

04. Performance and sustainability contribution

04.3

Contribution to the human team



+ 11,000

people in 25 countries



6.03 %

voluntary turnover rate



8.1 %

overall satisfaction



134

health and safety committees in 2020



58 %

indefinite hiring



0.4 %

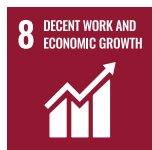
Frequency Rate with Sick Leave (FRSL) reduction from 2019



04. Performance and sustainability contribution / 04.3. Contribution to the human team

Goals set forth in the SSP 2019-2023

Occupational health and safety and well-being



Disseminate a culture of Health and Safety across the company, ensuring it reaches all levels and areas globally. **100 %**

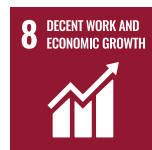
Keep accidents with special severity at 0. **0 %**

Gradual reduction of the sick leave frequency index (IFCB, for its acronym in Spanish). **100 %**

Promote a healthy lifestyle amongst the company's employees. **100 %**



Equality and diversity



Ensuring that at least 30 % of the members of the Board of Directors are women by 2020. **47 %**

One of the committees of the Board of Directors being chaired by a woman by 2023. **100 %**

Ensuring that at least 12.5 % of the members of the Executive Committee are women. **48 %**

Ensuring that at least 25 % of the members of Business Committees are women.
*Due to the restructuring process, there is no comparison between verticals.

Ensuring that 25 % of the members of the Management Committee are women. **28 %**

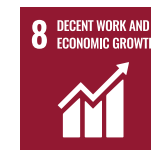
Ensuring that 30 % of mid-management members are women compared to the total number of employees. **63 %**

Ensuring that the number of women in the workforce is of at least 35 %. **74 %**

Conduct internal salary audits in all regions. **25 %**

Implement work-life balance measures that help achieve the goals of the SSP. **100 %**

Talent



Achieve a score of at least 7 out of 10 in the climate surveys, conducted every two years. **100 %**

Prepare and implement action plans on the results of the climate surveys. **50 %**

Maintain the annual performance appraisal programmes. **50 %**

Establish medium-term employee retention plans. **100 %**

Foster training (40 h/employee) and professional development. **77 %**

Foster internal mobility. **100 %**

Maintain and implement work-life balance measures to make Abengoa a great place to work at, and a socially responsible company. **100 %**

Foster social dialogue. **100 %**

Foster the spirit of entrepreneurship and collaboration as the base of all management approaches. **100 %**

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2020 has undoubtedly been a year full of difficulties and challenges due to the Covid19 pandemic, which Abengoa has been able to manage and overcome, although not without additional efforts. These efforts have focused on the safety of each employee, as well as on providing the necessary resources to all the operating units in order to adapt to the new reality, mainly, with additional security measures and the possibility of remote work (when necessary), thus providing continuity to the activities and complying with contingency plans.

The company has successfully overcome the toughest moments of the pandemic in the different geographies in which it operates, proving its commitment and ability to adapt to the difficulties of the business.

Taking into account the current situation and with such a competitive, changing and challenging environment, the company should essentially focus on talent retention.

Undoubtedly, all the people who are part of Abengoa are showing enormous responsibility, integrity, loyalty and effort to develop the project and without this contribution the future of the company would be seriously threatened. Our people are and will continue to be the company's distinctive element.

The highly complex situation experienced in 2020 resulted in a 19 % decrease in the workforce compared to 2019, ending the year with 11,379 employees. [102-7](#)

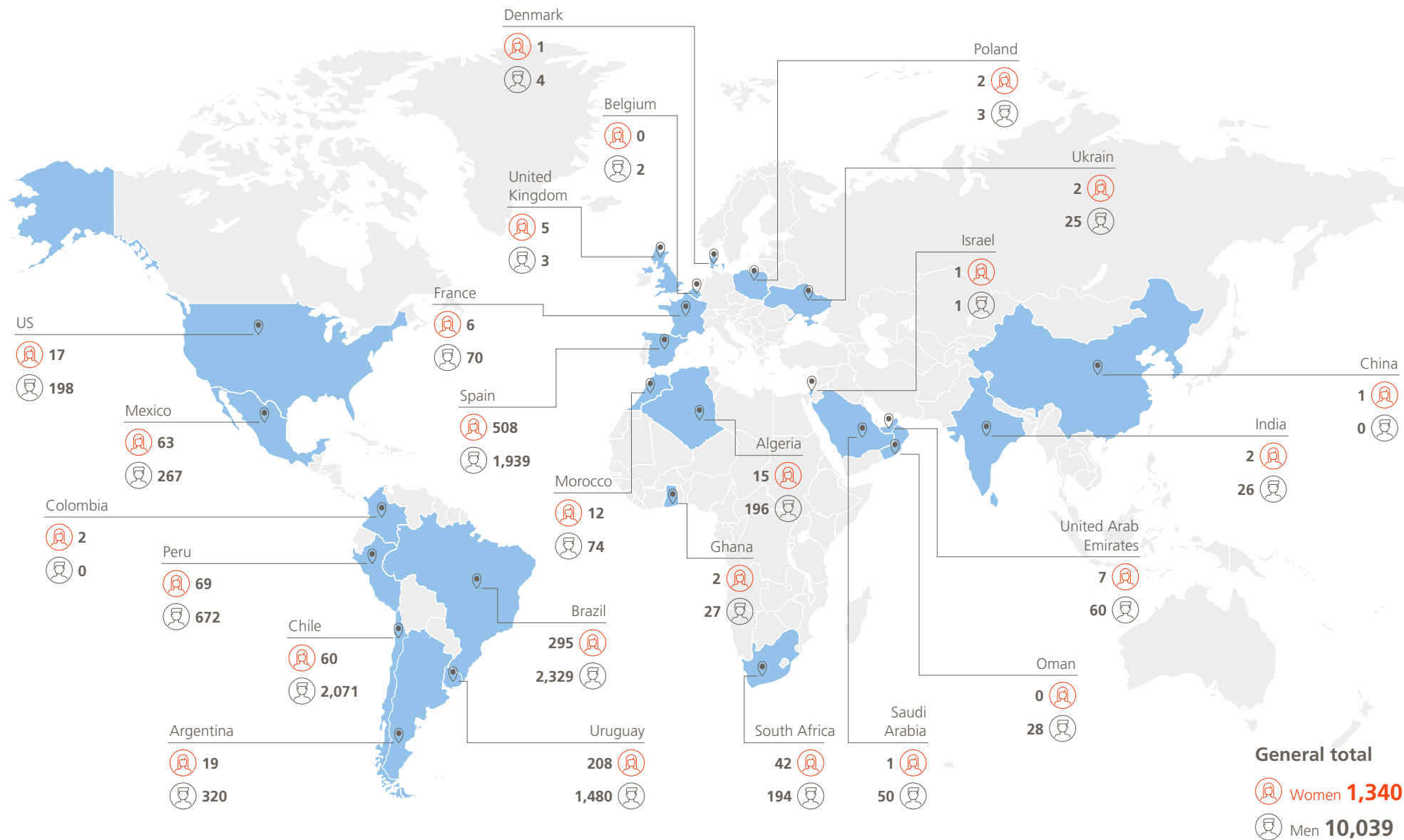
The number and distribution of employees by gender and professional classification are as follows:

Categories	Women	Men	Total	% women / category total
Executives	22	180	202	11
Managers	55	237	292	19
Engineers and graduates	437	1,317	1,754	25
Assistants and professionals	322	599	921	35
Employees	836	2,333	3,169	26
Operators	485	7,671	8,156	6
Interns	19	35	54	35
Total	1,340	10,039	11,379	6
Board members	1	6	7	14



04. Performance and sustainability contribution / 04.3. Contribution to the human team

Abengoa's workforce is currently distributed across 25 countries. 22 % of the workforce is in Spain, while 78 % is abroad.



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The workforce is distributed as follows, by gender and professional category: *102-8, 405-1*

Professional Category	Men			Women		
	2020	2019	2018	2020	2019	2018
Executives	180	199	192	22	27	25
Managers	237	258	691	55	63	145
Engineers and graduates	1,317	1,451	1,056	437	490	455
Assistants and professionals	599	547	624	322	327	351
Operators	7,671	10,013	9,284	485	561	553
Interns	35	52	47	19	37	27
Total	10,039	12,520	11,894	1,340	1,505	1,556

Based on the type of contract, the workforce distribution was as follows: *102-8, 405-1*

Type of contract	Men			Women			Total		
	2020	2019	2018	2020	2019	2018	2020	2019	2018
Indefinite	5,675	6,397	6,282	954	1,047	1,106	6,629	7,444	7,388
Temporary	4,329	6,071	5,565	367	421	423	4,696	6,492	5,988
Interns	35	52	47	19	37	27	54	89	74
Total	10,039	12,520	11,894	1,340	1,505	1,556	11,379	14,025	13,450

Although Abengoa's activity is focused on the execution of construction projects, with its employment being affected by its seasonal nature, 58 % of the workforce has an indefinite labour relationship, reaching **79 % in the employees segment**.

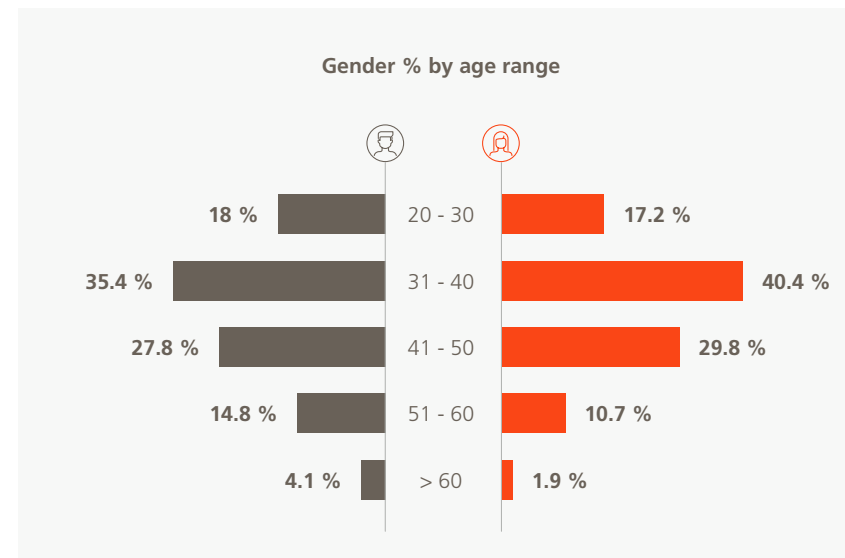
With regard to gender, at the end of 2020, the percentage of women with a fixed contract is 71 %.



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The distribution of the workforce by age groups and gender over the past three years is shown below:
102-8, 405-1

Age ranges	Men			Women			Total		
	2020	2019	2018	2020	2019	2018	2020	2019	2018
20 - 30	1,805	2,342	2,281	231	300	300	2,036	2,642	300
31 - 40	3,549	4,402	4,285	542	605	652	4,091	5,007	652
41 - 50	2,791	3,415	3,122	399	420	411	3,190	3,835	411
51 - 60	1,482	1,757	1,570	143	143	140	1,625	1,900	140
> 60	412	604	636	25	37	53	437	641	53
Total	10,039	12,520	11,894	1,340	1,505	1,556	11,379	14,025	1,556



The representation by age and gender regarding the total number of staff is as detailed below:

Age ranges	% men			% women		
	2020	2019	2018	2020	2019	2018
20 - 30	88.65	88.64	88.38	11.35	11.36	11.62
31 - 40	86.75	87.92	86.79	13.25	12.08	13.21
41 - 50	87.49	89.05	88.37	12.51	10.95	11.63
51 - 60	91.20	92.47	91.81	8.80	7.53	8.19
> 60	94.28	94.23	92.31	5.72	5.77	7.69

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Equal opportunities

Abengoa is a company fully **committed to equal treatment and opportunities** and to **non-discrimination** on the grounds of gender, race, color, religion, opinion, nationality or any other circumstance.

This commitment and its effective regulation are expressly included in the company's Common Management Systems, applicable to the entire organization without exception. Likewise, they are expressly declared in the organization's policies, such as hiring, selection, training, performance measurement, promotion, remuneration, working conditions, conciliation or prevention of harassment, among others.

Equality Plan

Abengoa created in 2008 and updated in 2019 its Equality Framework Plan, embodied in the **Office for Equal Treatment and Opportunities (OITO, for its acronym in Spanish)**

and is based on the principles of the United Nations Global Compact, to which Abengoa adhered to in 2002. Based on the United Nations Global Compact and within the framework of the company's Occupational Social Responsibility (OSR) policy, its mission is to advocate for gender equality throughout the organization, promoting, developing and managing said plan and associated plans.

Within the framework of this plan, the organization has a protocol for reporting workplace harassment in order to address any situation that could be considered discriminatory. Abengoa's Strategic Sustainability Plan for the financial years 2019-2023 includes a specific strategic line mainly aimed at promoting gender diversity and equal opportunities in the organization by promoting measures that contribute to increasing the number of women in management and executive positions, as well as measures to ensure non-discrimination and the employability of people with disabilities.

EOTC Commission

Within the Equality Framework Plan, Abengoa has a specific Equal Opportunities and Treatment Committee (EOTC), the purpose of which is to carry out a global monitoring of the gender equality-related issues in the organization and to promote active management, encouraging and reinforcing the awareness of equality and diversity throughout the entire workforce.

Coordinated by the sustainability department and the leadership of the human resources manager, who is likewise a member of the Executive Committee, the committee is integrated by directors from the different business and vertical areas and representative departments who are familiar with the different peculiarities of the regions or activities.

The committee addresses a wide range of topics which are outlined in three main sections:

- Analysis of equality, gender diversity and salary gap-related surveys and experiences.
- Monitoring of Abengoa's data and indicators in all regions.
- Drawing an action plan with specific measures to achieve the objectives set out in the Strategic Plan.

Some of these actions include the development of new flexibility measures based on the circumstances of each work center, the incorporation of equality and diversity indicators in the dashboards to be submitted before management committees, setting incentives related to equality objectives, improving visibility and the enhancement of the role of women in all work environments.



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Diversity Policy

The Board of Directors approved the Diversity Policy in 2019, which is based on the consideration of the **person as the core of the company** understanding that, just for the fact of being a person, they deserve the maximum consideration and dignity, regardless of race, gender, religion, nationality, culture, age, sexual orientation and different physical or mental abilities.

Based on the foregoing, the company is committed to ensuring the following actions:



Proof of Abengoa's commitment to equality and diversity, the company is a member of the **Diversity Charter of Spain** and the **EJE&CON Code of good practices for talent management**.



A member since 2018 through Fundación Alares, Abengoa is committed to promoting a socially respectful, economically sustainable and legally rigorous environment.



In 2019, Abengoa adhered to the Eje & CON code of best practices for talent management. Compliance with this code enables the adoption of specific measures to improve the company's competitiveness and results, as well as access for women to senior management positions and Boards of Directors, while reinforcing Abengoa's commitment to equal opportunities and cultural diversity.

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The company has used different external and internal communication channels such as social networks or the web to communicate and raise awareness regarding these principles.

Moreover, the company has been developing a series of specific messages to communicate and raise awareness of equal opportunities, non-discrimination and diversity among its stakeholders (partners, customers, suppliers, the press, society in general) through all the available communication channels

(Twitter, Facebook, Instagram, and YouTube accounts and its blog, "[The energy of change](#)").

In the internal newsletter sent to all employees on a monthly basis, Abengoa has strengthened the presence of women. This internal communication tool includes useful information related to Abengoa and the industries in which it operates, as well as a section called A coffee with, which includes an interview with the employee of the month. During 2020, the presence of women in this section of the company has been highlighted and their presence has been levelled with the presence of men. Specifically, one woman was interviewed for every two men (taking into account that the company has a gender distribution of 11.78 % women and 88.22 % men).

In "The energy of change" blog, and as part of these specific messages on communication channels and social networks, an article has been published enhancing diversity as a source of opportunities for the company.

Women in executive and management positions	2020	2019	2018
Women executives and managers	77	90	170
%	18.22	16.45	16.14
Total directors and managers	494	547	1,053

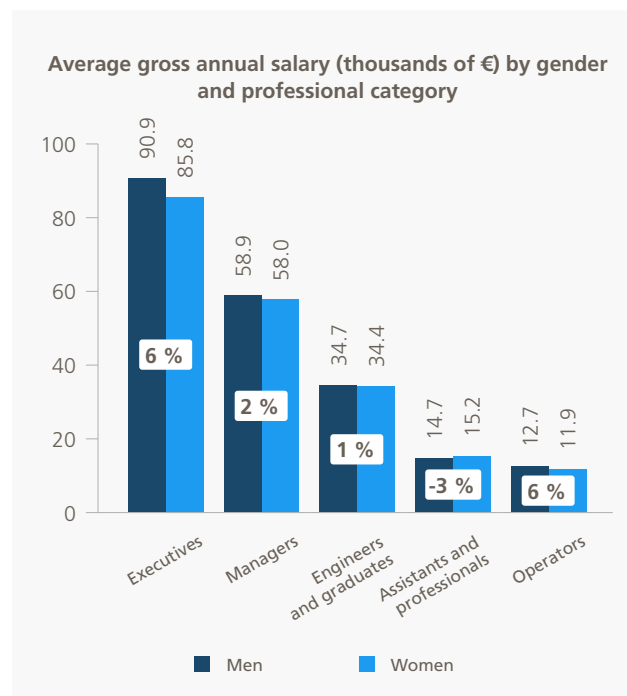
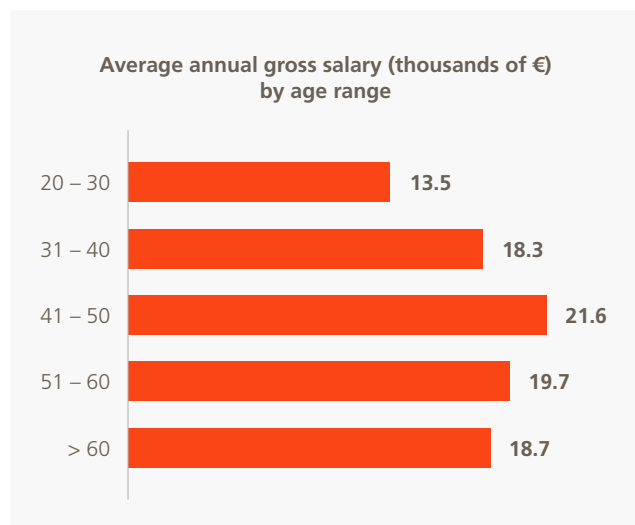
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Retributive Policy

Abengoa's remuneration system strictly complies with the legal regulations of each country, as well as with the commitments and principles guiding the policies of equality and diversity. In this sense, the organization's remuneration system is aligned with the market and **responds to employee expectations**, always ensuring the **objectivity, equal pay and equal treatment and opportunities for men and women**.

In any case, salaries are equal to or higher than the Minimum Interprofessional Wage (SMI, for its acronym in Spanish or assimilated indicator) established in each country. [202-1](#)

Here follows a breakdown of average remuneration¹ by age, gender and professional classification. [405-2](#)



The average management remuneration received in the financial year 2020, including fixed, variable² and in kind salaries, amounts to €225,000, representing a 16 % reduction compared to 2019.

Broken down by gender, the average management remuneration in 2020 amounts to €227,000 for male executives and €207,000 for female executives, representing a difference of 8.8 % in favour of the male executives³.

Social inclusion and creation of opportunities

For Abengoa, equal opportunities for people with different abilities constitutes a commitment that goes beyond meeting a mere legal requirement, with this being a fundamental part of the company's culture.

At the end of 2020, the number of employees with a degree of different abilities higher than or equal to 33 % in Spain was of **29 people**.

In terms of management, the organization has the necessary procedures to address any adaptation required by an employee or a new incorporation to the personnel. In this sense, Abengoa strives to properly prepare the work stations and work centers to serve its employees with different abilities.

In order to comply with the Law on Social Integration of the Disabled (LISMI, for its acronym in Spanish), Abengoa has implemented alternative procedures in the companies that require those procedures, such as the request for an exception to cover legal requirements by resorting to recognized centers for special employment, such as for cleaning services or reception staff, thus contributing to promoting and encouraging the integration of disadvantaged groups.

¹ Includes fixed and variable remuneration and remuneration in kind.
² The variable pending 2018 received in 2020 is accounted for. No variable was established in either 2019 or 2020.
³ The difference is due to the variables paid in the year corresponding to 2018.

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The importance of work-life balance and labour flexibility 201-3, 401-2

For Abengoa, we strive to achieve a climate of pleasant work and reconciliation based on a solid, transparent, sincere and two-way relationship with the employees. Therefore, personnel are offered different social benefits promoting work-life balance, since this results in greater motivation and commitment of the teams, and, therefore, in greater productivity and competitiveness for the company.

To this end, it offers different measures that help them achieve a good work-life balance, which are highly valued by the employees, making Abengoa an ideal place to work at:

- Flexibility in entry and exit times throughout the day.
- Available free time.
- Reduced workday on Fridays all year round.
- Flexibility in vacation enjoyment.
- Improved workday reduction models.

- Medical coverage in all workplaces with more than 300 people.
- Catering services at the headquarters (Palmas Altas Campus).
- Flexible remuneration (health insurance, travel card, ticket restaurant, childcare and training vouchers) in companies in Spain.
- Breastfeeding rooms.
- Parking with preferential parking spaces for pregnant women and people with reduced mobility.

The company's firm commitment to work-life balance has enabled the organization to implement a series of measures to disconnect from work, to maximize the efficiency of the time allocated to work and to personal life. Thus, at the company's headquarters in Seville, the offices have established a schedule for turning off lights and closing.

Employee commitment and satisfaction

Abengoa measures employee satisfaction through work climate surveys, which are carried out every two years. This analysis allows the organization to directly learn the employee's opinion and insight on key issues and, in turn, to identify opportunities for improvement and implement new initiatives.

The latest work climate survey was launched in 2019. 81.9 % of the workforce participated in the survey, averaging 8.1 in terms of overall satisfaction and 9 in commitment, on a scale of 1 to 10.

The results showed that Abengoa is considered by its own employees as an **organized, harmonious, participative and collaborative company**, with a very **good working environment** and a **high degree of commitment**. More than 90 % of employees recommend Abengoa as a place to work at.



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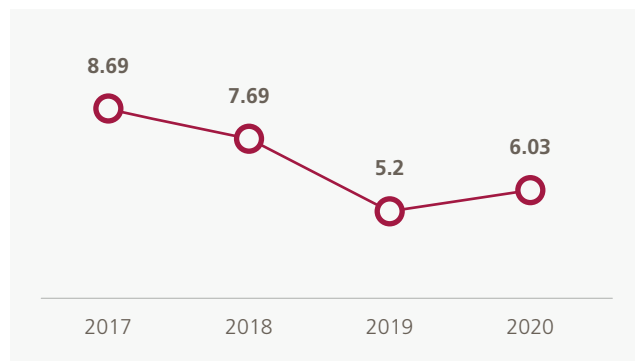
Talent management

Abengoa believes that the key to business success lies in **attracting, developing, and retaining the best talent**. To promote the professional development of employees, the company considers it essential to have a **formal performance evaluation policy**, as well as tools to evaluate each member of its workforce.

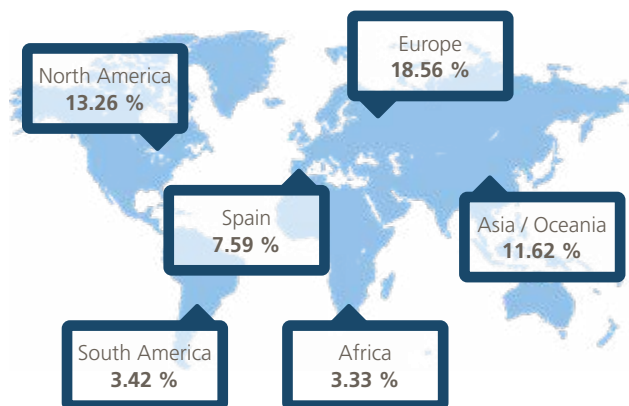
Each employee has an individualised career plan with training customised to their needs, concerns and expectations, and which, each year, is adapted to their development and situation. The challenges and goals of our professionals are limited solely by their creative capacity.

Abengoa's success will only be achieved with a team of quality managers and executives. Therefore, Abengoa identifies potential executives through development programs. *404-2, 404-3*

Voluntary turnover *401-1*



		2020	2019	2018
Gender (%)	Men	5.92	5.17	7.83
	Women	6.35	5.28	7.33
Age (%)	20 – 30	6.03	6.44	24.83
	31 – 40	7.63	6.18	47.59
	41 – 50	5.6	4.11	20.34
	51 – 60	3.18	3.98	5.52
	> 60	2.09	3.31	1.72



Generation of a talent pool

Abengoa has always maintained a firm and determined commitment to young talent. The company believes that professional internships continue to be the best means of attracting and developing future professionals, and promoting a pool of young people to make its business model sustainable. Abengoa's talent pool, trained in the business's own disciplines, is still key for the growth and renewal of the teams.

This idea is materialised in its international internship programme, among other initiatives. This program is supported by numerous prestigious academic institutions, universities, business schools and professional training institutes, and attracts students from all over the world, making it an ideal gateway for the professionals of the future.

During the financial year 2020, up to a total of 135 interns have taken part in training sessions with Abengoa, having entered into collaboration agreements with 17 training institutions.



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Training

Abengoa is a company operating in a very competitive industry, in which the knowledge and skills of employees should be continually enhanced with specialized training to achieve professional goals and meet business needs.

The key function of the Human Resources department is knowing the company's strategic objectives and finding, in its personnel, the capacities to achieve the above-mentioned objectives.

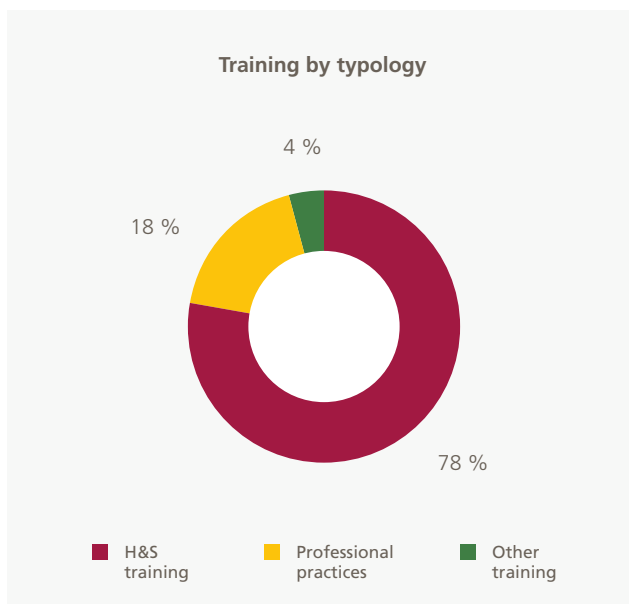
In this sense, training constitutes one of the most important foundations of its management model.

The implications of the COVID-19 pandemic experienced during 2020 have led the company to promote online, remote, mixed training or training through e-learning formats, in order to continue providing ongoing training to professionals. Therefore, it has been very important to rely on the online internal training platform C@mpus Abengoa.

Once again, and especially in 2020, due to the global pandemic scenario, Abengoa has continued to have Health and Safety training as an essential priority. Likewise, always taking into account the resources and the possibilities of getting access at each moment and activity, efforts have been redirected to provide specific technical training with a short-term benefit.

The number of training hours provided compared to the previous year has decreased by 18 %, reaching a total of 357,907 hours for 11,576 employees⁴ on average in 2020, compared to 435,477 hours for 14,025 employees in 2019.

	2020	2019	2018
Training hours	357,907	435,477	480,018
Internships	80,982	85,932	66,627
Variation in training hours %	-18	-11	93



The breakdown of training by professional categories is as follows:

Category	Horas
Executives	6,647
Managers	9,430
Engineers and graduates ⁽¹⁾	57,106
Assistants and professionals	27,672
Operators	257,053
Total	357,907

⁽¹⁾ The training hours completed by the group of interns are included in the engineers and graduates category.



⁴ Workforce without interns.

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Protection of human rights

For Abengoa, respect and protection of human rights, both internally and in its area of influence, is an unavoidable commitment.

In order to guarantee the protection of the rights of its workforce, all individuals who are part of the company are subject to the scope of supra-corporate labor regulations, regardless of the nature of their activities or the countries in which they are carried out. Apart from the legal protection of each country, regulatory protection is particularly significant due to the collective bargaining agreements of the industry, the territorial agreements or company specific agreements entered into with the employees, union representatives or trade unions, as the case may be. [102-41](#), [403-4](#)



Likewise, Abengoa guarantees to employees, as a basic labor right, that they will be duly given prior notice of any structural or organizational change occurring in the company, either individually or through their representatives, in accordance with the notice periods provided for in the legislation and collective agreements. [402-1](#)

In 2020, 95.25 % of the employees were covered by collective bargaining agreements, as shown below:

Country	Total	There are collective bargaining agreements (Yes/No)
Saudi Arabia	51	0
Algeria	211	211
Argentina	339	339
Belgium	2	2
Brazil	2,624	2,624
Chile	2,131	2,131
China	1	0
Colombia	2	0
Denmark	5	5
United Arab Emirates	67	0
Spain	2,447	2,441
France	76	76
Ghana	29	0
India	28	28

Country	Total	There are collective bargaining agreements (Yes/No)
Israel	2	2
Morocco	86	86
Mexico	330	0
Oman	28	0
Peru	741	741
Poland	5	5
United Kingdom	8	8
South Africa	236	236
Ukraine	27	0
Uruguay	1,688	1,688
United States	215	215
Total	11,379	10,838
	92.25 %	

The commitments resulting from the adherence to the United Nations Global Compact, as well as Abengoa's own Code of Conduct, inspire the Occupational Social Responsibility policy of the company, which establishes a social responsibility management system aligned with the SA8000 model.

No complaints were received during 2020 in relation to human rights through any of the available whistleblowing channels. [102-17](#), [419-1](#)

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Health and safety

The COVID-19 pandemic has been one of the greatest challenges humanity has faced in the 21st century, constituting an unprecedented global health crisis in terms of scope and speed of expansion.

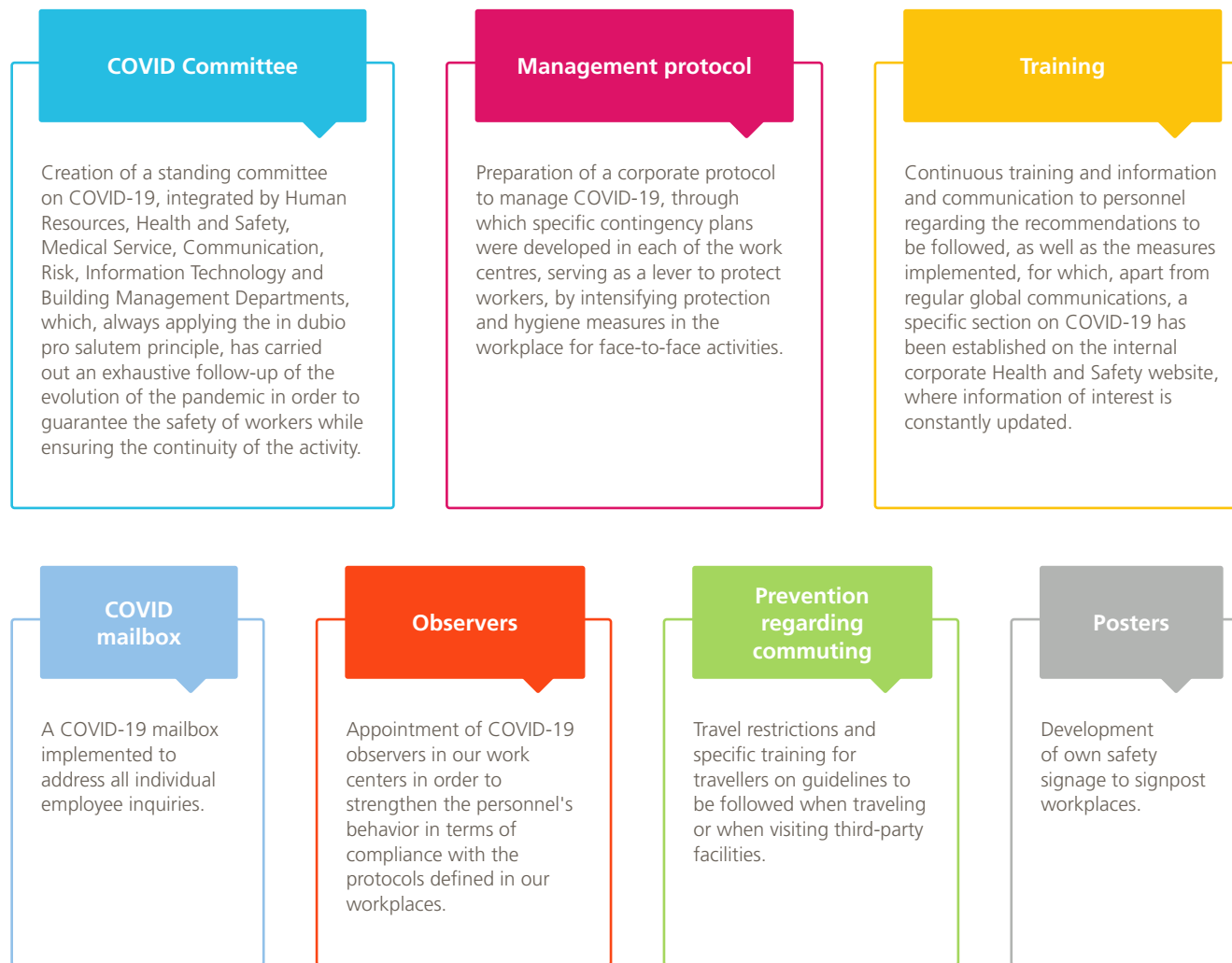
2020 has tested civil society, governments and the private sector, regardless of the industrial sector to which they belong, and they have all reacted jointly, quickly and responsibly to the spread of a virus that has hit the world fiercely and unexpectedly.

From the first warning signals, Abengoa acted promptly and diligently, not only to preserve the health of all employees, but also to provide its capabilities and resources to all stakeholders.

2020 was a tough year in which all Abengoa businesses increased their efforts, reviewing processes to get work done despite the interpersonal distance imposed by the virus crisis, more closely than ever, which represented a significant challenge in terms of management of Health and Safety in the workplace.

From the very beginning, the **recommendations of the World Health Organization** and those of the governments in the different countries in which the company operates were followed, both in the adoption of preventive measures, as well as in the implementation of de-escalation processes.

Abengoa has addressed the impact of COVID-19 on the organization and its workers through the following key lines of action:

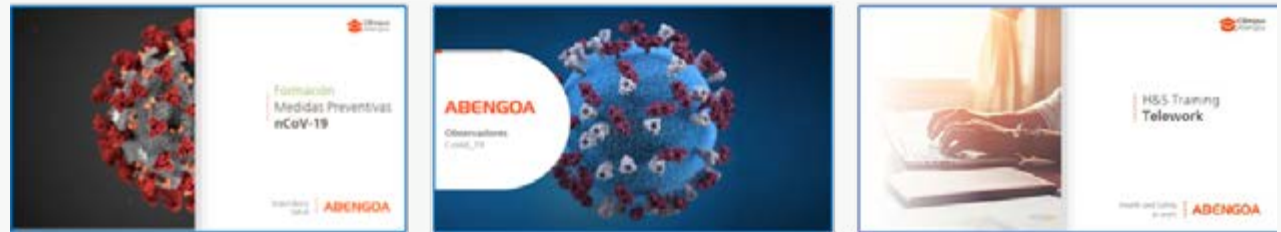


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Posters



Special COVID-19 training



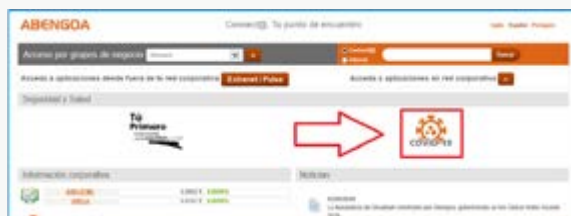
Implementation of the role of COVID-19 observers in all work centers



Screensaver implemented with preventive measures and COVID-19 awareness (both on laptops and on information screens in buildings)



Specific space on COVID-19 on the internal corporate health and safety website, where information of interest is continuously updated



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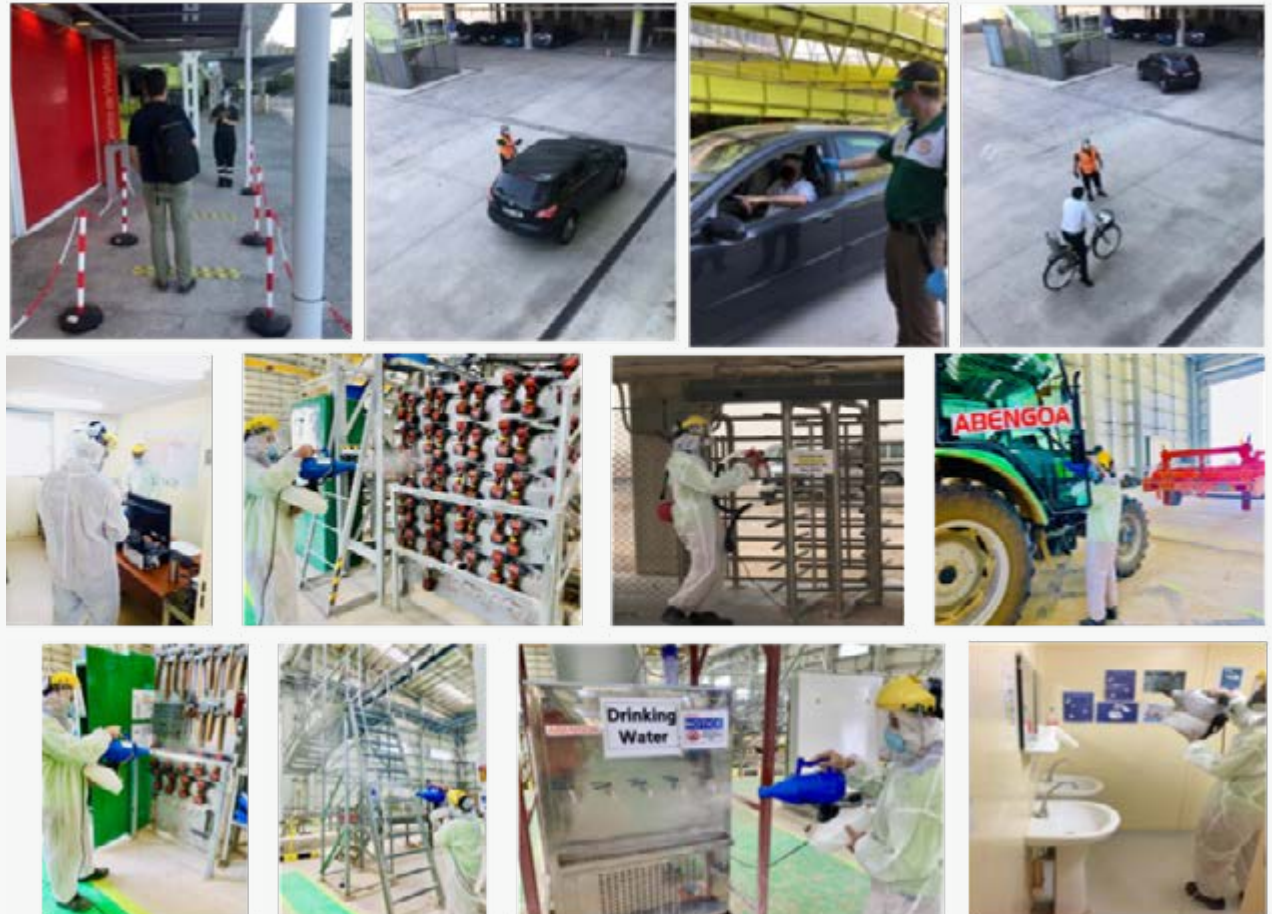
Preparation and dissemination of health and safety newsletters



Implementation and use of a mobile application to facilitate the registration of incidents



Other measures implemented in offices, plants and projects: temperature controls at access points, establishment of separate personnel entry/exit flows, distancing in canteens, disinfection of tools and work equipment, machinery, common areas, etc.



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Abengoa's health and safety pillars

In 2020, Abengoa's health and safety management system has been optimized, **aligning it with the requirements of the ISO 45001 standard**. As a result, the company has updated its occupational risk prevention policy, reinforcing its commitment and adapting the policy to said standard.

The policy is based on five fundamental pillars applicable to the entire organization, without exception.

In terms of communication, consultation and participation, the policy has been duly disseminated among stakeholders and is available on the website.



Integration

At Abengoa, health and safety is the responsibility of all the company and is fully integrated into its strategy, encompassing all activities and decisions, encouraging employee consultation and participation, and affecting all corporate levels.



Leadership

Management should promote and encourage a preventive organizational culture and ensure that all operations are always carried out in healthy and safe working conditions for all employees, adequately planning activities and providing the necessary means to eliminate hazards and reduce risks to the Health and Safety of workers.



Training

Information and continuous training in occupational health and safety for all the company is a basic pillar of our preventive culture.



Continuous improvement

The health and safety management system is based on continuous improvement and is developed through the periodic measurement, evaluation and review of all our activities, operations and work centers.



Legality

All activities and operations should always be carried out respecting and complying with the applicable occupational health and safety regulations.

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Health and safety plan

Abengoa has implemented a health and well-being plan for four years, aimed to introduce initiatives that promote and disseminate topics related to employee health (promotion of physical activity, healthy eating, prevention of cardiovascular risks, specific training campaigns and the like), as well to having tools to enable the measurement, evaluation and review of work centers so that they become increasingly healthier.

During 2020, a monthly publication of health promotion content was published by Abengoa's medical management to be distributed in all work centers.

Taking into account the extraordinary situation of these times, the corporate health plan has been practically a monograph on the pandemic, without disregarding other important issues, such as musculoskeletal disorders (MST, in line with the topic chosen by the European Agency for Safety and Health at Work for the European Health and Safety Week), or the prevention of cardiovascular diseases.

Based on this plan, in 2020 Abengoa has received an award in the **V edition of the Innovation and Health Awards** of the insurance company Mutua Universal.

Abengoa's nomination, which competed with ten other major companies in the Large Account category, has been recognized with a runner-up prize thanks to its Health Plan based on six key points: awareness, improvements in health monitoring, sustainable mobility, healthy eating, promotion of sports and a healthy environment.

The aim of these awards is to “recognize innovation for the benefit of people and to distinguish the work of those companies committed to the promotion of health through their projects in the field. These should represent innovative solutions that generate improvements in the quality of life and health of the company's employees”.



5/26/21
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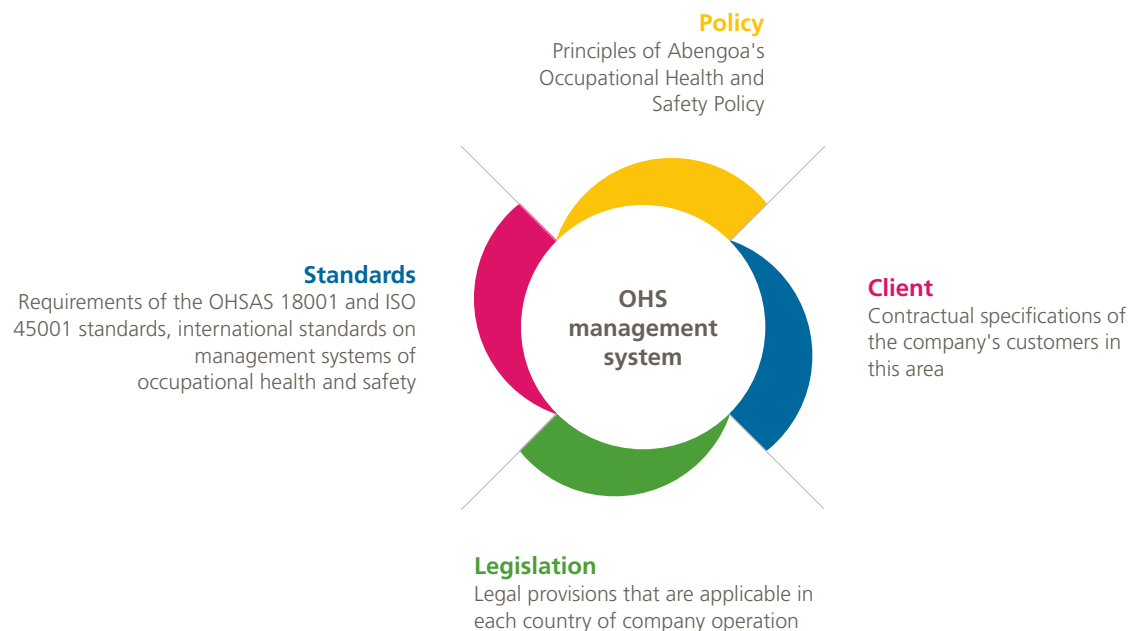


8/17/20
Health Plan.
Overweight and obesity. Prevention behaviors. IV. ... [read more](#)

04. Performance and sustainability contribution / 04.3. Contribution to the human team

Occupational risk prevention management system

The occupational risk prevention management system is implemented in all the company's activities and covers four basic needs:



Review by management

Abengoa attaches great importance to occupational risk prevention in the management of the company, with this being the first aspect dealt with in all Executive Committee and Management Committee meetings.

Likewise, specific committees are held with the health and safety departments of the businesses and regions, in order to provide detailed follow-up on preventive measures. *403-1*

At corporate level, the company also has health and safety committees led by senior management, which meet monthly to monitor activities and meet the objectives defined in this field, alerting on those aspects that may pose risks to workers' safety at work, and establishing the relevant action plans for the proper management of these risks.

During 2020, **134 health and safety committees were held** between the above mentioned different organizational levels.

Likewise, given the impact of the pandemic on the company's activities, daily COVID committees have been held.



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Abengoa's health and safety management system is periodically audited in order to ensure improvement of our processes and to guarantee the system's compliance with the legal, regulatory, contractual and country-environment requirements applicable to the places in which the company operates.

During 2020, 64 internal audits and 14 external audits were carried out on all the group's activities.

All deviations are managed through the Abengoa Easy Management incident management tool.

In order to proactively detect possible events that could materialize in an accident, the **Total Recordable Deviation Rate (TRDR)***, was established, an indicator by means of which near misses, unsafe acts and conditions are recorded in the Abengoa Easy Management (AEM) computer tool. At the end of the year, 7,969 deviations had been registered, with a TRDR of 200 globally.

04. Performance and sustainability contribution / 04.3. Contribution to the human team

Accident rate evolution

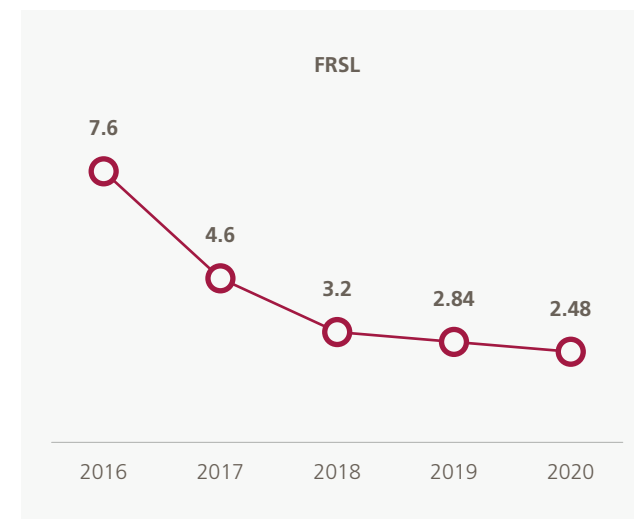
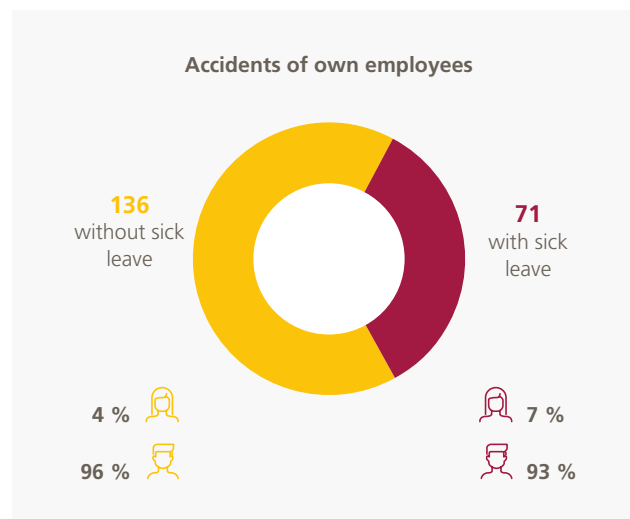
Abengoa strongly believes in the benefits of the practical application of Bird's safety pyramid, investigating unsafe acts and conditions that may occur in the workplace, exploring their causal link, and designing the relevant action plans, in order to reduce potential damage to people or to the facilities.

In this sense, the **zero accidents objective** continues to be a priority for Abengoa in terms of health and safety. In 2020, one fatal accident was recorded on a project, so the target could not be met this year. Nonetheless, the necessary measures are being taken so that this type of accident is not repeated.

Personnel	2020	2019	2018
Own	1 (male)	1 (male)	–
Subcontracted	–	–	–



A summary of accidents of own employees broken down per gender has been included below:



Year	General frequency rate ⁽¹⁾	Frequency rate with sick leave	Severity rate ⁽²⁾	No. of occupational accidents with sick leave	No. of occupational accidents without sick leave
2020	6.24	2.48	0.07	99	150
2019	7.09	2.84	0.05	136	205
2018	7.5	3.2	0.07	149	201

The accident rate data provided corresponds to own and subcontracted personnel.

⁽¹⁾ Number of total accidents (without sick leave + with sick leave) / hours worked × 1,000,000

⁽²⁾ Number of working days lost / hours worked × 1,000

04. Performance and sustainability contribution / 04.3. Contribution to the human team

The accident rate of the company's own personnel, broken down by gender, is as shown below:

Gender	General frequency rate ⁽¹⁾	Severity rate ⁽²⁾	Number of accidents with and without sick leave
Men	9.85	0.10	196
Women	4.18	0.12	11

⁽¹⁾ Number of total accidents (without sick leave + with sick leave) / hours worked × 1,000,000

⁽²⁾ Number of working days lost / hours worked × 1,000

The accident rate data for own and subcontracted personnel is detailed as follows:

Own staff	OFR	FRSL	SR	AWSL ⁽³⁾
2020	9.17	3.14	0.10	71
2019	8.84	3.22	0.11	89
2018	10.72	4.9	0.14	126
2017	13.3	6.6	0.15	173

Subcontracted personnel	OFR	FRSL	SR	AWSL ⁽³⁾
2020	2.40	1.60	0.03	28
2019	4.72	2.29	0.04	47
2018	3.5	1.1	0.01	24
2017	3.1	1.6	0.02	27

⁽³⁾ Accidents with sick leave.

Achievements in health and safety

- **Xina Solar**: achieved 1,000 days without accidents with sick leave.
- **Ecija Solar Platform (Abengoa O&M)**: achieved six years without accidents with sick leave.
- **Ain Beni Mathar (Abengoa O&M)**: achieved six years without occupational accidents with sick leave at the hybrid solar-gas plant in Morocco.
- **Abengoa South Africa**: achieved two years without accidents with sick leave at the O&M power plants in South Africa.
- **Extremadura Solar Platform (Abengoa O&M)**: achieved six years without accidents with sick leave.
- **Abengoa O&M** exceeded two years without accidents with sick leave at El Carpio solar platform.

As a result of the good health and safety performance, several of Abengoa's activities have received awards during 2020:

- In Uruguay, Abengoa was awarded by UPM – Forestal Oriental for its performance in health and safety.
- V edition of the Innovation and Health Awards organized by Mutua Universal: received Diploma of recognition for the corporate Health Plan.
- In Chile, Abengoa was awarded by Mutual de Seguridad in its "Committed to Road Safety 2019" campaign.
- Recognition of Abengoa in Chile in the honor roll of the Chilean Chamber of Construction, in the highest six stars category, for its accident rate indicators in the 2019 period.
- Abengoa is awarded first and third prize in the annual health and safety awards from the FEM (The Federated Employers Mutual Assurance Company) in South Africa.

