



SUSTAINABILITY REPORT
2019
CORPORATE SOCIAL RESPONSIBILITY





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1. COMMITMENT

In 2019 Adasa has carried out projects according to the core business of the Company as a specialised engineering on water cycle and environment. The overall national contracts (Spain) registered an 87% and a 13% corresponds to international activity.

In Spain we can highlight the renewals of maintenance contracts related to **water quality monitoring networks and weather radar networks**, promoted by the River Basins of Ebro, Guadiana and Duero, AEMET, SMC and Catalan Government.

Adasa has carried out **international** projects in Morocco, the European Community, Australia, Angola, Togo and Madagascar, among others.

Related to **research, development and innovation activities**, in 2019 Adasa participated in 4 projects:

- iBATHWATER (LIFE17 ENV / ES / 000396), which aims to improve the quality of bathing water through new urban water management systems
- NextGen (H2020-IND-CE-2016-17, CIRC-02-2016-2017, GA-776541-2), with the aim of studying new water systems and services for the circular economy.
- Digestake (COMRDI16-1-0061), for the recovery and valorisation of urban digestate resources within the framework of the circular economy.
- IMAQUA (COMRDI16-1-0063), for the integral management of water quality and quantity in supply and distribution processes.

Day to day, **Adasa remains committed to the values of the UN Global Compact**, and making a strong effort to **create economic, environmental and social value in the short and medium term, and to contribute to the progress and society welfare.**

Regards,

Albert Molina
General Manager

2. RESPONSIBLE MANAGEMENT

On the **way to excellence**, Adasa has implemented an **Integrated Management System – Quality, Environment and Health & Safety**, certified **based on international standards: ISO 9001, ISO 14001 and EMAS**.



Day to day, Adasa remains making a strong effort to create economic, environmental and social value in the short and medium term, and to contribute to the progress and society welfare.

Adasa has been a **signatory member to the United Nations Global Compact** since **2007**. The UN Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labor standards, the environment and anti-corruption.

www.unglobalcompact.org



Since 2006 ADASA is in EMAS Registration, keeping its commitment to transparent and sustainable management.

Adasa voluntarily joined **Eco-management and Audit Scheme (CE1221/2009-EMAS)** in 2006. After 14 years we still keep our **commitment to Performance, Credibility and Transparency in Environmental Management.**

The environmental data contained in Sustainability Report are externally verified during the annual EMAS verification (audit).



3. CSR POLICY

Adasa is an engineering specialised in sector-based solutions and technological solutions applied to water and the environment, and carries out its business in a changing and globalised environment where the excellence of its technology, services and management are an essential requisite for competitiveness, development and progress.

The knowledge and experience of Adasa allow us to provide solutions that fulfil the needs and expectations of our clients.

The General Management leads the organisation towards a model of EXCELLENCE, TOTAL QUALITY and Social Responsibility, based on the following strategic plans: process-based management, knowledge management, human capital and the organisation's capacity to innovate. Adasa is committed to:

Team

- Creating and maintaining a climate that guarantees and promotes a favourable environment and organisation.
- Providing the resources and carrying out the appropriate actions for implementing a policy of ongoing training and development.
- Facilitating and managing:
 - Internal communications.
 - A positive work-life balance.
 - Fairness and justice in terms of remuneration for each person's contribution.
 - Equal opportunities.
 - The opportunity to participate in certain decisions making, taking into account the interests and concerns of the employees affected by changes.
- Improving and guaranteeing the safety of the working environment: appropriate environmental conditions and physical workspaces; appropriate, modern working equipment.

Clients

- Establishing effective channels of communications that enhance the company to identify their needs and foresee their demands.
- Maintaining a spirit of ongoing improvement throughout the relationship, externalising the added value to the client and promoting research, development and innovation in the services provided.
- Guaranteeing an excellent service in terms of quality. Adasa has implemented a quality management system based on ISO 9001

Society

- Maintaining a social communication channel, based on the principle of transparency, whilst promoting a cooperative relationship with the authorities and an open dialogue with the stakeholders, to whom this policy is directed. In fulfilling our commitment to these communication channels, we have set up the website: www.adasasistemas.com
- Fostering training, research and informative actions to improve the health, safety and integration of our employees whilst promoting a system of ongoing improvement in our environmental management.

Suppliers

- Encouraging our suppliers to act in a socially responsible manner, establishing mutually beneficial, open, respectful and honest relationships.
- Maintaining the appropriate data confidentiality and privacy by implementing quality, environmental and social criteria when evaluating suppliers.

Environment

- Any project must be based on the principle of protecting and improving the environment and the prevention of pollution in order to promote the global objective of sustainable development. The improvement and protection strategies include actions to combat climate change.
- Adasa has implemented an environmental management system certified by the UNE: EN: ISO 14001 standards and the EMAS Regulation, which means that it has an active strategy of ongoing improvement for minimising its environmental impact and contributing to a sustainable environment from a life cycle perspective by developing new environmental protection technologies, including pollution prevention.
- Every year, the organisation renews its commitment to transparency (EMAS) and publishes important environmental information in the Environmental Declaration. This presents the data on the consumption of resources, waste generation and the environmental impacts associated with its activities.

Health&Safety

- Providing the resources necessary to guarantee the safety of our employees and effectively improve the working conditions of the different activities in the company.
- Adasa has implemented a management system for the prevention of risks in the workplace, to ensure optimal safety conditions in the workplace.

4. ACTIVITY

Adasa is a recognised engineering company, established in 1988, that provides technological solutions for the management of the integral water cycle and the environment.

Adasa supports an integrated, multidisciplinary approach to water resources management and leads its activities to achieve the environment protection. Adasa pursues technological excellence to be the driving for assisting public and private organisations in the development of their activities, the improvement of their service efficiency, ensuring resources optimisation and reducing operational costs.

As experienced services integrators, Adasa covers a wide spectrum of related services, including consultancy, development, maintenance, and operations. Adasa joins water and environment expertise and highly specific technology capabilities, and understands the sector needs. It focusses its complete portfolio on water resources management (water quality monitoring and hydrology), smart operation of water utilities and operators, and irrigation and rural water. Adasa also fosters environment monitoring solutions in meteorology and air quality.

More than 25 years of R+D and innovation have guided Adasa to develop 50 worldwide projects and 12 patents, highlighting innovative products for real time water quality monitoring, as well as advanced ICT solutions for water sector, matching R+D and innovation activities with water needs.

ADASA COLLABORATES WITH RESEARCH CENTERS, SCIENTIFIC AND TECHNOLOGICAL INSTITUTIONS, and UNIVERSITIES.

Adasa has the collaboration and support of prestigious organizations worldwide, through which **strategic alliances** are established that guarantee the implementation of the best solutions and the integration of high value-added technological tools.

These collaborations promote the development of new technological tools, as well as the exchange of experiences, knowledge and innovation that ensure the success and achievement of project goals.

Adasa is part of professional associations, encouraging the contribution and active participation to achieve the sustainable use of water and the commitment to the environment. Collaboration in this type of groups promote the exchange of knowledge between the different members, creating a link and a common forum between the different professionals.

5. EVALUATION

HUMAN RIGHTS AND SUPPLY CHAIN

In 2019 Adasa reaffirms its commitment to “respect and support human rights”.

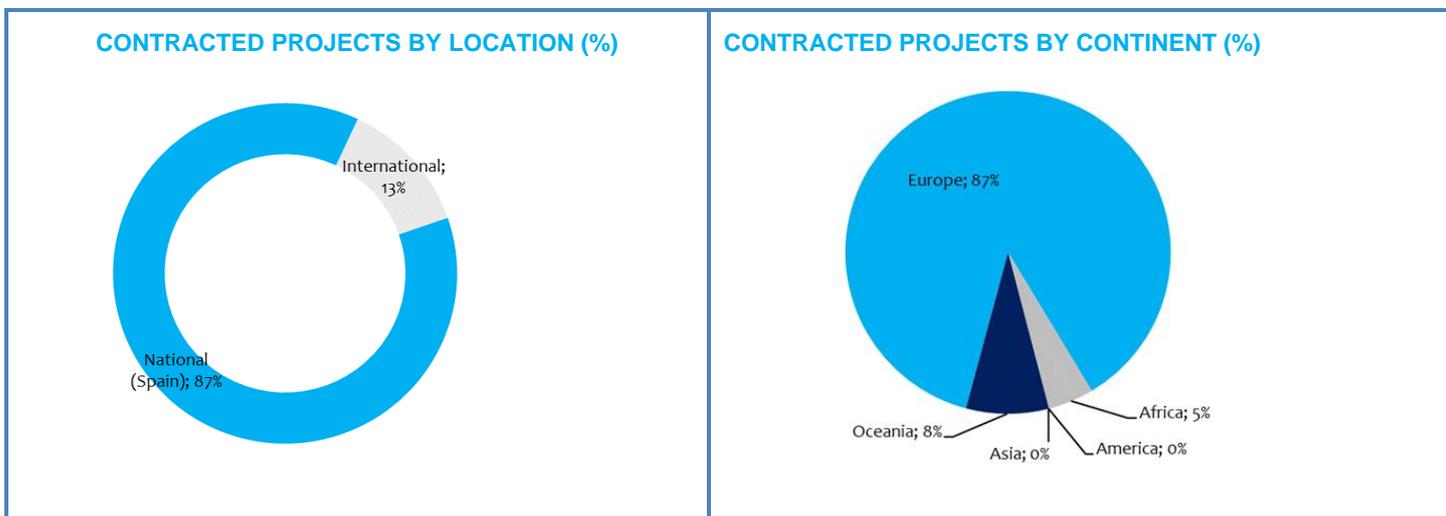
The company has a supplier homologation circuit, subject to the information presented in the following fields:

- a. Security and health at work.
- b. Relationship with the Environment
- c. Quality and selection of suppliers
- d. Corporate Social Responsibility.

The result of the Evaluation provides a final score that influences on the final designation of the contracted works.

In addition, Adasa prioritizes contracting with nearby suppliers, which means:

- a. A lower CO2 equivalent emission in contracted activities / materials.
- b. It economically contributes to local development.
- c. It's guaranteed that the suppliers belong to countries without risk of violation of Human Rights, forced labour practices or child exploitation.
- d. It's guaranteed compliance with laws associated to contracted activities/materials.
- e. The impacts of supply chain are controlled for the four families covered by the "Global Compact": Human Rights, Labour Standards, Environment and Fight against corruption.



GOAL / PRIORITY SDGS	PLAN OF ACTION	INDICATOR / GOAL	GLOBAL COMPACT PRINCIPLES	EXPECTED DATE	RESPONSABLE/ MEANS
01- ADAPT THE APPROVAL OF SUPPLIERS PROCEDURE TO THE FAMILIES OF REQUIREMENTS OF "GLOBAL COMPACT"	1-Improvement of the scores of the approved suppliers (2019-2020). 2-Subdivide criteria already established in the Homologation of Suppliers to clarify those that are of "Human Rights" and "Fight against corruption" (2021).	Associated Indicators	01, 02, 04, 05, 06, 08, 09, 10.	December-21	Quality Dep./ Internal resources
SDG 05, SDG 08, SDG 12, SDG 13, SDG 16, SDG 17	3-Include mandatory items for supplier (2021).				

2019 RESULTS

The results in 2019 compared to 2018 have been:

	A1	A2	A3	A4
2018	2.19	1.69	1.73	1.19
2019	2.5	1.75	1.83	1.083

Therefore, the results could not be improved this year. We will have to wait until the end of 2020 to know the final value.

In 2021 the other two remaining actions will begin.

LABOUR LAWS AND RISK PREVENTION

Adasa has approved a “Protocol for the Prevention of Psychological, Sexual and Gender-Based Harassment at Work”, that includes:

- a. Psychological harassment
- b. Sexual harassment.
- c. Harassment based on gender
- d. Gender Inequality

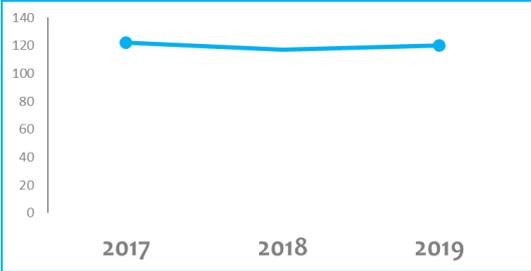
It's currently working on an improvement in the field of Equality Plans.

On the other hand, the company has a system focused on improving work-life balance:

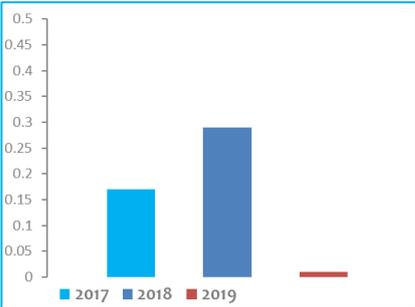
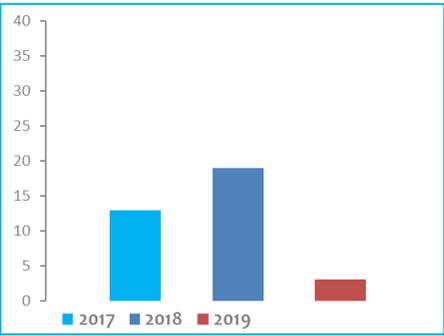
- a. Flexible working hours.
- b. Individualized study of workers' circumstances and adaptation through teleworking.
- c. Suitable Technological Systems for the correct development of this teleworking.

Adasa also supports freedom of association and recognizes the right to collective bargaining.

Finally, it should be noted that Adasa has implemented an Occupational Health and Safety Management System, where are included other types of evaluations, as “identification of psychosocial risks associated to work”.

<p>STAFF: 120 <i>(Number of employees)</i></p>	
<p>AVERAGE EMPLOYEE AGE <i>(years)</i></p>	<p>45</p>
<p>AVERAGE EMPLOYEE PERMANENCY <i>(years)</i></p>	<p>12</p>
<p>PERMANENT EMPLOYMENT <i>(%)</i></p>	<p>82</p>

<p>DISTRIBUTION BY PROFESSIONAL GROUP (%)</p>	<table border="1"> <thead> <tr> <th>Professional Group</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Managers & Technician</td> <td>63%</td> </tr> <tr> <td>Administratives</td> <td>22%</td> </tr> <tr> <td>Construction workers / specialists</td> <td>11%</td> </tr> <tr> <td>Executives</td> <td>4%</td> </tr> </tbody> </table>		Professional Group	Percentage	Managers & Technician	63%	Administratives	22%	Construction workers / specialists	11%	Executives	4%
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<p>82%</p>		<p>18%</p>										
<p>Lost Time Injuries Incidence Rate = 797.7 <i>(Nr LTI * 10⁵ / Number of employees)</i></p> <p><i>LTI= Lost Time Injury Comparative by Activity Sector</i></p>	<table border="1"> <thead> <tr> <th>Activity Sector</th> <th>LTI Incidence Rate</th> </tr> </thead> <tbody> <tr> <td>ADASA</td> <td>~797.7</td> </tr> <tr> <td>Services</td> <td>2.244</td> </tr> <tr> <td>Construction</td> <td>6.606</td> </tr> <tr> <td>Industry</td> <td>5.313</td> </tr> </tbody> </table>		Activity Sector	LTI Incidence Rate	ADASA	~797.7	Services	2.244	Construction	6.606	Industry	5.313
Activity Sector	LTI Incidence Rate											
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<p>Lost Time Injuries Frequency Rate = 4.91 <i>(Nr LTI * 10⁶ / Hours worked)</i></p>	<table border="1"> <thead> <tr> <th>Year</th> <th>LTI Frequency Rate</th> </tr> </thead> <tbody> <tr> <td>2017</td> <td>~13.5</td> </tr> <tr> <td>2018</td> <td>~15.5</td> </tr> <tr> <td>2019</td> <td>~5.0</td> </tr> </tbody> </table>		Year	LTI Frequency Rate	2017	~13.5	2018	~15.5	2019	~5.0		
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<p>SEVERITY RATE = 0,01 (Nr Lost Workdays LTI *10³/ Hours worked)</p>	 <table border="1"> <thead> <tr> <th>Year</th> <th>Severity Rate</th> </tr> </thead> <tbody> <tr> <td>2017</td> <td>0.17</td> </tr> <tr> <td>2018</td> <td>0.29</td> </tr> <tr> <td>2019</td> <td>0.01</td> </tr> </tbody> </table>	Year	Severity Rate	2017	0.17	2018	0.29	2019	0.01
Year	Severity Rate								
2017	0.17								
2018	0.29								
2019	0.01								
<p>DURATION RATE = 3,00 (Nr Lost Workdays / Nr LTI)</p> 	 <table border="1"> <thead> <tr> <th>Year</th> <th>Duration Rate</th> </tr> </thead> <tbody> <tr> <td>2017</td> <td>13</td> </tr> <tr> <td>2018</td> <td>19</td> </tr> <tr> <td>2019</td> <td>3</td> </tr> </tbody> </table>	Year	Duration Rate	2017	13	2018	19	2019	3
Year	Duration Rate								
2017	13								
2018	19								
2019	3								

All accidents have been classified as MINOR injuries.

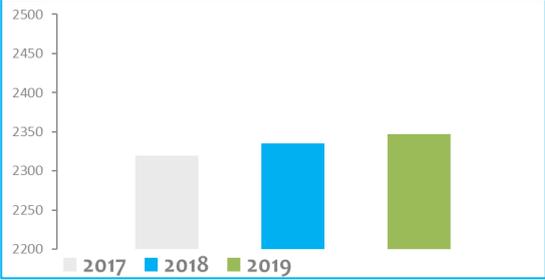
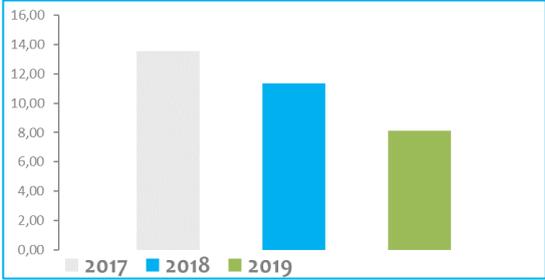
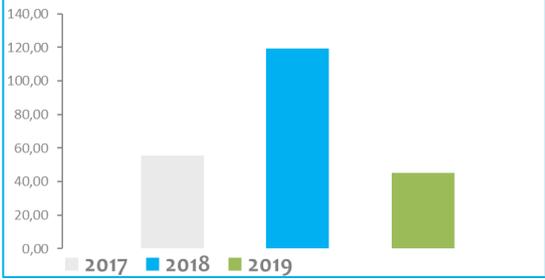
ENVIRONMENTAL MANAGEMENT

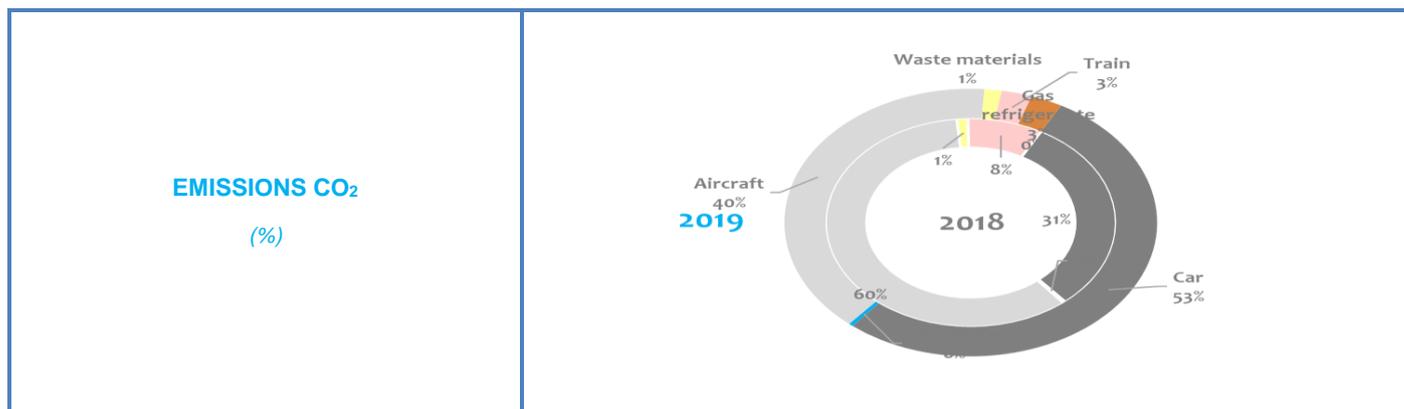
As indicated in section 2 of this report, Adasa is certified under ISO 14001 and EMAS standards.

Among the actions carried out to improve the circular economy of its products we find:

- Environmental homologation of suppliers.
- Control of materials used in their products in order to minimize quantities and improve its management at the end of their useful life.
- Manufacture easily repairable and upgradeable equipment.
- Control of energy consumption during manufacturing.
- Segregation and correct management of waste generated during manufacturing.

Some of the indicators that remain in this field are:

<p>ELECTRICITY CONSUMPTION</p> <p>2347</p> <p><i>(kWh/employee)</i></p>	 <table border="1"> <thead> <tr> <th>Year</th> <th>Consumption (kWh/employee)</th> </tr> </thead> <tbody> <tr> <td>2017</td> <td>~2320</td> </tr> <tr> <td>2018</td> <td>2347</td> </tr> <tr> <td>2019</td> <td>~2350</td> </tr> </tbody> </table>	Year	Consumption (kWh/employee)	2017	~2320	2018	2347	2019	~2350
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<p>PAPER CONSUMPTION</p> <p>8.1</p> <p><i>(kg/employee)</i></p>	 <table border="1"> <thead> <tr> <th>Year</th> <th>Consumption (kg/employee)</th> </tr> </thead> <tbody> <tr> <td>2017</td> <td>~13,50</td> </tr> <tr> <td>2018</td> <td>11,50</td> </tr> <tr> <td>2019</td> <td>8,00</td> </tr> </tbody> </table>	Year	Consumption (kg/employee)	2017	~13,50	2018	11,50	2019	8,00
Year	Consumption (kg/employee)								
2017	~13,50								
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<p>TOTAL WASTE</p> <p>45.3</p> <p><i>(kg/employee)</i></p>	 <table border="1"> <thead> <tr> <th>Year</th> <th>Waste (kg/employee)</th> </tr> </thead> <tbody> <tr> <td>2017</td> <td>~55,00</td> </tr> <tr> <td>2018</td> <td>120,00</td> </tr> <tr> <td>2019</td> <td>45,30</td> </tr> </tbody> </table>	Year	Waste (kg/employee)	2017	~55,00	2018	120,00	2019	45,30
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GOAL / PRIORITY SDGS	PLAN OF ACTION	INDICATOR / GOAL	GLOBAL COMPACT PRINCIPLES	EXPECTED DATE	RESPONSABLE/ MEANS
02- REDUCTION OF WASTE GENERATION	Reduce by 5% the weighted amount of waste whose evaluation has resulted as "significant" in Barcelona: batteries, plastic, RAEEs, by promoting "Good practices" in the company.	kg of waste / employee	07, 08	January -20	Quality Dep./ Internal resources
SDG 12, SDG 13, SDG 15					

2019 RESULTS

Battery waste: 85% decrease // Plastics waste: 1% decrease // WEEEs waste: 63% decrease

GOAL / PRIORITY SDGS	PLAN OF ACTION	INDICATOR / GOAL	GLOBAL COMPACT PRINCIPLES	EXPECTED DATE	RESPONSABLE/ MEANS
03-REDUCTION OF ELECTRICAL CONSUMPTION	Reduce 1% electricity consumption by: 1. Changing warehouse lights to LED // 2. Improvements in the air conditioning and air distribution	kWh / employee	07, 09	July -21	Quality Dep./ External resources
SDG 12, SDG 13, SDG 15					

2019 RESULTS

The result has been very similar in previous year: 2,543 in 2019 compared to 2,530 kW / employee in 2018.

The goal continues in 2020.

ETHICS AND FIGHT AGAINST CORRUPTION

Adasa mainly has relations with 9 groups (management, clients, suppliers, employees, social context, environment, investors, competitors, public administrations) for which it establishes criteria of social responsibility that are developed by a code of conduct and supervised by the Ethics Committee.

The company has a “channel of the employee” where the worker can consult, contribute with ideas and make complaints of unethical and illegal conduct, if it's the case.

In addition, Adasa is working on a Management System implementation that, among other fields, will control the ethical conduct and the fight against corruption of the company

ANNUAL TURNOVER	
TAXES ON PROFITS	223.339,29 €
SUBVENTIONS BY COUNTRY	No subventions are received from any country. The aid received comes from European Union funds.

GOAL / PRIORITY SDGS	PLAN OF ACTION	INDICATOR / GOAL	GLOBAL COMPACT PRINCIPLES	EXPECTED DATE	RESPONSABLE/ MEANS
04-IMPLEMENTATION OF A MANAGEMENT SYSTEM THAT INCLUDES THE FIGHT AGAINST CORRUPTION	1-Study of current situation (2019) 2-Search for offers and definition of Standard to be implemented (2020)	% of implantation	10	January-2022	Economic, Financial & Services Area / External resources
SDG 05, SDG 08, SDG 16	3-Start of implementation (2021) 4-Certification (2021-2022)				
2019 RESULTS					
In 2019 it has not yet been possible to start these works due to restructuring and other priorities for the use of internal resources.					

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