of Sener

“

At Sener, we have always viewed engineering and technology, empowered by innovation, as a means to transform 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

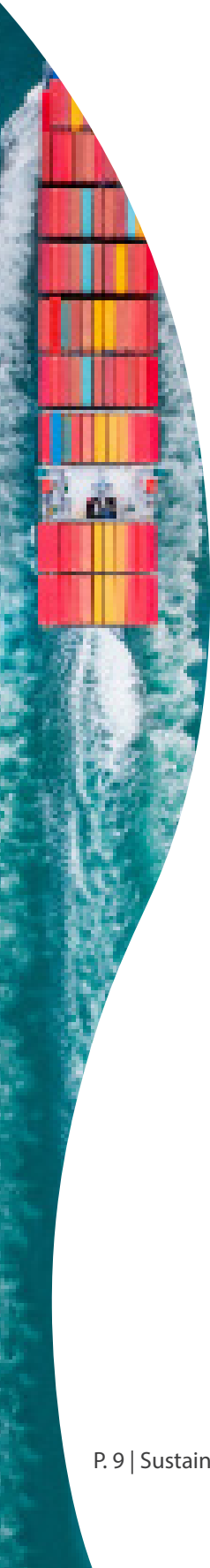




2.1 About us

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 groundbreaking 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.*

Our 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



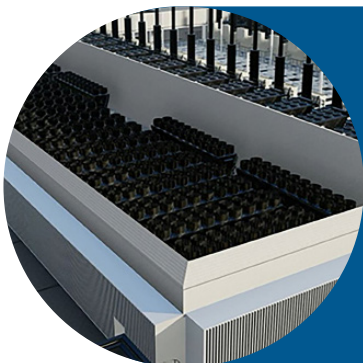
Mobility

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 highspeed 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



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.



1956	Sener is born as a marine engineering bureau.
1965	Thanks to our efforts, we pioneered the space sector in Spain.
1967	We begin our energy activity with the design of nuclear power plants.
1970	We begin our infrastructure activity.
1979	Our first urban transport projects begin with the Bilbao, Barcelona, and Valencia metro systems.
1986	We sign our first contracts for high-speed rail, major airports, ports, and unique buildings on the Iberian Peninsula.
1991	We initiate our first EPC contract.
1985	The Sener Group is created.
1990	Sener's international expansion begins with the opening of the Lisbon office.
2006-2014	Sener strengthens its global presence with the opening of offices in Mexico, Poland, the USA, the Middle East, Brazil, the United Kingdom, and other countries, bringing its current total to 21 offices on four continents.
2020	Andrés Sendagorta, previously Vice President, takes over as President of Sener, and Jorge Sendagorta Cudós is appointed CEO of the group.
2022	We signed an agreement to acquire 60% of Tactix, an Australian consulting firm, strengthening our presence in the country.
2023	We acquired Quark, a leading data center design company in Spain.
2024	In 2024 we acquired the company SCR (Sistemas de Control Remoto) and opened an Aerospace and Defence office in Seville.

Also, in 2024...

Uniper's new combined heat and power plant Scholven 1, in Gelsenkirchen, was given the green light by Hendrik Wüst, Minister-President of North Rhine-Westphalia (Germany). In 2019, Uniper awarded Sener the engineering, procurement and construction (EPC) work for the plant, with a capacity of around 140 megawatts (MW). Scholven 1 will help meet the energy demand of industry and other customers in the region, helping to reduce CO₂ emissions and replacing the previous coal-dependent infrastructure.

More information at our website



*Green light to
Scholven-1, in
Germany*

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](#)



"Our sustainability strategy must be integrated into the very structure of our organisation and be reflected in each of our processes, activities and projects. It is essential to channel our commitment to society through the transformation of engineering designs and industrial processes via innovation, supported by our own Corporate Governance structure. At Sener, we promote development that meets the needs of the present without compromising those of future generations."

Jessica Domingo, Head of Sustainability at Sener





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, costeffective 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 longlasting 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.

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

- Return on investment and control of the share value.
- Sustainable strategy.
- Transparency and regulatory compliance.
- Direct contact for the shareholder.



02 PARTNERS

- Capacity for innovation and technology.
- Promotion of renewable energies and decarbonisation.
- Development of sustainable mobility alternatives.



03 OUR PROFESSIONALS

- Equal opportunity and non-discrimination.
- Professional development.
- Health and safe environment.
- Good work-family balance.
- Transparent remuneration policy.



04 PUBLIC INSTITUTIONS

- Long-lasting collaborations and partnerships.
- Promotion of an environment for efficiency.
- Transparency and honesty.



05 CUSTOMERS

- Experiences and services boosting sustainability.
- Low environmental impact projects.
- Connectivity and accessibility.
- Modernity and design.



06 SOCIETY

- Culture respect and promotion.
- Socially responsible investment.
- Local employment promotion.
- Value creation and benefit generation.



07 MEDIA

- Trustful information from the company.
- A general vision of Sener and relationship with the company.



08 ASSOCIATIONS, FOUNDATIONS

- Collaboration and promotion of social and environmental initiatives.
- Impact management in society.
- Cooperation with other companies promoting "knowledge sharing".
- Promotion of volunteering.



09 SUPPLIERS

- Transparency in trade relationships.
- Long term vision and safety.
- Supply chain industrial transformation.

03

Quick view

03. Quick view

Our progress on sustainability in numbers

Environment(E)



Sener Group's Carbon Footprint:

- **Scope 1:** 350 tCO₂e (0,2%)
- **Scope 2:** 2.380 tCO₂e (1,4%)
- **Scope 3:** 167.334 tCO₂e (98,4%)



Reduction of electricity consumption of the Sener Group recorded last year:

-13,8%



Reduction of natural gas consumption of the Sener Group recorded last year:

-22,5%

Social Progress (S)



Number of women staff:

27,7%



% of the workforce with a permanent contract:

96%



+95.000

hours of training for employees



TRCR total accident indicator:

0,67 vs. Target 0,96



Contributions to foundations and NGOs:

256,4 k€

Good Governance (G)



Ethics and Compliance:

0 reported cases of corruption or anti-competitive



Compliance System implemented and in operation



Risk System implemented in 3 management areas



Presence of women on the Board of Directors:

30%



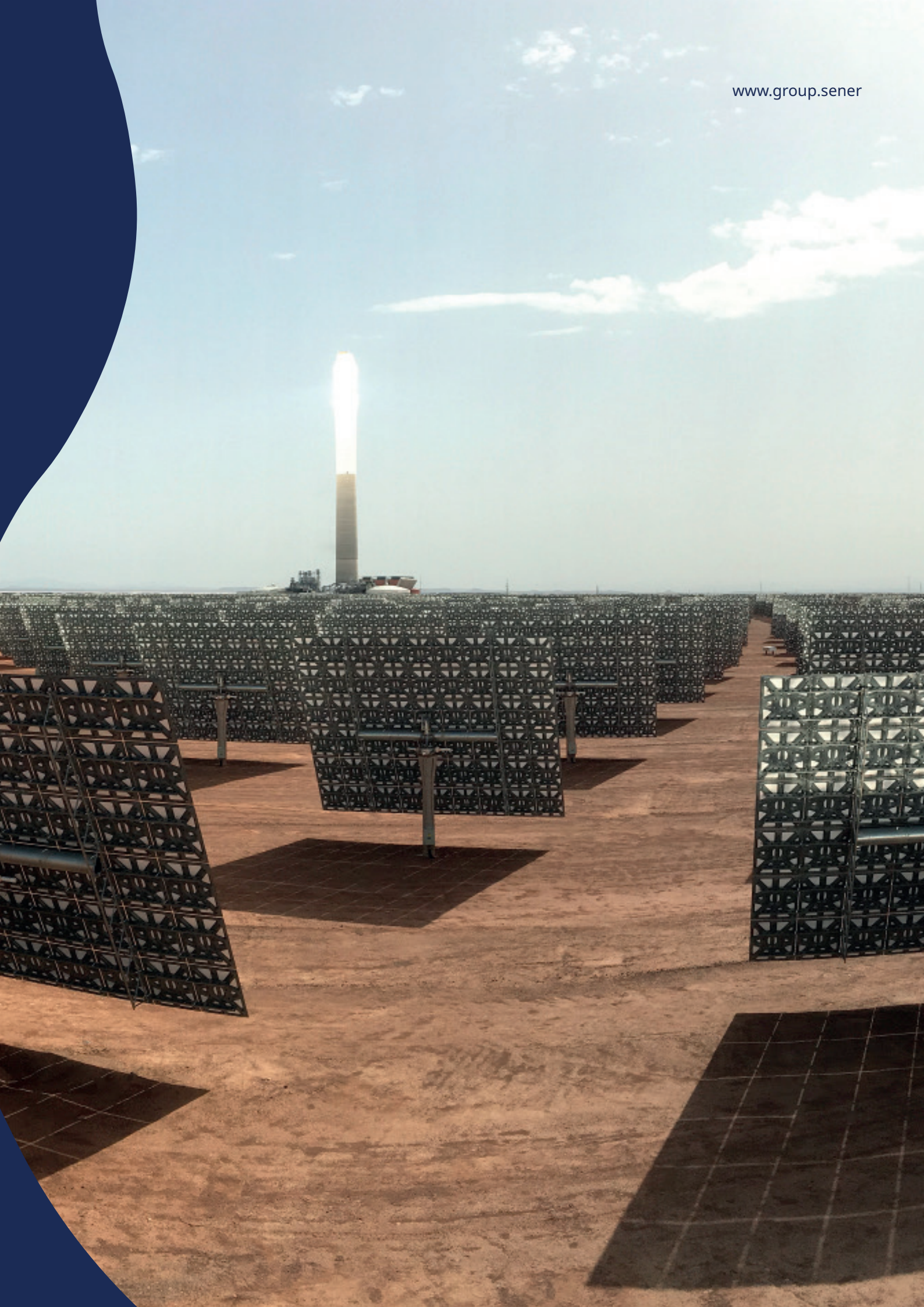
Privacy and information security



04

Innovation for sustainability





Innovation for sustainability

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 wellbeing.

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.

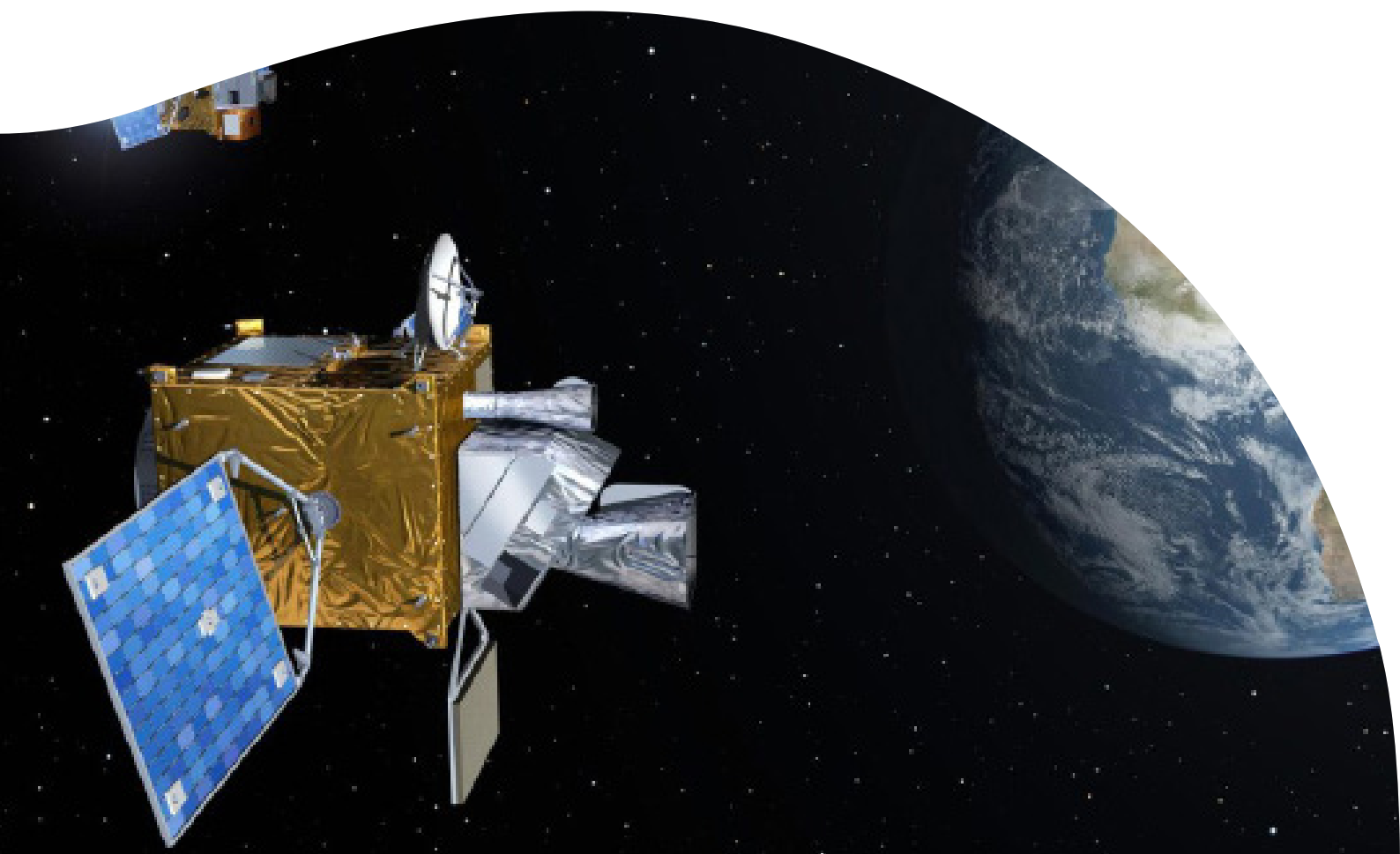
11%

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 initiative [Net Zero Space](#)



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 powercharging 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 information here](#)



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.



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.



+35.000

Km of rail and
roadways

+110

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)*, and technically advised the building process along with ACCIONA.

Metro Line 3

 **Guadalajara, Mexico**

[More information here](#)



©CEBULINKJV

Cebu-Cordova Link Expressway

 **Cordova, Philippines**

[More information here](#)



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:

1



Renewable energies, renewables gases and biofuels, co-generation and biomass

2



Thermal use and improvements in energy efficiency

3



Energy storage and hybridisations

6



Pyrolysis technologies and waste-to-energy plants

5



Raw material reutilisation technology (Zero Waste goal)

4



Smart energy management and micronetworks

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.

2000_{MWe}

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

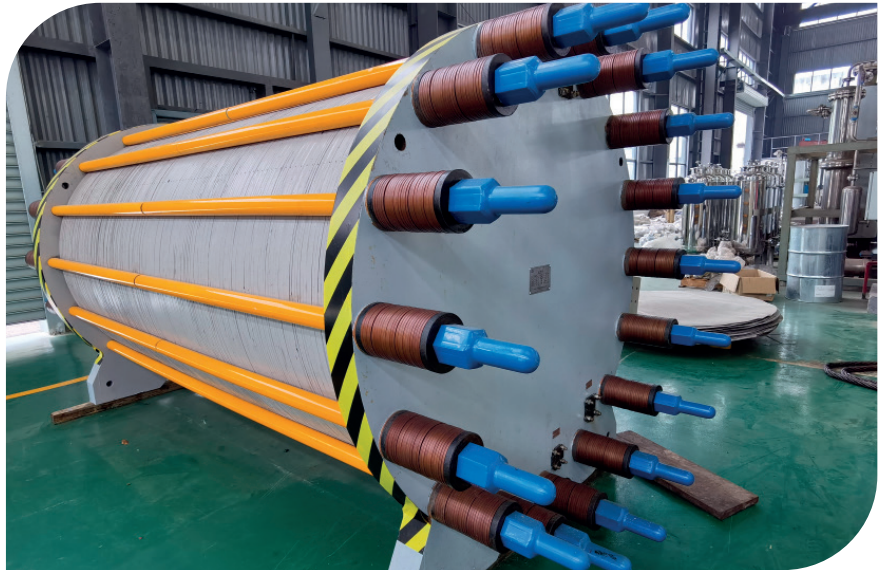
ENERGY INNOVATION

“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 information here](#)



©John Cockerill

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).

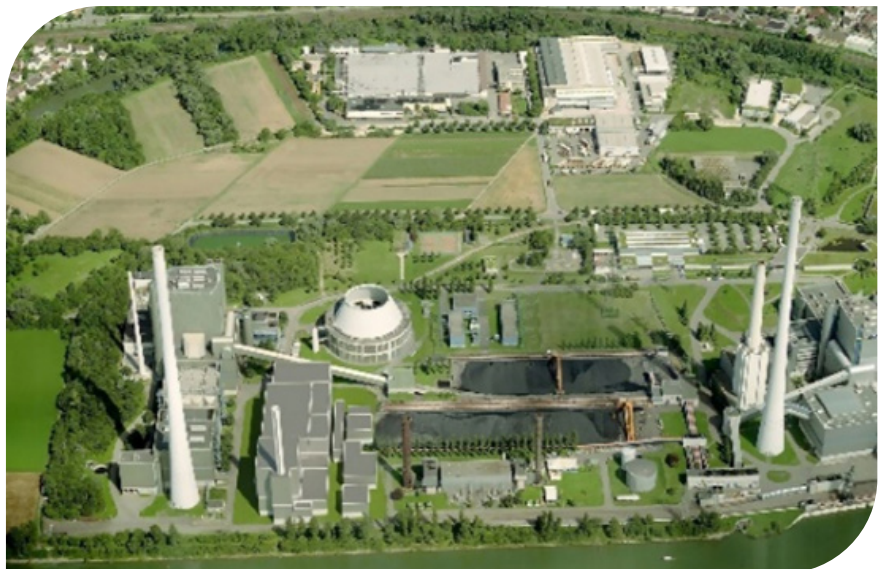
This will allow generating Basque Country's first renewable hydrogen, which will be employed as fuel for the Park's first light vehicles and buses.

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 & Altbach, Germany

[More information here](#)



©EnBW

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 information here](#)



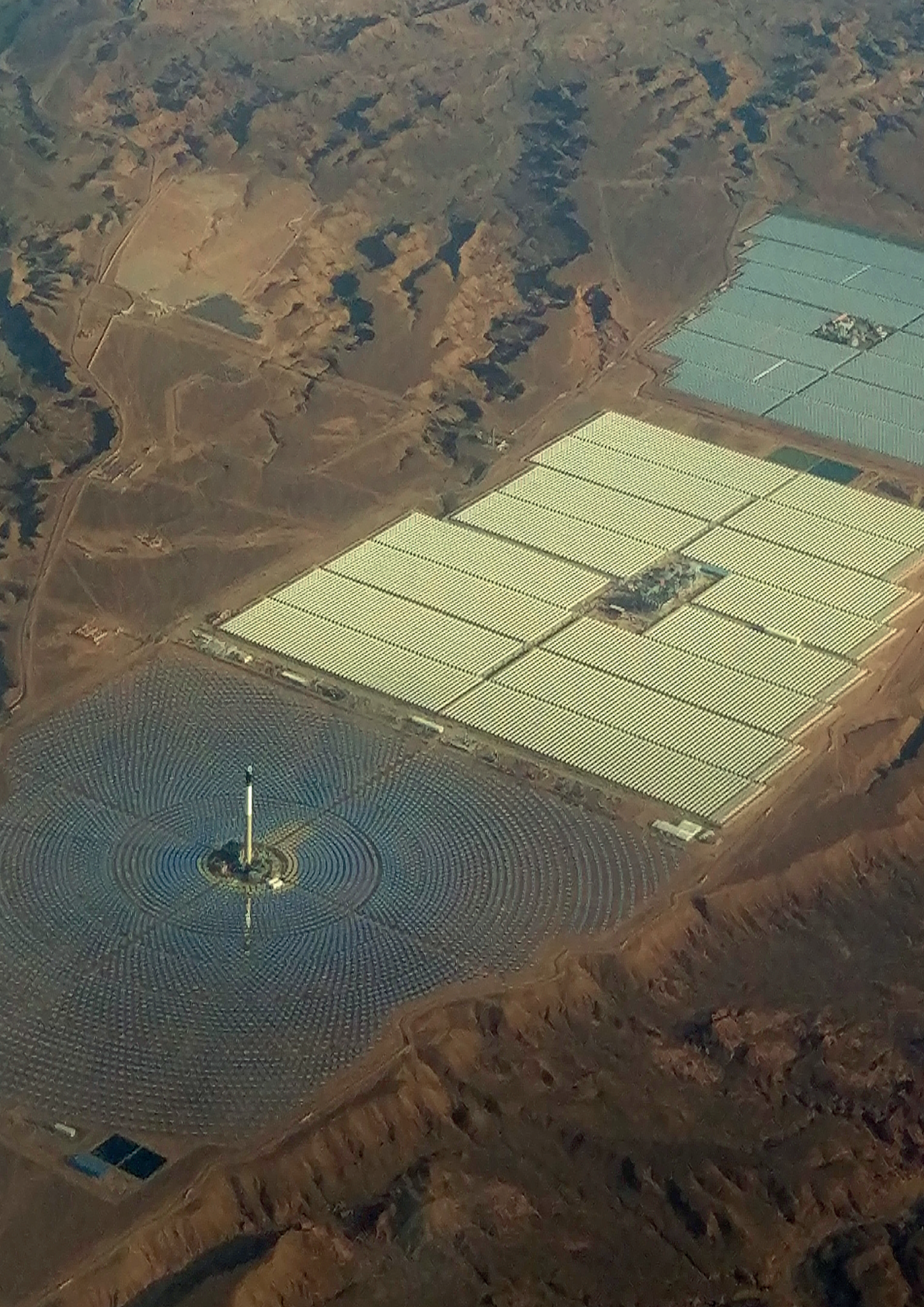
©EnBw

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.



Zabalgarbi plant

 Bizkaia, Spain

[More information here](#)



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.



Instalaciones Avanzadas



GISS Data Center

📍 Soria, Spain

[More information here](#)



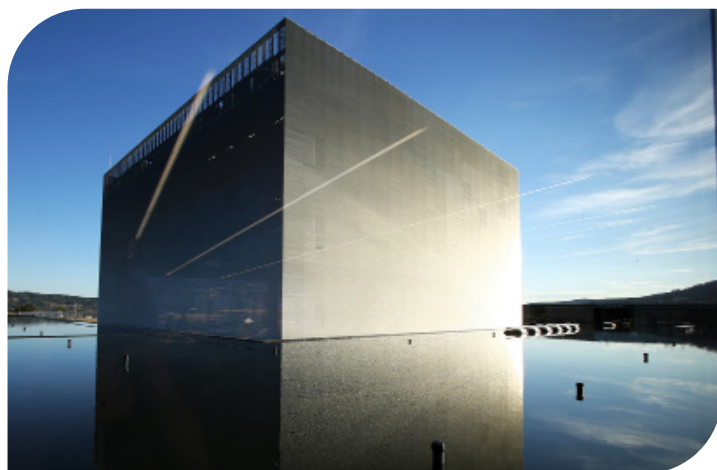
©GISS

The company was awarded the contract to design the building. This data centre is expected to generate 60 jobs in the province of Soria. The pursuit of excellence, a core part of Sener's DNA, is what enabled the company to be chosen by the Social Security Administration to design this infrastructure, which will be carried out under strict sustainability criteria and has been planned to fully blend in with its surroundings.

Data Center for Altice Portugal

📍 Covilha, Portugal

[More information here](#)



©Altice Portugal

The project for Altice Portugal (formerly Portugal Telecom) has been the one that has most thoroughly addressed efficiency in the operation of the data centre and IT in the broadest sense of the word: efficiency in capital investment, technology, design, operation and management.

In addition to its security level, the design stands out for its focus on the energy efficiency of the complex, with an average PUE of 1.2, which is complemented by auxiliary renewable energy installations such as photovoltaic panels and wind power, enabling the award of certifications from the US Green Building Council, including LEED Gold for the Data Centre buildings and LEED Platinum for the support building.

Stoneshield Data Center

The Altamira Project, led by XDC Properties (a subsidiary of the Stoneshield Capital Group), represents the largest investment in the history of Cantabria: an initiative of €3.6 billion to create a new technology campus that will host a 500 MW data centre. The project will boost the regional economy, its technological positioning and job creation.

This data campus will consist of twelve contiguous 40 MW data centre modules and will include 75,000 m² of photovoltaic panels, thereby guaranteeing a commitment to sustainability and renewable energy. The modular development will be carried out in phases, depending on customer growth, allowing for flexible and scalable integration.

Construction is expected to begin in the first quarter of 2025, with the centre set to become operational in 2032. Once operational, the data centre will generate direct and indirect employment for around 1,500 people, consolidating Cantabria's position as a technology hub in southern Europe.

More information here





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 information here](#)



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

5.1 The Sener Team

At Sener, we are aware that our company's success would not be possible without the commitment and dedication of all our professionals. The pursuit of excellence, solving complex technological challenges through innovation, and the guarantee of quality are the guiding principles that lead our teams in every project they undertake.



For this reason, we have established robust processes for identifying, attracting, selecting, developing, promoting and retaining talent, establishing multidisciplinary, multicultural and diverse work groups that allow us to continue progressing as a team and as a company.

Committed to work-life balance

Sener renewed its "efr" certification as a family-responsible entity, maintaining its level B 'Proactive Company' status. This recognition, awarded by the Másfamilia Foundation and endorsed by the Ministry of Social Rights, Consumer Affairs

and 2030 Agenda in Spain, highlights its commitment to work-life balance. The certification is an internationally recognised management model that values aspects such as equal opportunities, work flexibility and employee well-being.

Since its first certification (2009), Sener has been subject to regular audits assessing work-life balance measures in areas such as job quality, flexibility, family support, development and training, and equal opportunities. The company continues to strengthen its commitment to employee well-being, consolidating its position as a leader in promoting policies that foster a healthy balance between work and personal life.



[More information here](#)





Furthermore, with the aim of securing top talent as a competitive advantage, Sener promotes the employability of a new generation of professionals through the Youth Talent Programme. This initiative is a programme for the integration and development of young people with a technical calling and a passion for innovation, who take on the task of helping address the technological challenges of the future.

Click the link for more information about Sener's Youth Talent Programme.



Since the launch of the programme in 2024, the following results have been achieved:



8.6 average participant rating of the programme



23% offered a role following the programme



+48% of participants remained on a scholarship throughout the year

We believe in the potential of the new generations to contribute to the development of sustainable engineering, capable of addressing the major challenges facing humanity, through solutions that enable social and economic progress in balance with sustainability and caring for the environment.

In this way, we ensure the acquisition of new skills and the development of our professional team. To support this, we use the Campus Sofía and Pharos platforms, which offer enhanced training for job performance.

In this regard, it is worth noting that we have collaboration agreements with Universidad Carlos III de Madrid and Universidad Politécnica de Madrid, focused on providing resources to support research projects.



At Sener, we also prioritise internal promotion for all our professionals, conducting annual performance evaluations to guide each person's career path, identify strengths, and strengthen areas for improvement.



POLITÉCNICA

Click the link for more information about Sener's career and professional development plans.



We also work to provide the technological competencies our employees need to tackle future challenges. To do so, and from the multidisciplinary perspective that defines us at Sener, we approach training from two angles:

- technical specialisation in the workplace and ongoing knowledge development.
- development and growth of our employees through training in competencies and soft skills.

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.

4.000 Professionals **+34** 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:

Sener Equal Plan

-  Create a workplace environment that values differences and contributions.
-  Promote equal opportunities through strong leadership.
-  Support work-life balance.
-  Reject all forms of discrimination or harassment.
-  Evaluate equal opportunities using indicators for continuous improvement.
-  Ensure equal access to employment for all, regardless of circumstances.
-  Ensure all Sener employees enjoy equal opportunities for professional development and skills training.

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 valuegenerating 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, jefa corporativa del Área de Seguridad,
Mar Rúa, HSE Corporate Manager

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

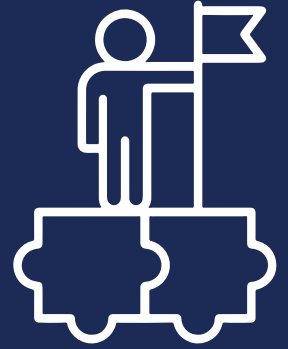
6.1 Infrastructure for community development

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 information here](#)





Guadalajara Metro Line 3 (Mexico)

Desde Sener, hemos desarrollado de forma íntegra el proyecto de la línea 3 del Metro de Guadalajara, que conecta este municipio con los de Zapopan y Tlaquepaque. Cuenta con 18 estaciones y un recorrido de 22 kilómetros, para el que se ha realizado un seguimiento especial de la operación de la tuneladora, ya que pasa por debajo de edificios de gran valor cultural e histórico.

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)

En el marco del proyecto Cebu-Cordova Link Expressway, desde Sener hemos participado en el diseño, asistencia técnica y construcción en consorcio con CFC (Carlos Fernández Casado, S.L.). Se trata de una carretera de aproximadamente 8,9 km de longitud que conecta las islas de Cebú y Mactan-Cordova (Filipinas) y que discurre en su totalidad sobre el agua.

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 Action

Many of the social initiatives undertaken by the Sener Group are promoted by the Sener Foundation, through which we seek to develop socially responsible engineering and contribute to the advancement of society.

Once again, we have supported the following initiatives and institutions that promote social development:



**fundación
sener**



Sponsorship of the first edition of the SocialTech Challenge, in collaboration with Universidades Jesuitas – a university competition bringing together technology and social impact. SocialTech Challenge 2024 involved the design and manufacture of an autonomous wheelchair to visit museums.



Support for university research projects. SmarTS Project, from the Universidad Politécnica de Madrid, for the development of smart, wireless, highly reliable and energy-efficient traffic signals that send traffic data to receivers installed in vehicles.



Participation in Science Day in Catalonia's schools. Championed by the Fundació Catalana per a la Recerca i la Innovació (FCRI), with support from the Department of Education and Vocational Training of the Generalitat de Catalunya, the initiative aims to promote interest in science among young people.



'Sener's Bot Talent' robotics competition, aimed at final-year and master's university teams. Students apply their engineering skills to solve various problems related to guidance, navigation and control of an autonomous ground vehicle.

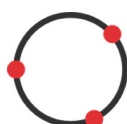


Programme "A challenge for science" to encourage STEM vocations among students in compulsory secondary education. Participants work to solve real engineering challenges and compete with other centres to win the prize with their solutions.



**Asociación de Amigos
de la Universidad de Navarra**

Support for the Friends of Navarra University Foundation, for the development of undergraduate scholarships, postgraduate scholarships, biomedical research, humanities research, and buildings and infrastructure.



**FUNDACIÓN
INTERNACIONAL
IESE**

Contribution to societal progress through high-quality education, research and social development in partnership with the IESE Foundation.



Donation to the Naval Museum Foundation to promote awareness about Spanish naval history and culture.

Collaboration with the Red Cross



¡Dona sangre!
#SeBuscanCoRazones

Organisation of various campaigns in collaboration with the Red Cross and AECC:

- Blood donation campaigns in Sener offices with the Red Cross in Bilbao, Cerdanyola del Vallès and Tres Cantos (Madrid).
- Awareness campaigns in Sener's Spanish offices with the Spanish Association Against Cancer.
- Gold Lottery in Sener's Spanish offices.

In addition, the Sener Foundation promotes corporate volunteering among Sener personnel so they can contribute their engineering expertise to improving people's lives. In this regard, two projects were carried out in 2024:

Initiatives



Laguna Project

Collaboration with the Via-Norte Laguna Foundation to prepare a consultancy report focused on potential improvements in operation, maintenance, and energy and water efficiency at the Hospital de Cuidados Laguna in Madrid, along with a user and operational manual for the building.

AI Care Project

Development of a tool based on artificial intelligence to identify the risk of hereditary cancer. In collaboration with Ramón y Cajal University Hospital, Sener Foundation volunteers developed an app based on anonymised information from 10,000 family trees (covering three or more generations) and individual clinical data. This tool will assist clinicians in their decision-making process by estimating an individual's likelihood of having a genetic predisposition to cancer. The project received the 2024 Innova Health Award in the AI and Big Data category.

AI Care Project.



*For Sener,
engineering means
applying scientific
advances to
improve people's
quality of live*



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".

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.

2022

Meritxell 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.

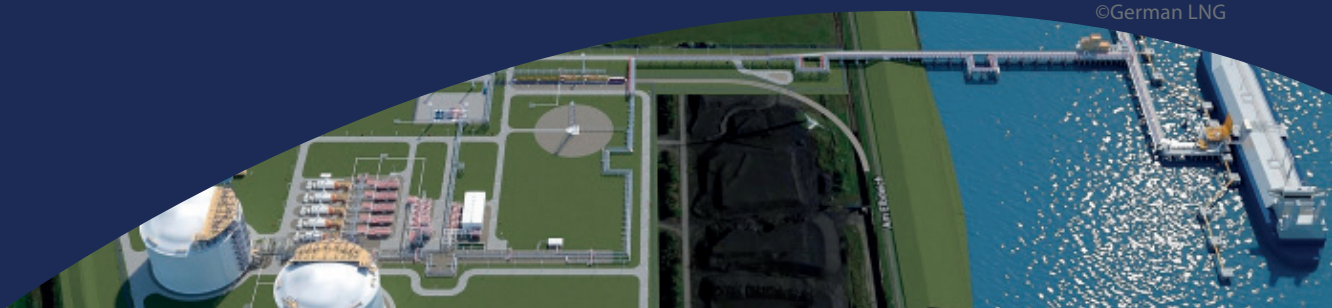
2023

We awarded the Sener Foundation Prize for the Best Doctoral Thesis in Engineering to Daniel Arias Medina, PhD from the Carlos III University of Madrid, for his work entitled "Robust GNSS Carrier Phase-based Position and Attitude Estimation: Theory and Applications."

2024

We awarded the Sener Foundation Prize for Best Doctoral Thesis in Engineering for works submitted in 2022 and 2023. The 2023 prize was awarded to Daniel Hospital Benito for his work titled Multiscale methodology for the development of CO₂ capture systems based on ionic liquids. The work was supervised by Professors José Francisco Palomar Herrero and Jesús Lemus Torres from the Universidad Autónoma de Madrid.

Participation in the Spanish Air and Space Force Awards 2024, through sponsorship of the University Aerospace Research category.



07

Transparency and exemplariness



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 nondiscriminatory 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):



Sener Group and its employees



Customers and suppliers



Society



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:



Procurement
management
of materials,
equipment and
services



Logistics



Materials and
warehouse
management



Engineering
subcontracts
management



Corporate purchasing
documentation

Sustainable relationships with suppliers

We select suppliers based on technical, financial and sustainable criteria, following an objective, transparent and fair process. We have a team specialised in supplier approvals, which increases the number of suppliers we work with year after year. We also require suppliers to implement quality, environmental and safety management systems, with compliance assurance.

The Category Manager plays a key role, ensuring specialisation and helping achieve competitive pricing, while also offering a cross-functional view to identify opportunities and improve supplier knowledge.

Sener is committed to integrating ESG criteria into all its operations and decision-making processes, including procurement. The Sustainable Procurement Policy, approved by the Board in July 2024, sets out principles to guide the responsible purchase of goods and services, in line with our strategy and purpose. This policy aims to mitigate adverse impacts and promote practices consistent with our sustainability strategy, protecting the environment and generating positive social impact.

*Creating lasting
and high-quality
relationships with
our suppliers is
essential for the
proper functioning
of our operations.*



In 2024...

A new corporate tool was implemented for supplier and subcontractor approval and risk management. This system incorporates ESG information in the evaluation process, representing a key first step in building a more sustainable and resilient supply chain.

7.5 Respect for Human Rights

We consider it especially important to uphold the fundamental rights of all our employees, particularly in regions where, due to socioeconomic factors, there may be a greater risk of rights being violated.

For this reason, at Sener we are firmly committed to the effective abolition of child labour and the elimination of forced or compulsory labour, as well as the establishment of fair and decent working conditions. In this regard, we align with the principles of the International Labour Organization and strive to ensure that these are respected throughout our operations and professional relationships.

We are also committed to treating everyone we interact with in our work environment with respect, dignity and equality, regardless of their hierarchical level.

This respectful approach extends not only to colleagues but also to customers, partners, subcontractors, suppliers, advisers and any other individuals we maintain a professional relationship with. We aim to foster a pleasant, healthy and safe working environment, based on collaboration and mutual respect. All of us at Sener take responsibility for working with integrity, contributing our hard work and talent to the development of our professional activity.



Sener
Sustainability
Report