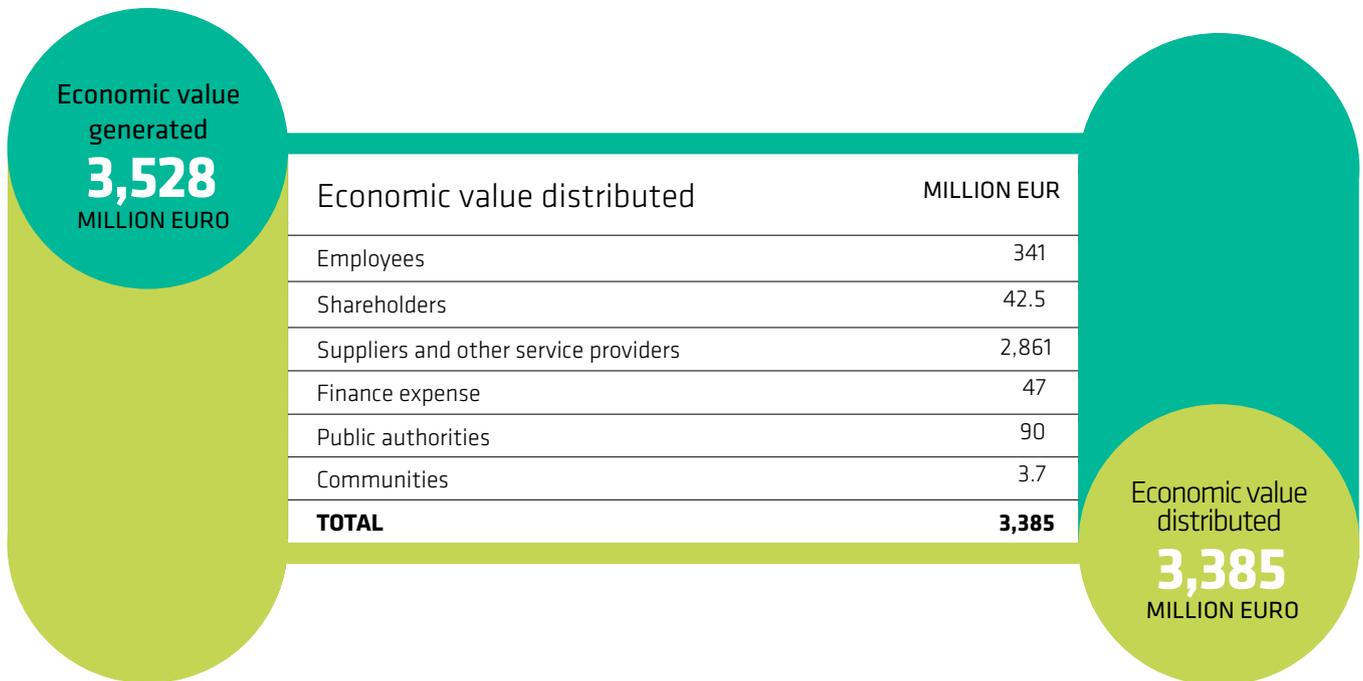


Commitments

5

# Value creation



Gamesa's sustainability pledge is articulated around its economic, environmental and social dimensions. The company wants to be known for having a unique, proprietary and distinct business model underpinned by a commitment to value creation and sustainable development. It has dubbed this ambition 'Vision 2025'. To turn this vision into a sustainable reality, Gamesa is working to address the matters of importance to its stakeholders and factor their legitimate expectations into its decision-making and everyday business management. This has yielded master CSR plans which specify the initiatives which need to be tackled.

In 2015, in tandem with its new Business Plan, Gamesa rolled out its 2015-2017 CSR Master Plan, which encompasses seven programmes which in turn contemplate 26 lines of initiative and 50 specific courses of action.

## Materiality

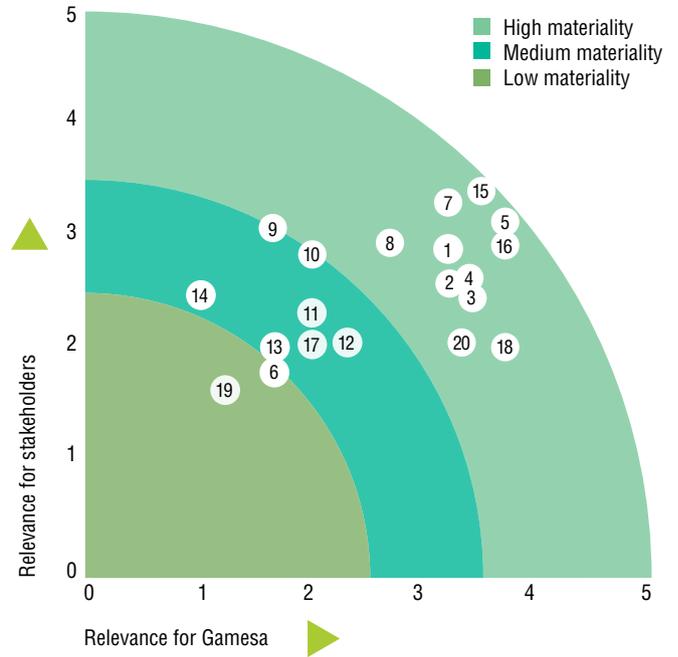
Management has performed an internal materiality assessment to identify the aspects worthy of prioritisation to ensure Gamesa's sustainability. This assessment takes a matrix approach to the CSR Master Plan aspects, management issues and the matters of greatest concern to the various stakeholders. This process ultimately identified over 200 matters of interest which have been grouped into 20 corporate social responsibility aspects.

 Further information can be found in section G4-2 of the 2015 Corporate Responsibility Report.

Materiality assessment, 2015

**Material aspects, 2015**

- |  |                                  |
|--|----------------------------------|
| 1. Corporate governance                            | 11. Use of natural resources     |
| 2. Business ethics and integrity                   | 12. Biodiversity                 |
| 3. People and jobs                                 | 13. Environmental footprint      |
| 4. Human rights                                    | 14. Organisational profile       |
| 5. Health and safety                               | 15. Financial management         |
| 6. Community and social investing                  | 16. Customer management          |
| 7. Supply chain                                    | 17. Product responsibility       |
| 8. Climate change                                  | 18. R&D and innovation           |
| 9. Environmental management                        | 19. External commitments         |
| 10. Greenhouse gas emissions and energy efficiency | 20. Renewable energy environment |



2015-2017 Master CSR Plan programmes



# Employees



Gamesa's employees are its most valuable asset and the lynchpin of the organisation's success. To this end, the company is committed to providing them with training and job opportunities in a safe and healthy environment; it respects their diversity and fosters communication with them.

The key strategic initiatives of the firm's Human Resources policy pivot around the company's people, its organisational development and knowledge management.

In 2015, Gamesa continued to work on the deployment of its new geographical layout, marked by the creation of the core regions - EMEA (Europe, Middle East and Africa), APAC (Asia-Pacific) and Latam (Latin America), a structure which has taken effect in 2016 - and integration of the Services operating units within these new regional structures. The ultimate goal is to create an increasingly cross-cutting and flexible organisation articulated around

basic business processes, thereby facilitating rapid decision-making.

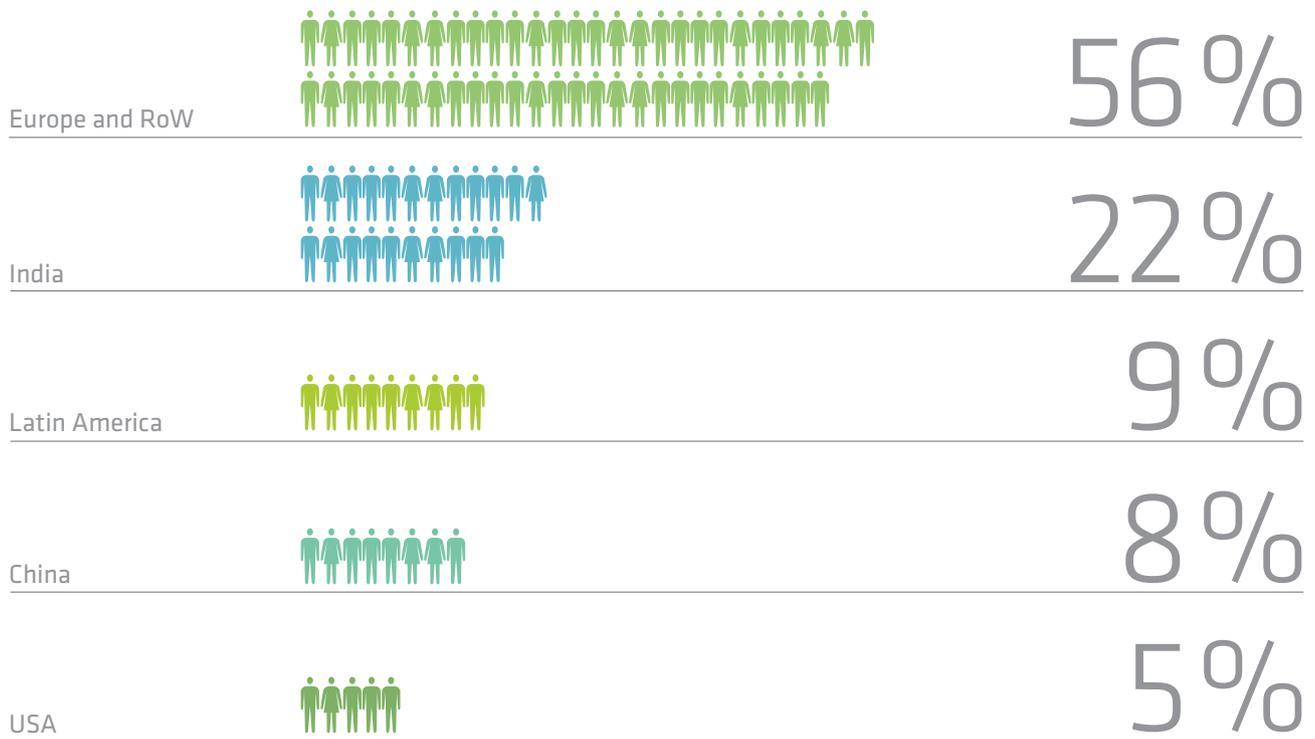
In 2015, Gamesa hired 1,500 people, 63% of whom under the age of 30. A large percentage of the new hires were made in India (46%), mirroring the growth in activity in this market.

## **Talent management**

The company has global hiring policies which define all the selection process milestones, based exclusively on professional criteria. In this manner, it guarantees optimal management of the various phases of the talent selection process, from candidate recruitment to evaluation, hiring and subsequent incorporation.

The hire of local talent in its various operating markets has always been a focal point of the company's selection policy. As a result, 86% of Gamesa's management positions are held by local professionals.

## Geographic breakdown of headcount



In parallel, in response to the company's intense international expansion and with the aim of fostering the globalisation and transfer of its know-how, Gamesa champions internal international mobility, an option taken up by 878 employees in 2015; in addition, another 90 employees are on long-term international assignments.

Gamesa has a number of tools for ensuring talent retention and fostering its professionals' career development, including its training, performance evaluation, compensation and internal mobility policies and initiatives.

On the training front, the company earmarked 175,282 hours to training courses in total in 2015, almost four times the 2014 figure.

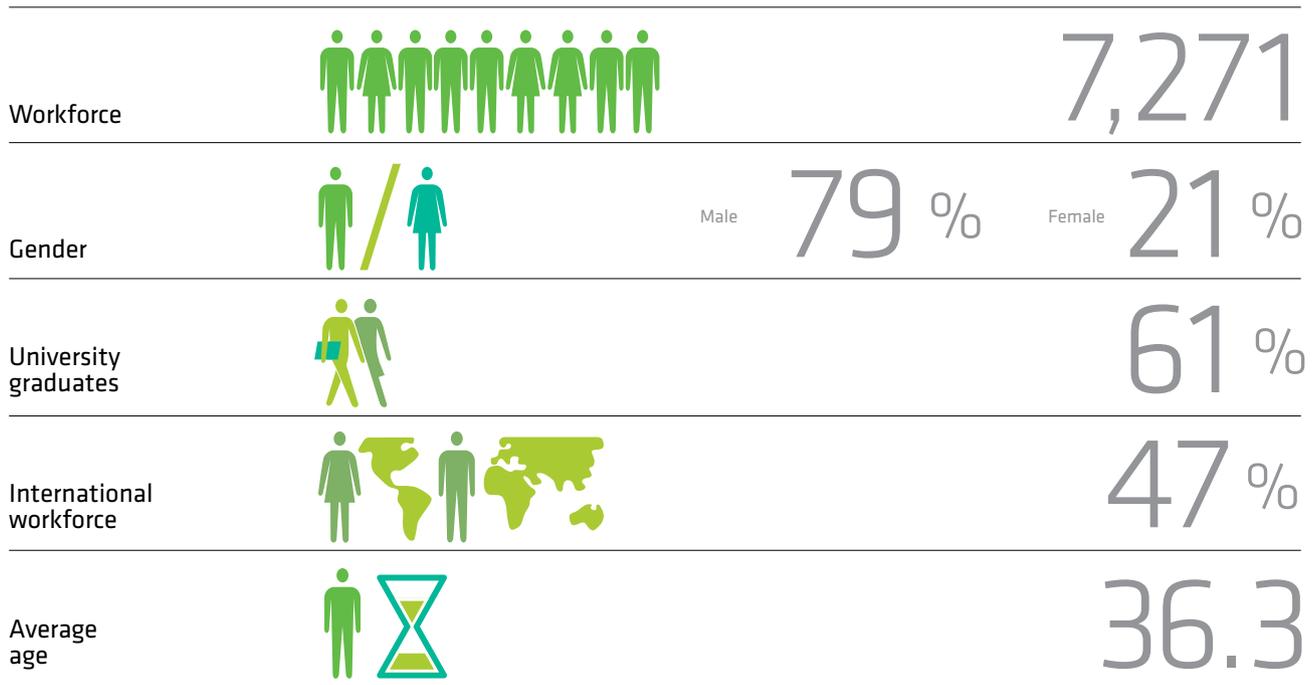
The company's training effort is complemented by the programmes run by Gamesa Faculty, a centre focused

on ensuring continual learning by covering the needs created by constant technological evolution and developments in the wind power sector. The Faculty provides service in-house to all Gamesa employees all over the world from a central training centre in Spain and permanent local training centres in the US, China, India and Mexico, as well as providing training to third parties (663 in 2015).

Performance evaluation - a process which encompasses 60% of Gamesa's employees - is key to determining employees' training needs. Last year, the company consolidated the career development and talent scouting programmes implemented in 2014:

- *The High Potential Candidates Programme*, designed to accelerate the development and training of promising talent.

Social and environmental figures



- *The Gamesa Leadership Programme*, designed to enhance the skills and attitudes needed to work on complex projects and in international environments, and also to boost and facilitate knowledge-sharing throughout the entire organisation.
- *An internal mentoring programme* targeted at key top-performing and highly-promising personnel.
- *Gamesa Premium Scholarship Programme*, a programme designed to get young graduates involved in company projects, giving them responsibility and duties within a multi-disciplinary team.

Remuneration and compensation policy are also crucial tools in attracting and retaining the best professionals. This system is designed to boost individual performance and reward employees for their hard work and commitment, while ensuring fair and competitive pay.

**Diversity and equal opportunities**

The diversity of employee cultures, ethnic groups, beliefs and languages is what makes Gamesa increasingly innovative, creative, sensitive and socially-committed. The organisation's commitment to equal opportunities, respect for diversity and its zero-tolerance stance on discrimination - expressly enshrined in the company's Code of Conduct - form the foundation of Gamesa's cross-cutting diversity and inclusion policy, which applies across all its operating markets.

In 2015, Gamesa reinforced these pledges by means of:

- *The Diversity Charter*: in 2015, the company renewed its membership of this initiative, promoted by the Diversity Foundation and championed by the European Commission and Spanish Ministry of Equality; signature of this Charter commits Gamesa to compliance with equal opportunities and anti-discrimination legislation.
- *'Companies for a society free of domestic violence' campaign*: Gamesa has formalised its support for this initiative, spearheaded by the Spanish Ministry of Health, Social Services and Equality, which seeks to boost equality and respect for basic rights and to build a society free of violence against women.
- *'More women, better companies'*: the company has also endorsed this project, which is similarly backed by the Spanish Ministry of Health, Social Services and Equality. Gamesa has set itself some very specific targets: by 2018 it wants to increase the number of women in pre-management positions from 19% to 25% and in management positions (including the female presence on the management committee) from 9% to 20%. Moreover, its goal is to ensure that at least 30% of its board members are female.

These initiatives come on the heels of execution of the firm's second Equality Plan, establishment of a Harassment Protocol and Gamesa's signature, in 2010, of the UN Women's Empowerment Principles.

Health and safety performance indicators



Lastly, Gamesa’s remuneration model, as stipulated in its Code of Conduct, is based on the equal opportunities principle in order to prevent any form of discrimination, ensure compliance with labour laws in all its operating markets and fairly reward its employees for their efforts.

**Labour relations**

Relations between Gamesa and its employees are regulated by the labour regulations prevailing in each country and the collective bargaining agreements entered into with the workers’ representatives, as warranted.

In Spain there are 36 works committees, which the company met with on 234 occasions in 2015; the company also holds round-table events to address their specific needs, such as the psychosocial risk assessment and training. Last year, management also sat down with the team negotiating the collective bargaining agreement for office employees in Spain; this process is concluded in 2016.

It is worth highlighting the Global Labour Agreement signed by Gamesa in 2015 with its Spanish unions and IndustriALL Global Union - the first of its kind in the renewable energy sector. Application of this Agreement is underway with the aim of working towards implementation of good social, labour and environmental practices company-wide. The committee tasked with monitoring this agreement was set up in September 2015.

At the regional level, it is worth singling out the agreement signed with sector union SUTERM in Mexico, and the four remuneration agreements reached in Brazil. In the US, meanwhile, the company negotiated two

collective bargaining agreements in 2015, one covering the Services warehouse staff in Fairless Hills and the other covering the centre in Ebensburg.

**Workplace health and safety**

Gamesa actively promotes an accident prevention policy and culture to ensure workplace health and safety, to which end it complies with prevailing legislation in each market and establishes as many preventative measures as are needed. Guided at all times by the criteria of excellence and continuous improvement, the company applies an integrated health and safety, environment and quality management policy which meets stringent international standards.

In 2015, extending the trend of prior years, accident rates fell to record lows. Specifically, the lost time injury frequency rate fell by 37%, while the injury severity rate dropped 57%.

In addition, the company has an OHSAS 18001-certified Global Workplace Health and Safety Management Programme which is helping to reduce accident rates while boosting productivity and fostering a culture of prevention.

Meanwhile, the workplace Safety Committees, on which 100% of Gamesa’s employees are represented, guarantee worker involvement in health and safety policy-making as well as ensuring employee assistance with the task of identifying the risks that need to be assessed and monitored.

 Further information can be found in section 11.a of the Corporate Social Responsibility Report.

# Customers

Gamesa works tirelessly to satisfy customer needs optimally, reliably and competitively, developing products and services which surpass their expectations. To achieve this, it places its 22-year track record in the wind industry and technological know-how at their service, while offering them the most comprehensive and versatile product portfolio in the marketplace.

Over the course of 2015, the company continued to add to its product range, punctuated by two milestone launches: (i) the new 3.3 MW platform, comprising the G132-3.3 MW turbine for medium wind speeds; and (ii) the new G126-2.5 MW turbine for low wind speeds. In addition, it signed the maiden contracts for the supply of the G97-2.0 MW class S and G114-2.0 MW class S variants in India; these models are tailor-designed to maximise turbine performance in India's characteristic medium and low wind speeds.

In order to guarantee customer satisfaction, every two years Gamesa launches its Customer Satisfaction Project (CSP): an in-person survey that enables it to measure the quality of its products and services and evaluate aspects of the project development, construction and operation phases. Seventy-one customers from 17 countries participated in the last survey, marking representation

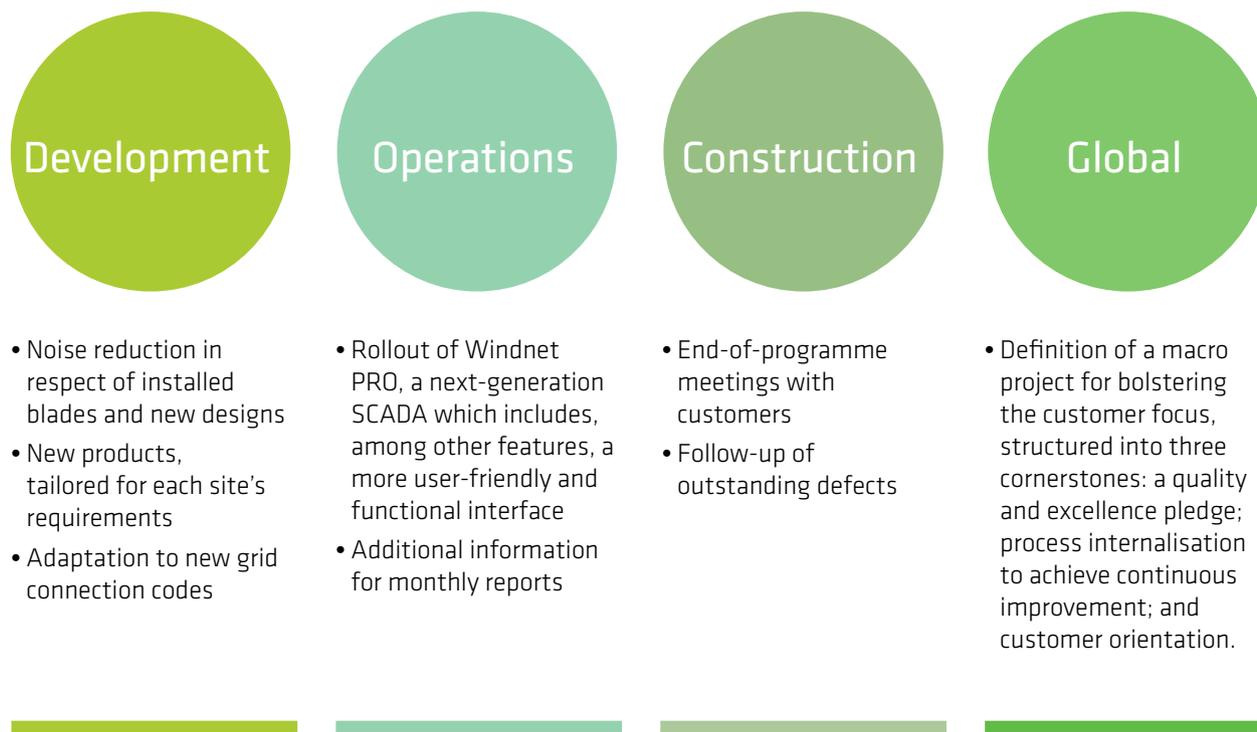
of 81%. Gamesa fared better on all the aspects rated. The overall score was 1.90, compared to 1.78 in 2012.

Building from the results of this survey, the company worked throughout 2015 on a specific action plan, developed in close collaboration with its customers and focused on the identified areas for improvement.

Gamesa also strengthens its customer relations by participating in trade fairs and organising specific events with its customers. In 2015, it participated in numerous international trade fairs and organised several conferences and seminars about products and technological services, notable among which:

## **International trade fairs**

- *China Wind Power 2015*: the most important wind trade fair in China and Asia-Pacific. The company took advantage of this event to showcase its new G126-2.5 MW IIIA turbine, custom-designed for low wind speeds.
- *EWEA 2015 (France)*: this European event was the stage selected by Gamesa for the global launch of its new turbine, the G132-3.3 MW, at which it also participated in parallel conferences and expert panels.
- *Mexico WindPower 2015*: at this fair, in addition to presenting its products and services, the company



- participated in the conference line-up, giving an expert session on the aerodynamic aspects of the G114 turbine.
- *AWEA WindPower 2015*: this is the most important event in the sector in the US. Gamesa had its own stand and took part in the conference schedule.
  - *Brazil Windpower 2015*: the main sector trade fair in Latin America. The company took leveraged this forum to present its products for this market and also participated in the symposium, making technical presentations.
  - *Husum Wind 2015*: the company showcased its latest developments for the German market at this trade fair, which is renowned internationally for its technological profile.

**Conferences and seminars**

- Seminar “Getting ready for a market without subsidiaries”, organised in Edinburgh (UK) and attended by more than 40 customers. During this event, Gamesa presented its business strategy for this market, along with its tailored products and services.
- In 2015, Gamesa organised the first edition of the Gamesa Customer Loyalty Annual Event in Pamplona (Spain), in which 23 customers from all over the world

- participated. This event, designed to bring the company closer to its customers, included technical product presentations and a tour of the test wind farm in Alaiz. This event was repeated in Mexico, between 31 October and 1 November.
- Presentation event for the G114-2.0 MW in New Delhi (India). Gamesa presented its new turbine, tailored for the Indian market, at an event which gathered over 150 sector players.

 For more information, see section G4-PR5 of Gamesa's Corporate Responsibility Report and the corporate website.



# Suppliers

Gamesa strives to establish relations with its suppliers, contractors and professional service providers based on trust, transparency and the sharing and cross-fertilisation of know-how and skills. The goal is to power a responsible and sustainable supply chain, framed at all times by the stringent standards of quality which define the company.

To this end, the company has a specific policy governing supplier relations and contracting, which was updated in 2015 and provides a group-wide framework for the management and control of procurement activities. Specifically, Gamesa ensures the impartiality and objectivity of its supplier selection processes and puts in place the channels and mechanisms needed to ensure that its suppliers' conduct is ethical, to which end it has pledged to take action if any of its suppliers breaches the values and principles enshrined in the company's Code of Conduct.

Throughout 2015, Gamesa continued to reinforce its supply chains in its operating regions, helping to generate wealth and contribute to economic stability in the process.

Gamesa's supplier base was made up of 9,528 suppliers worldwide in 2015 and encompassed purchase volumes of €3.03 billion. By geography, Spain (28%), India (17%), China (16%) and Brazil (13%) accounted for the largest shares of the purchasing pie. The company also fosters its suppliers' global development by offering them the possibility of supplying beyond their home markets to other regions in which Gamesa has business operations.

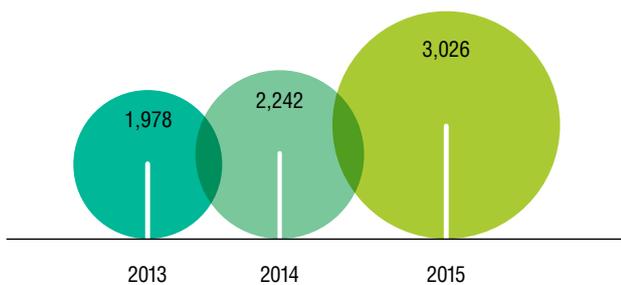
## **Wealth creation**

The company also earmarks its own resources to upgrading its suppliers' facilities with a view to improving their technological development and competitiveness:

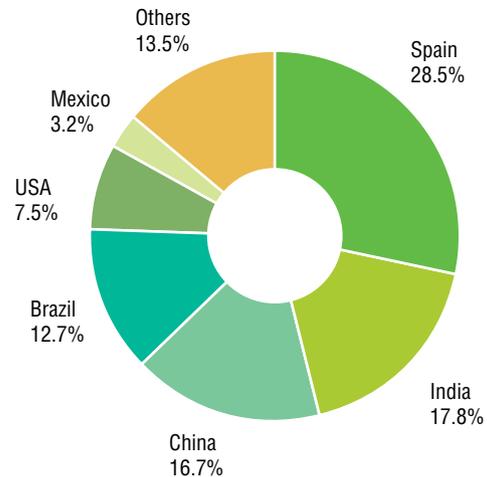
- In Mexico, Gamesa has placed process engineers in the factory of its supplier TPI, which manufactures blades designed by the company. Gamesa also validated processes at the new Trinity tower manufacturing factory in Huehuotoca.
- In India, the company has carried out development work with a new supplier of internal tower elements, Powerhigh, cable suppliers such as Apar, Siechem and Nicco, its rotor locking plate supplier, Wheels, and torque arms supplier, Synergy.
- In China, the company consolidated its relationship with new parts makers such as ONOFF (cabinet enclosures), Nanhua (LED lighting), Tegang (forged generator axes), Fastenal (extra-wide screws), Hengrun (tower flanges), and with new casting machining companies such as Dongjan, Dingyi and Xufeng.
- In Brazil, Gamesa certified new suppliers, including Ormazabal, Antec, Metaltork and Friedberg. In parallel, it continues to support local suppliers such as BR Metals and Romi, with which it shares casting and machining processes.

## Purchase volumes

(€Mn)



## Purchasing volumes by supplier country of origin



The result is a diverse supplier profile: global suppliers with local presence, new local suppliers and international expansion of existing suppliers.

In 2015, the company concluded 344 alternative supplier generation projects in China, India, Europe and Brazil.

### Responsible supply chain development

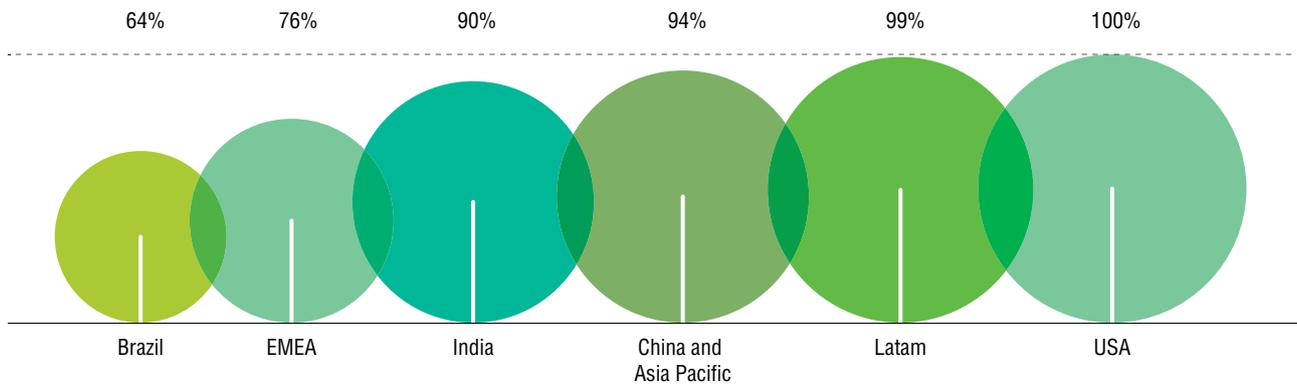
Gamesa assesses its main suppliers in-house along technical, economic, environmental and social criteria. Among other things, the company analyses the existence of an environmental policy, specific workplace health and safety aspects and the human rights record and ethical conduct of its suppliers.

In fact, Gamesa's General Purchasing Terms and Conditions explicitly refer to respect for human rights and labour practices as well as evidencing a clear-cut zero-tolerance stance on fraud and corruption which the company is working to implement across its supplier base.

When negotiating supply agreements, in addition to the contractual terms required under prevailing legislation, Gamesa negotiates the inclusion of the social responsibility clauses enshrined in the Code of Conduct applicable to its suppliers. This Code includes rules designed to ensure that the labour conditions across its supply chain are safe, that their employees are treated respectfully and fairly and that their business conduct is ethically, socially and environmentally responsible.

One of the programmes which Gamesa's 2015-2017 Master CSR Plan pivots around is the responsible development of its supply chain. Against this backdrop, Gamesa is working on a series of initiatives, such as a system for registering, classifying and controlling suppliers which will analyse, classify and evaluate key suppliers, key meaning suppliers which could adversely or materially impact delivery of the company's strategic objectives in the event of non-compliance or defective performance.

## Level of acceptance of the general purchasing terms



Elsewhere, the supplier audit system, in the process of being implemented, is emerging as an effective tool for evaluating the performance of key suppliers in respect of the expectations vested in them in applicable policies and codes, while ensuring continuous supplier improvement in parallel. In 2015, the company fully audited 15 of its key suppliers.

In addition, Gamesa stays in permanent contact with its suppliers, striving to foster open and smooth communication. In 2015, the company organised supplier events in China, Spain and Germany with the aim of sharing the company's challenges and goals and informing them about new market requirements. Other communication tools include the supplier portal, designed to facilitate the exchange of technical documentation, and Gamesa's website, which hosts the general purchasing terms and quality manual for suppliers.

 To learn more: Section G4-12 of the 2015 Corporate Responsibility Report .

# Environmental performance

Gamesa encourages environmental protection and sustainability in carrying out all its activities and in all the geographies in which it does business. It is committed to continuous improvement of environmental record and the application of best practices, striving to better protect the environment by taking a preventative approach and fostering awareness and training.

By means of its Integrated Health & Safety, Environment and Quality (HSEQ) Policy, Gamesa guarantees a safe workplace, propitious to stringent environmental respect throughout its products' entire life cycle and all along its value chain - from turbine design to wind farm commissioning.

Gamesa's Code of Conduct similarly includes environmental preservation as one of its core lines of initiative. Gamesa's employees are also required to help minimise the environmental ramifications of their activities and use of the company's facilities.

However, Gamesa's activities do have an environmental impact at the global scale and an impact on the

consumption of natural resources and the generation of waste, discharges and emissions at the local level.

## **Emissions**

As a company, Gamesa emits carbon dioxide, although its core business also mitigates greenhouse gas (GHG) emissions. The more than 34.6 GW of capacity installed by Gamesa around the world prevent the emission of approximately 52 million tonnes of CO<sub>2</sub> every year by placing clean energy generated from renewable sources onto the market. Moreover, the 3,354 MW turbines installed in 2015 will prevent the emission of 138 times more GHG emissions than the emissions generated during their manufacture.

For the fifth year in a row, Gamesa analysed and reported its carbon footprint in 2015.



### **2025 target: carbon-neutral footprint**

Gamesa has set itself the target of being a carbon-neutral company by 2025, marking one of the most ambitious climate commitments assumed in its history. To achieve this milestone, Gamesa has established a roadmap which contemplates becoming carbon neutral by means of initiatives for cutting the emissions deriving from its activities and others designed to offset its carbon footprint. Notable among these initiatives:

- Application of energy-efficiency measures to reduce emissions in the logistics area by at least 10% and in the operations area by 15%.
- Purchase of clean technology electricity for factories and offices.
- Promotion of the electric vehicle and more environmentally-friendly mobility plans.
- Projects to ensure that all turbine materials can be recycled at the end of their life cycle.
- Offsetting mechanisms via trading in emission allowances.

### **Climate change policy**

Keenly aware of the threat posed by climate change, in 2015, Gamesa formulated a specific climate change policy. By means of this statement - in keeping with its group Corporate Social Responsibility Policy - the company has pledged to promote renewable energy sources to help achieve a low - carbon and therefore more-environmentally friendly global energy generation model. To this end, the company fosters the sustainable use of resources, a culture of respect for our natural surroundings and a commitment to combating climate change.

Evidencing this pledge, Gamesa signed several initiatives associated with the reduction of greenhouse gas emissions against the backdrop of the Paris Conference of Parties (COP21), notable among which:

- American Business Act on Climate Pledge: an initiative promoted by the US government and signed by more than 140 companies.
- Paris Pledge for Action.

Gamesa consumption in 2015

## Raw materials



**149,554 t** consumed      **20 t** employee/year

## Energy



**452 Tj** consumed      **62 Gj** employee/year

## Water



**126,358 m<sup>3</sup>** consumed      **17 m<sup>3</sup>** employee/year

### Energy efficiency

Gamesa continued to make progress on paring back consumption in 2015, implementing measures to make the company more energy-efficient.

Over the course of the year, it carried out initiatives in several areas of the organisation designed to reduce consumption and boost energy efficiency. These include the installation of solar panels in the Indian factories and the savings eked out across the Spanish factories by upgrading the lighting and temperature control systems. As a result of the energy rationalisation effort, the company forewent the consumption of 2,725,000 kWh, which is equivalent to 605 tonnes of CO<sub>2</sub>.

In addition, Gamesa's products are designed to guarantee environmental leadership and energy efficiency. Against this backdrop, the company had its G114-2MW and G128-4.5 MW turbines and its electric vehicle charging station certified for their eco-designs, pioneering the sector in this respect.

The eco-design process minimises the environmental impact of its products throughout their life cycle - from component design, the stage at which 80% of a product's

environmental impacts are defined, to the material selection, industrialisation, packaging and distribution, installation, operation & maintenance and dismantling phases. The use of eco-design criteria has enabled Gamesa to fine-tune its products in terms of their environmental performance, efficiency and costs.

Elsewhere, Gamesa uses Life Cycle Assessment (LCA) to evaluate the environmental burdens associated with a given product, process or activity, factoring in the entire life cycle. This process enabled it to secure environmental product declarations for its G128-5.0 MW and G132-5.0 MW turbines in 2015.

### Waste

Waste is one of Gamesa's prime environmental impacts, to which end the company prioritises its efficient management. In 2015, the company generated 11,552 tonnes of waste and the ratio of hazardous to non-hazardous waste was close to 1:8.

In 2015, Gamesa generated 1.5 tonnes of waste per employee, down from 1.6 tonnes in 2015.

Notably, Gamesa recycles or reuses 37% of the hazardous waste it generates and 83% of its non-hazardous waste.

## Emissions



**36,855t** CO<sub>2</sub> emitted

**51.91t** CO<sub>2</sub> prevented

**7.4 MM** TOE prevented

## Waste



**11,552t** generated

**1.58t** employee/year

### Biodiversity

In the course of its business operations, Gamesa interacts with several ecosystems, landscapes and species. Gamesa uses a number of mechanisms to preserve biodiversity and minimise its impact on the environment.

Firstly, before it builds a wind farm, Gamesa conducts an environmental impact study and establishes corrective measures to prevent, mitigate or offset any potential damage. Later, the wind farms are operated in compliance with the permits granted by the environmental authorities in each region, subject to the restrictions and obligations imposed to guarantee environmental protection. In addition, the company designs plans for monitoring and controlling its facilities' environmental performance to prevent potential risks.

Lastly, Gamesa protects species and habitats by means of proactive conservation management and site research with the aim of having a net positive impact on the environment.

### Progress made in 2015

Gamesa substantially improved its environmental performance in 2015. Highlights:

- Hazardous waste was cut by 7%;
- Greenhouse gas emissions were verified for the fifth year in a row under the ISO 14064 standard;
- Eco-design certification was obtained for the G128-5.0 MW and G132-5.0 MW turbines along with their respective environmental product declarations.
- Participation in the process of certifying the environmental impacts of some of the Iberdrola wind farms equipped with the G90-2MW.

 To learn more: Section II.10 of the 2015 Corporate Responsibility Report.

# Communities

One of Gamesa's goals is to contribute, through its business activities, to the generation of wealth and well-being in its operating communities. To this end, the company takes a holistic and active approach to its business responsibilities in these regions, directly, in its capacity as employer, customer and supplier, and indirectly, by paying taxes and seeking representation via associations.

As a driver of industrial activity, Gamesa's operations have a clear-cut economic impact on its operating markets via the investments it makes and the attractive jobs it creates. In addition to generating and distributing economic value in this manner, the company's community influence extends beyond the impact of its business operations, representing more of a long-term commitment.

Accordingly, its business endeavours are complemented by the provision of other classes of services designed to create community well-being, generate financial income and drive technological development. The key initiatives focus on the following kinds of programmes:

- Local development cooperation work;
- Access to education and skills development;
- Local culture preservation;
- Provision of health services;
- Fortification of the community and its groups and constituents from an institutional standpoint;
- Environmental, social and cultural programmes which involve local networks and multiple institutions.

## **2015 Social Action Program**

To drive these projects, Gamesa has a Social Action Program, which in 2015 entered its second year. The company is also developing a broader community work policy.

The unique trait defining Gamesa's Social Action Program is the fact that it is the company's employees who propose the initiatives to be supported by the firm with corporate funds. The company's employees also handle ongoing communication with the various organisations and monitor the projects so they can present a results-oriented report at the end of the following year.

In total, Gamesa's employees presented 57 initiatives in 20 different countries in 2015. From these, the company has selected the following five projects for execution in 2015 and 2016:

### **India. Vicente Ferrer Foundation - Horticulture tapping solar energy**

This philanthropic project consists of the installation of drip irrigation systems fuelled by solar power for rural households who depend on horticulture for a living in four towns in the region of Kadiri (India). Drip irrigation generates substantial water savings and productivity gains. In total, some 180,000m<sup>2</sup> of land will benefit from this photovoltaic irrigation system, to which end four solar panels will be installed.

### **India. Krida Vikas Sanstha Nagpur - Slum Soccer**

Gamesa has set the second edition of the Gamesa Soccer League, which will benefit 1,000 youths from rural India. The participants in this programme fine-tune their



sporting skills at a football training campus where they are also educated on how to care for the environment and eat healthily.

**Mexico. Unicef - Education for indigenous children**

The purpose of this initiative is to raise the quality of the bilingual inter-cultural education provided at indigenous schools in four states (Chiapas, Oaxaca, Puebla and Yucatán) so that these children finish their schooling knowing how to read and write. To this end, some 1,600 teachers will receive training so that they can teach in the local languages of the school children, educational materials will be produced and distributed and, lastly, the families will receive support to encourage them to reinforce what the children are learning at school.

**Brazil. CROPH (regional coordination of human development work) - Telecentres**

This project is aimed at fostering technological literacy by means of dedicated computer centres where adolescents at risk of exclusion can hone their computer skills free of charge. At present just 12% of Brazilian have personal computers at home and only 8% have internet access.

**Uruguay. La Muralla Foundation - social inclusion centre**

This initiative contemplates equipping a premises for the purpose of building a climbing gym for vulnerable youths in Montevideo. The centre's facilities include gyms for the practice of several sports, a swimming pool and infrastructure for training professionals for working at heights. These facilities will be made available to all

organisations working to care for children and adolescents in Uruguay.

**Social Action Program in India**

In India, the company has a special social action plan called Gamesa Community Spirit whose mission is to carry out local community initiatives: this country requires a singular approach in areas such as education, healthcare, housing and social inclusion. The main activities being carried out under the scope of this plan:

**Gamesa Gram Arogya Kendra**

The purpose of this initiative is to support sustainable medical care projects in rural villages located close to Gamesa's wind farms. The priority focuses are eyesight and care for pregnant women in these towns, for which the company provides the necessary resources and check-ups, as well as follow-up medical cards.

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**Gamesa Academic Excellence Program**

The aim of this program is to bring the education level of around 500 students from rural Indian schools up to the standards of their urban counterparts. This initiative also encompasses the Shuddi project which is aimed at promoting hygiene by installing wash basins in rural schools.

### **Gamesa Vocational Training Program**

This initiative encompasses two different initiatives. The first consists of a programme for the recycling of wood waste for conversion into furniture for rural schools located close to Gamesa's facilities in Chennai. The other initiative, My Career, teaches rural students how to perform operations and maintenance (O&M) work with the aim of giving them vocational training and sustainable work.

### **Employee volunteering**

This is a platform for involving Gamesa's employees in India in community work and raising their social awareness in the process. A series of events are scheduled around this programme, such as Wind Day, International Deaf Week, blood donation drives and charitable donation campaigns.

### **Initiatives in Spain**

Meanwhile, Gamesa also contributes to wealth generation and environmental preservation in Spain by means of specific initiatives.

### **FIEB (Foundation for research into ethology and biodiversity) - First Primer gene bank for Iberian birds of prey**

In its most recent report, the European Environment Agency warns of ongoing biodiversity loss in Europe. It is calculated that 25% of Europe's species are virtually extinct and this percentage is expected to rise. Some 80% of Europe's species are present in Spain, making it a crucial focal point.

Gamesa is collaborating on a project backed by the FIEB for the creation of the first national gene bank for Iberian species, a tool destined to help their conservation. Among other benefits, this initiative fosters genetic diversity, enhances efforts to breed in captivity and facilitates access to the genetic make-up of specimens from species with residual populations.

### **Gamesa Scholarship Program**

This scholarship programme aims at bringing recent graduates into the workforce. Each year, Gamesa identifies and recruits high-potential students from the top Spanish universities who enter a training programme which lasts between 12 and 18 months. During this stint, the young graduates spend time in different departments and regions.

Gamesa also participates actively in sector and business associations and organisations. In 2015, it was an active member of 45 organisations and associations in Spain and 47 in the rest of the world, to which it contributed a total of €949,166.



## Projects completed in 2015

- A school was built in the Indian state of Andhra Pradesh in 2015. This project, which was run by the Vicente Ferrer Foundation, will guarantee schooling for 60 children in a village in India. These children will receive schooling from an early age, facilitating their integration into society and, in the future, their access to the labour market. In addition, the school is being used as a meeting place for residents and women's and disability-related associations.
- Almost 400 Indian youths received more than 800 hours of training during the first edition of the Gamesa Soccer League program. Thanks to this training campus, the participants can fine-tune their skills by playing football, while also learning about how to care for the environment or eat healthily, for example.
- In 2015, nearly 400 Mexican children from towns close to Juchitán de Zaragoza and Unión Hidalgo, both of which are located in Mexico's Tehuantepec Isthmus, received training about healthy eating habits and environmental care. This project, spearheaded by NGO CESAL, raises awareness about the importance of a clean environment by means of two educational programmes which address environmental hygiene and nutrition.
- Gamesa also lent its support to the leisure programmes run by ANFAS, an organisation based in Navarre which works to foster people with intellectual disabilities' social inclusion, artistic capabilities and cultural activities. Last year, over 500 people participated in the different workshops and activities organised by this association.

