

04. Commitment to stakeholders and creation of shared value

4.3

Human Value



4 %

staff increase



5.2 %

voluntary turnover rate



8.1 %

overall satisfaction



2 %

increase in women managers



53 %

indefinite hiring



11.3 %

frequency Rate with Sick Leave reduction from 2018



04. Commitment to stakeholders and creation of shared value / Human Value

Objectives set in **2019-2023 SCSR**

Occupational health and safety and well-being



Spreading the company's culture in Health and Safety, ensuring a global reach at all levels and all areas.	100 %
Keep accidents with special severity at 0.	0 %
Achieve the progressive reduction of the frequency rate with sick leave.	100 %
Promote a healthy lifestyle amongst the company's employees.	100 %



Equal opportunities and diversity



Ensuring that at least 30 % of the members of the Board of Directors are women by 2020.	47 %
Ensuring that one of the committees of the Board of Directors is 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 at least 25 % of women on the Management Committee are women.	44 %
Ensuring that at least 30 % of all managers are women, out of the total number of employees.	55 %
Ensuring that the number of women in the workforce is at least 35 %.	77 %
Conduct internal salary audits in all regions.	(Planned for 2020) 0 %
Implement work-life balance measures that help achieve the goals of the SCSR.	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. (The survey was launched in January 2020, and the design and launch of the same was performed in 2019)	20 %
Maintain the annual performance appraisal programmes.	100 %
Establish medium-term employee retention plans.	100 %
Foster training (40 h/employee) and professional development.	75 %
Foster internal mobility.	100 %
Maintain and implement work-life balance measures to make Abengoa a great place to work for and a socially responsible company.	100 %
Foster social dialogue.	100 %
Foster the spirit of entrepreneurship and collaboration the base of all management approaches.	100 %

04. Commitment to stakeholders and creation of shared value / Human Value

Abengoa has continued to advance its process of recovering normality during 2019, a year in which the company has faced demanding and complex financial and structural challenges, all of which have been successfully overcome.

Abengoa is firmly committed to its professional team: their knowledge and commitment constitute its true competitive advantage. Without the human team, both the strategic plan and the feasibility plan would fail.

In 2019, two milestones of great importance have been achieved: first, Abengoa is again **generating opportunities and employment** for the second consecutive year, as a result of the award of new projects and the development of its project portfolio. Second, after more than five years, the company has recovered a process as closely linked to people as is the **Climate Survey**, from which Abengoa has obtained information of high qualitative value regarding its employees' perception of the company and its management, allowing the company to concentrate its efforts on improving working conditions and meeting new challenges with a cohesive and committed team.

Additionally, Abengoa achieved lower staff turnover rates this year than in 2018, which were already below many of the companies in the sector in which it operates.

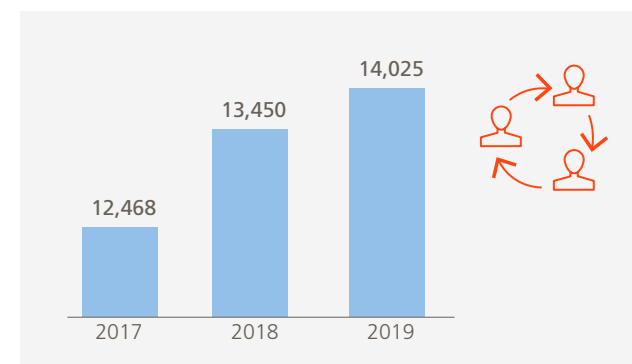
Despite the adversities that the company has faced in recent years, Abengoa's capacity has remained unchanged and it continues to have **an excellent team of motivated, committed and capable professionals**, whose contribution is and will continue to be the company's differentiating element and the basis on which it will build its future.

Currently, Abengoa is a **much more flexible and collaborative company**, with a future vision that **drives its responsible management model**.

The team in figures

During 2019, Abengoa has generated employment again for the second consecutive year.

Abengoa's workforce has grown by 4 %, from 13,450 in 2018 to 14,025¹ in 2019. *102-7*



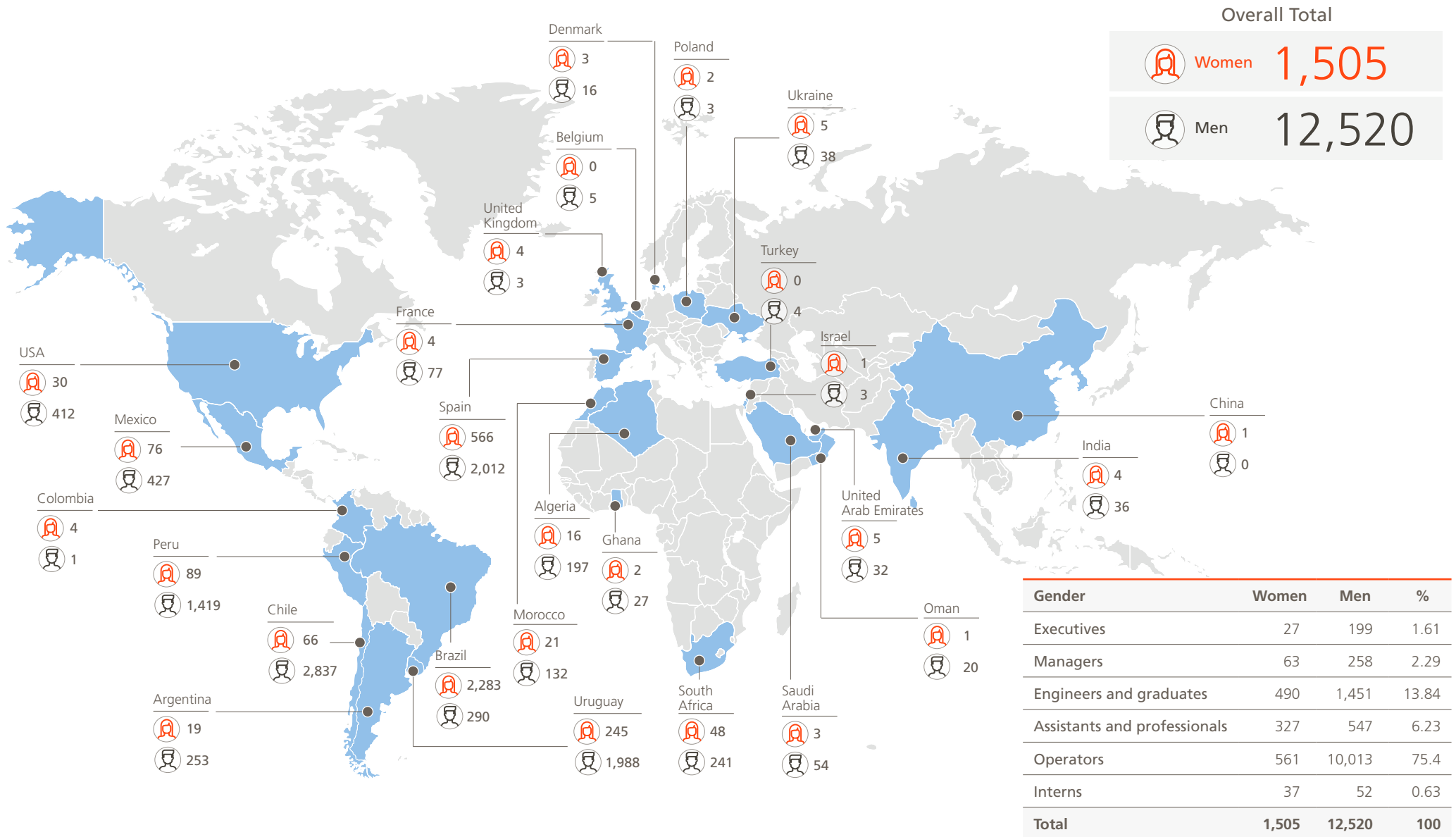
The distribution of workforce by gender and professional category is as follows: *102-8, 405-1*

Professional Category	Men			Women		
	2019	2018	2017	2019	2018	2017
Executives	199	192	242	27	25	27
Managers	258	691	753	63	145	168
Engineers and graduates	1,451	1,056	1,349	490	455	508
Assistants and professionals	547	624	1,335	327	351	479
Operators	10,013	9,284	7,182	561	553	396
Interns	52	47	17	37	27	12
Total	12,520	11,894	10,878	1,505	1,556	1,590

¹ As of 31 December 2019. Total staff, including interns.

04. Commitment to stakeholders and creation of shared value / Human Value

Abengoa's workforce is currently distributed across 26 countries. 18 % of the workforce is in Spain, while 82 % is abroad.



Gender	Women	Men	%
Executives	27	199	1.61
Managers	63	258	2.29
Engineers and graduates	490	1,451	13.84
Assistants and professionals	327	547	6.23
Operators	561	10,013	75.4
Interns	37	52	0.63
Total	1,505	12,520	100

04. Commitment to stakeholders and creation of shared value / Human Value

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

Type of contract	Men			Women			Total		
	2019	2018	2017	2019	2018	2017	2019	2018	2017
Indefinite	6,397	6,282	6,218	1,047	1,106	1,097	7,444	7,388	7,315
Temporary	6,071	5,565	4,643	421	423	481	6,492	5,988	5,124
Interns	52	47	17	37	27	12	89	74	29
Total	12,520	11,894	10,878	1,505	1,556	1,590	14,025	13,450	12,468

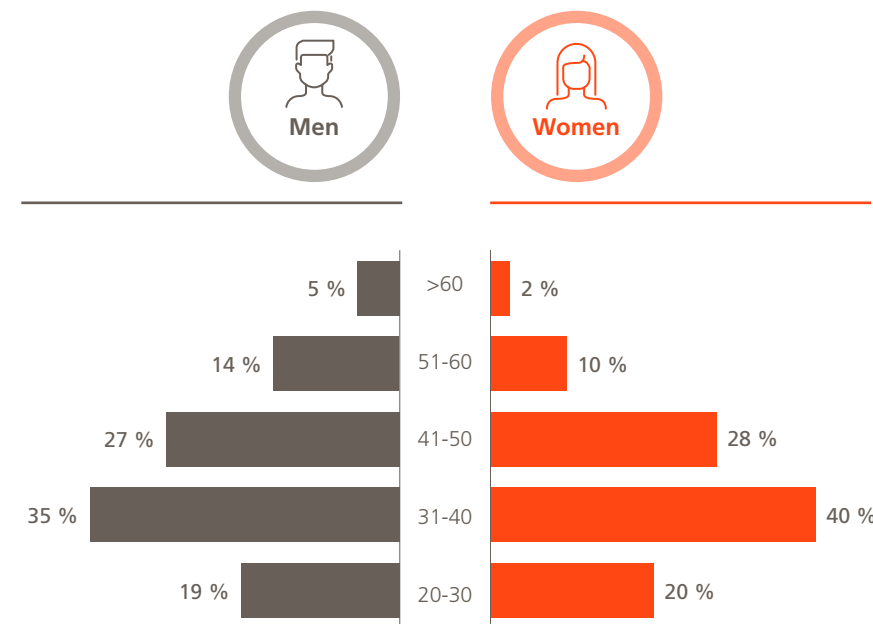
Although Abengoa's activity is focused on the execution of construction projects, which employment is affected by its seasonal nature, **53 %** of the workforce has **an indefinite labour relationship, reaching 75 % in the employees segment**. In Spain, the indefinite workforce is 80 %.

With regard to gender, at the end of 2019, the percentage of women with a fixed contract is 72 %.

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

Age range	Men			Women			total		
	2019	2018	2017	2019	2018	2017	2019	2018	2017
20-30	2,342	2,281	2,212	300	300	315	2,642	300	315
31-40	4,402	4,285	3,994	605	652	732	5,007	652	732
41-50	3,415	3,122	2,768	420	411	385	3,835	411	385
51-60	1,757	1,570	1,384	143	140	122	1,900	140	122
>60	604	636	520	37	53	36	641	53	36
Total	12,520	11,894	10,878	1,505	1,556	1,590	14,025	1,556	1,590

Gender % by category



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

Age range	% Men			% Women		
	2019	2018	2017	2019	2018	2017
20-30	88.64	88.38	87.53	11.36	11.62	12.47
31-40	87.92	86.79	84.51	12.08	13.21	15.49
41-50	89.05	88.37	87.79	10.95	11.63	12.21
51-60	92.47	91.81	91.9	7.53	8.19	8.1
>60	94.23	92.31	93.53	5.77	7.69	6.47

04. Commitment to stakeholders and creation of shared value / Human Value

Equal opportunities

Abengoa maintains **its commitment to equal opportunities and non-discrimination** on the basis of gender, race, colour, religion, opinion, nationality or any other circumstance. This commitment is expressly stated in the various policies of the company, such as recruitment, selection, training, performance measurement, promotion, remuneration, working conditions, work-life balance or prevention of harassment, among others.

For the purpose of ensuring these values, Abengoa created in 2008 and updated in 2019 its **Framework Equality Plan** and the Equal Opportunities and Treatment Office, based on the UN Global Compact and within the framework of its Occupational Social Responsibility (OSR) policy, whose commitment is to seek gender equality throughout the organisation, driving, developing and managing both this plan as well as associated ones.

Within the framework of this plan, the company has a **complaint protocol** to report harassment at work in order to address any situation likely to be considered discriminatory.

Additionally, in February 2019 the Board of Directors approved the **Strategic CSR Plan** for the years 2019-2023, with a specific strategic line which main objective is **to promote gender diversity and equal opportunities** in the company by promoting, among others, measures that contribute to the increase of women in management and executive positions, as well as those that guarantee the non-discrimination and labour market integration of persons with disabilities.

EOTC Commission

Within the Framework Plan for Equality, Abengoa has a **specific Equal Opportunities and Treatment Commission (EOTC)** whose goal is to comprehensively monitor matters related to gender equality across the organisation.

After the exceptional situation that the company has experienced in recent years, Abengoa has resumed this Commission in 2019 to ensure compliance with the commitments and policies regarding diversity and equality and to work actively toward the objectives established in the Strategic CSR Plan.

Coordinated from CSR, and chaired by the Human Resources Director (member of the Executive Committee), the Commission is made up of directors from the different business areas and verticals and representative departments that know the different peculiarities of the regions or activities.

During the Commission, the conclusions of several studies on equality, gender diversity and the wage gap in companies with experience at the national and international level, relevant data and indicators of Abengoa in all regions are analysed and an action plan is established with concrete actions that allow the objectives established in the Strategic Plan to be met.

Some of these actions include proposing new flexibility measures based on the circumstances of each work centre, including equality and diversity indicators in the scorecards for their presentation to the steering committees, incentives related to equality objectives, improving visibility and highlighting the role of women managers and engineers, etc.

Diversity Policy

Advancing with the company's commitment to equality issues, in October 2019 the Board of Directors approved the **Diversity Policy**, which starts by placing the person at the centre of the company and is based on the conviction that people deserve the highest consideration and dignity, regardless of race, gender, religion, nationality, culture, age, sexual orientation or different physical or mental abilities.

Based on these principles, the company undertakes to ensure the following actions:



04. Commitment to stakeholders and creation of shared value / Human Value

Proof of Abengoa's commitment to diversity, the company adheres to the **Spanish Diversity Charter** and, more recently, to the **Eje&CON Code of Good Practices for Talent Management**.



Adhering to the Charter since 2018 through the Alares Foundation, Abengoa undertakes to promote a socially respectful, economically sustainable and legally rigorous environment.



Abengoa joined the Eje&CON Code of Good Practices for Talent Management in 2019. Adhesion to this code facilitates the adoption of concrete measures to improve the competitiveness and results of the company, as well as women's access to positions in senior management and on the Boards of Directors, while reaffirming Abengoa's commitment to equal opportunities and cultural diversity.

The presence of women in executive and management positions during 2019 was as follows: **405-1**

Women in executive and management positions

	2019	2018	2017
Women executives and managers	90	170	195
%	16.45	16.14	16.39
Total executives and managers	547	1,053	1,190

Social inclusion and the creation of opportunities for people with disabilities

The social inclusion of persons with disabilities and, therefore, equal opportunities for this group are a firm commitment of Abengoa, which goes beyond meeting a mere legal requirement and which forms part, in a main way, of the corporate culture.

At the end of 2019, the number of employees with different capacities greater than or equal to 33 % in Spain was 42.

In order to comply with the Social Integration of Disabled Persons Act (LISMI), Abengoa has launched alternative procedures such as the application of exceptionality to cover the legal requirements by visiting recognised centres of special employment, for example for cleaning service or front desk staff, thereby contributing to promoting and encouraging the integration of disadvantaged groups.

In terms of management, the company is concerned about adapting roles and workplaces to assist its employees with different abilities. Similarly, procedures are available to address any new adaptation that an employee or new employee requires.

Employee commitment and satisfaction

Once the financial restructuring was completed, **Abengoa relaunched the Climate Survey** in 2019, with the objective of analysing the level of satisfaction of the workforce, an essential step in the company's human resources management. This analysis allows the company to directly understand the opinion and perception of its employees on key issues, which allows opportunities for improvement to be identified and new initiatives to be implemented.

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. More than 90 % of employees recommend working at Abengoa.

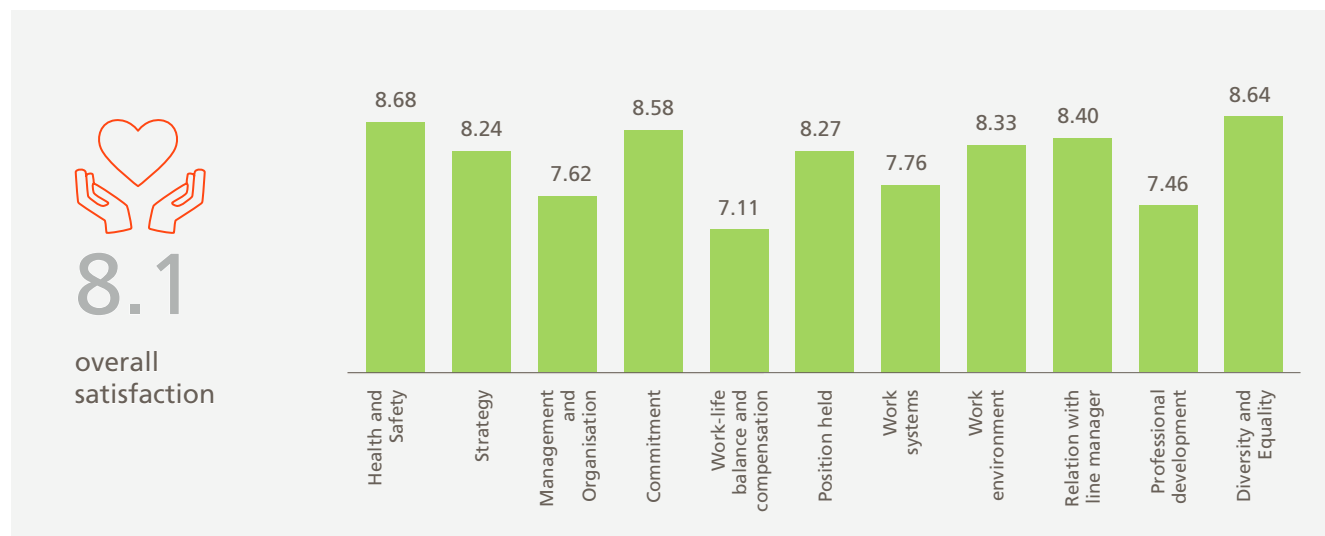
The results have shown that Abengoa is considered by its own employees as an orderly, aligned, participative and collaborative company, with a very good environment and a high degree of commitment.



2,058 answers about

2,512 Surveys

04. Commitment to stakeholders and creation of shared value / Human Value



Remuneration policy

Abengoa’s remuneration system ensures **objectivity, equal remuneration, treatment and opportunities** between men and women, establishing no differences in any professional category or region, in compliance with the current regulations and with the commitments and principles defined in the company’s policies.

Employee remuneration takes into account the current salary brackets and legal regulations of the regions in which Abengoa operates, among other factors, but is always equal to or higher than the Minimum Inter-professional Wage (or similar indicator) of each country. [202-1](#)

Below is a breakdown of the average remuneration figures² by age, gender and professional category³. [405-2](#)



Categories	Men	Women	%
Executives	90.0	85.1	5.5
Managers	60.9	58.7	3.6
Engineers and graduates	34.5	34.5	0.1
Assistants and professionals	16.1	15.3	5.3
Operators	15.8	16.4	(4.2)

² Includes fixed and variable remuneration and remuneration in kind.

³ This information corresponds to 94 % of the workforce (employees and operators) as of 31 December 2019, excluding those corresponding to the Brazilian company Abengoa Bioenergia Brazil, which was undergoing a judicial rehabilitation process with no reliable information about the process being available, and the members of the Executive Committee and Management Committee.

04. Commitment to stakeholders and creation of shared value / Human Value

Age range	Gross annual salary (k€)
20-30	15.5
31-40	20.4
41-50	24.4
51-60	24.2
>60	22.3

In the climate survey, the concept of compensation has been placed at 6.5 points of satisfaction, a result below the global average, but that must be put into context since, apart from being one of the aspirational themes par excellence, there were not only a few sacrifices made by the workforce throughout the restructuring phase. However, employee satisfaction over their pay has improved by 5.2 % over the results obtained in the previous survey.

The average remuneration received by management in the financial year 2019, including fixed, variable and in-kind salaries, is 267.6 thousand euros.

The Managing Committee has an average remuneration of 197 thousand euros and 186 thousand euros, respectively, for men and women, representing a 5.9 % difference.



Attracting and retaining talent

For Abengoa, business success is closely linked to the development and retention of the best talent. For this reason, it is essential to have a **performance appraisal and measurement process that ensures the establishment of actions aimed at improving employees' development.**

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.

Skill management

The performance appraisal process is carried out according to the **skill management model**, which guarantees that all professionals are in line with their post, mission and responsibility.

Measuring performance based on skills and behaviours is a key process in managing people and teams within an organisation, since it allows employees' potential, strengths and areas for improvement in their performance to be identified and development actions to be proposed.

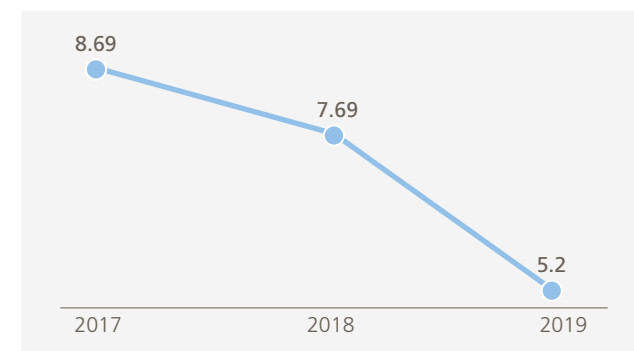
The process is performed annually and during the financial year 2019, 99.1 % of the employees who are subject to appraisal have participated.

The company is aware that success will only be achieved with a quality team of directors, managers and executives. It is for this reason that the company identifies potential executives through development programmes.

Through the **Management Incentive Plan (MIP)**, Abengoa defined a four-year incentive plan (2017-2020) that serves as a retention and motivation element for people considered critical within the organisation, and who are essential for the future of the organisation, as well in achieving strategic objectives.

404-2, 404-3

The importance that Abengoa attaches to talent means it pays particular attention to the rotation indicators. In 2019, voluntary turnover was 5.2 %, compared with 7.69 % in 2018. 401-1



Voluntary turnover		2019	2018	2017
Gender (%)	Men	5.17	7.83	8.37
	Women	5.28	7.33	9.6
Age (%)	20 - 30	6.44	24.83	2.37
	31 - 40	6.18	47.59	4.97
	41 - 50	4.11	20.34	8.14
	51 - 60	3.98	5.52	9.49
	> 60	3.31	1.72	2.86

04. Commitment to stakeholders and creation of shared value / Human Value

The voluntary rotation rate by region was as follows:

2019	Rotation rate %
Spain	4.19
Europe	24.43
South America	4.33
North America	28.04
Africa	2.59
Asia/Oceania	8.43
Total	5.20

Emerging from the uncertainties inherent in restructuring, along with good business results and implemented initiatives, are clearly indicated in the rotation rate. The Abengoa project generates and projects strong confidence, as perceived and stated by the employees themselves through the evaluations of the climate survey in all its chapters.

Portfolio generation

Abengoa considers training grants to be the best route to attract young talent and develop future professionals and to promote a young talent pool that makes the model sustainable 16 % of the company. This idea is materialised in its **international internship programme**, among other initiatives.

This programme is supported by many prestigious academic institutions, universities, business schools and vocational training institutes, and attracts students from all over the world, making it an ideal gateway for the professionals of the future. The Abengoa talent pool, trained in business disciplines, remain a key part of the growth and renewal of the teams.

In the financial year 2019, the number of internships increased by 20 % and collaboration agreements with training institutions were increased by 22.

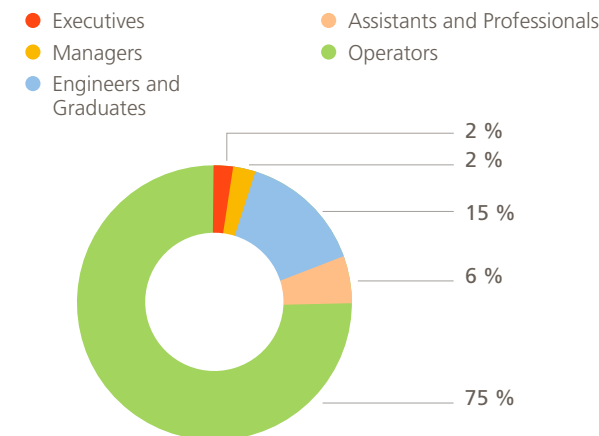
Training

Abengoa operates in a competitive industry, where the knowledge and capabilities of the employees must be continuously reinforced with specialised training for achieving professional objectives and meeting business needs. Additionally, it is also aware of the role of training as a tool to motivate, retain and improve the skills of its employees, which in turn constitutes a lever to strengthen the company’s competitiveness. Despite the lack of resources in 2019, Abengoa has continued to manage its training by giving priority to Health and Safety and essential training.

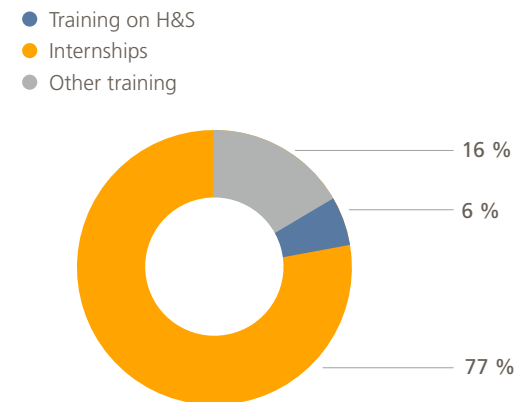
The number of training hours given over the previous year has decreased by 11 %, reaching a total in 2019 of 435,477 hours for 14,025 employees, compared to 480,018 hours for 13,437 employees in 2018.

Training	2019	2018	2017
Training hours	435,477	480,018	249,164
Internships	85,932	66,627	73,557
Variation in training hours (%)	(11)	93	115

The breakdown of training by professional category and by typology is as follows:



Training by typology:



Abengoa’s training policy ensures that all staff have the knowledge and skills necessary for the development of their functions, keeping them highly trained and qualified.

04. Commitment to stakeholders and creation of shared value / Human Value

Protection of human rights

Abengoa maintains a firm commitment to respect and the protection of human rights, both internally and in its area of influence.

To ensure this, all persons who are part of the company are covered by the labour corporate regulations mentioned above, regardless of the nature of their activities or the countries in which they are carried out.

In addition to the legal protection of each country, the regulatory coverage takes on special importance thanks to the collective bargaining agreements in the sector, the territorial ones or the company's own agreements signed with its workers, the unitary representatives or unions, as appropriate, as well as internal regulations that protect and guarantee employees' rights. *102-41, 403-4*

In 2019, 95.01 % of employees were subject to with collective bargaining agreements, as detailed in agreements



Country	Total	Agreements exist for Collective Bargaining (Yes/No)
Saudi Arabia	57	-
Algeria	213	213
Argentina	272	272
Belgium	5	5
Brazil		2,573
Chile	2,903	2,903
China	1	-
Colombia	5	-
Denmark	19	19
United Arab Emirates	37	-
Spain	2,578	2,578
France	81	81
Ghana	29	-
India	40	40
Israel	4	4
Morocco	153	153
Mexico	503	-
Oman	21	-

Country	Total	Agreements exist for Collective Bargaining (Yes/No)
Peru	1,508	1,508
Poland	5	5
United Kingdom	7	7
South Africa	289	289
Turkey	4	-
Ukraine	43	-
Uruguay	2,233	2,233
USA	442	442
Overall total	14,025	13,325

In the event of any organisational change occurring in the company, the entire staff has the basic labour right to be informed beforehand, through their supervisors or representatives, as the case may be, established by law and according to the collective agreements that apply. *402-1*

The commitments resulting from the adhesion 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 2019 in relation to human rights through any whistleblowing channel. *102-17, 419-1*

04. Commitment to stakeholders and creation of shared value / Human Value

The importance of work-life balance and labour flexibility

201-3, 401-2

Abengoa has a high commitment level with the establishment of initiatives that contribute to improve the work-life balance of its staff's working and personal lives. Creating a **nice work atmosphere and achieving a good work-life balance** are essential to ensure employees trust in the company and to create a mutually beneficial relationship with them.

A proper work-life balance results in greater motivation and commitment of the teams, and thus in greater productivity and competitiveness of 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.

- Flexibility in entry and exit times throughout the day;
- Available free time;
- Reduced workday on Fridays all year;
- Flexibility in vacation enjoyment;
- Improved workday reduction models;
- Restaurant;
- Gym;
- Medical coverage in all workplaces with more than 300 people.

Occupational health and safety

At Abengoa, the first and most important thing is the people and, therefore, **the commitment to the Health and Safety of all its personnel is of the utmost** importance, including the personnel of subcontractors. Working safely, regardless of country, project type, plant or customer, has become a necessary condition for its activity, an aspect fully integrated into the corporate culture.

This strong commitment regarding prevention is easily detectable in all locations where the company has activity, ensuring that an adequate health and safety operational control is available and that it serves as a strategic lever for the fulfilment of contractual, legal and internal objectives.

In order to properly mitigate any potential risk in the Health and Safety area, the company has developed a Health and Safety Policy, which is based on **five fundamental pillars** and applies throughout the company, without exception:



04. Commitment to stakeholders and creation of shared value / Human Value

2019 has been the third year since the company has consecutively had a **Health and Well-being Plan**, the purpose of which is to launch initiatives to promote and disseminate themes related to the health of the employees (encouraging

physical activity, healthy eating, prevention of cardiovascular risks, specific training campaigns, etc.), as well as having tools to allow measurement, evaluation and review of work centres so they become more and more healthy.

In order to promote **the continuous improvement of the health and safety management model**, the company has focused on the behavioural improvement of its personnel regarding prevention, periodically developing specific behavioural workshops, led by senior management, in order to keep the entire staff aligned in this sense, and to strengthen the visible leadership and integration of Health and Safety within the company.

The zero accidents objective continues to be Abengoa's priority in the Health and Safety area. Additionally, the company continues to be interested in improving the detection and systematic recording of unsafe acts and conditions, since it strongly believes in the benefits of the practical application of Bird's Safety Pyramid, promoting foresight in the investigation of unsafe acts and conditions that may be recorded in the workplaces, with an in-depth causal tree analysis, and setting up the relevant action plans, in order to reduce the possibility of damage to persons or facilities actually occurring.

Review by management

Given the importance of prevention in the company's management, Health and Safety is the first aspect that is addressed in all sessions of the Executive Committee and Management Committee. In the same way, and in order to provide detailed monitoring of preventive matters at activity level, specific Health and Safety committees are held with the different businesses and locations. **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 2019, 137 Health and Safety Committees were held in the various locations where the company operates.

Monthly journal with content for health promotion by Abengoa's medical management team, distributed in the different work centres.



► July 2019.



February 2019. Cardiovascular Risk Prevention.

Launch of activities with Mutua Universal, seminars held at the different Abengoa centres.



► Keys to good stress management. 3 June 2019. Palmas Altas Campus. Seville



Dissemination of all safety alerts of incidents classified as significant in order to notify about the lessons learned, in all work centres and in monthly reports.

04. Commitment to stakeholders and creation of shared value / Human Value

Accident rate evolution

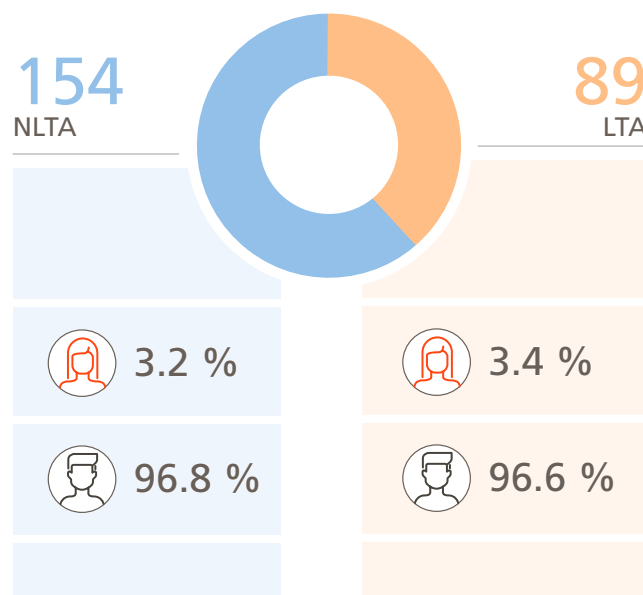
The Safety and Health area has focused its efforts in 2019 on promoting health among workers and contractors and has activated health **plans and specific awareness campaigns, on topics such as road safety**, acting against stroke or emotional well-being. During 2019, work has been done to improve accident rates, leading to a 0.36 reduction in the Frequency Rate with Sick Leave (FRSL) at year close.

A fatal accident occurred in a project in the financial year 2019, so the current objective of “zero fatal accidents” on-site could not be met. *403-2*

Personnel	2019	2018	2017
Own	1 (male)	-	-
Subcontracted	-	-	-

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

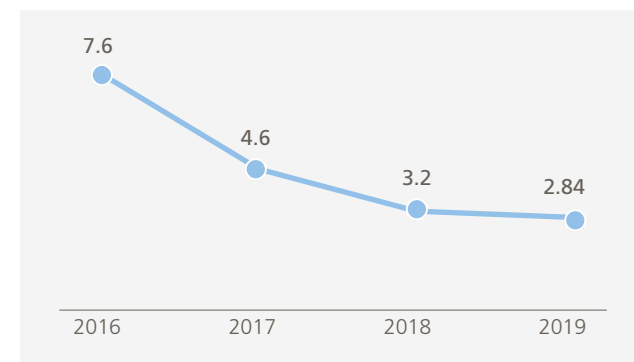
Accidents of own employees



Abengoa places special attention on reducing the accident rate in all its work centres. 2019 closed with a **significant decrease in accident rates**, with a reduction of 0.36 points in the Frequency Rate with Sick Leave (FRSL) with respect to the value for the previous year (2.84 vs. 3.20).

Year	FRSL ⁽¹⁾	Severity rate ⁽²⁾
2019	2.84	0.05
2018	3.2	0.07
2017	4.6	0.08

Accident rate



⁽¹⁾ Frequency Rate with Sick Leave (FRSL) = (number of accidents with sick leave/ number of hours worked) * 106

⁽²⁾ Severity Rate (SR) = (Number of Work Days Lost/Hours Worked) * 1,000

04. Commitment to stakeholders and creation of shared value / Human Value



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

Gender	General frequency rate	Severity rate	Number of LTA and NLTA
Men	9.52	0.06	235
Women	2.76	0.01	8

Own Staff	IFG	IFCB	IG	LTI
2019	8.81	3.2	0.06	89
2018	10.88	4.9	0.11	126
2017	13.3	6.6	0.12	173

Personnel subcontracted	IFG	IFCB	IG	LTI
2019	4.77	2.3	0.03	47
2018	3.4	1.1	0.01	24
2017	3.1	1.6	0.02	27

Global	IFG	IFCB	IG	LTI
2019	7.09	2.8	0.05	136
2018	7.5	3.2	0.07	150
2017	9.3	4.6	0.08	200

There has also been a reduction in work accidents with sick leave and the Overall.

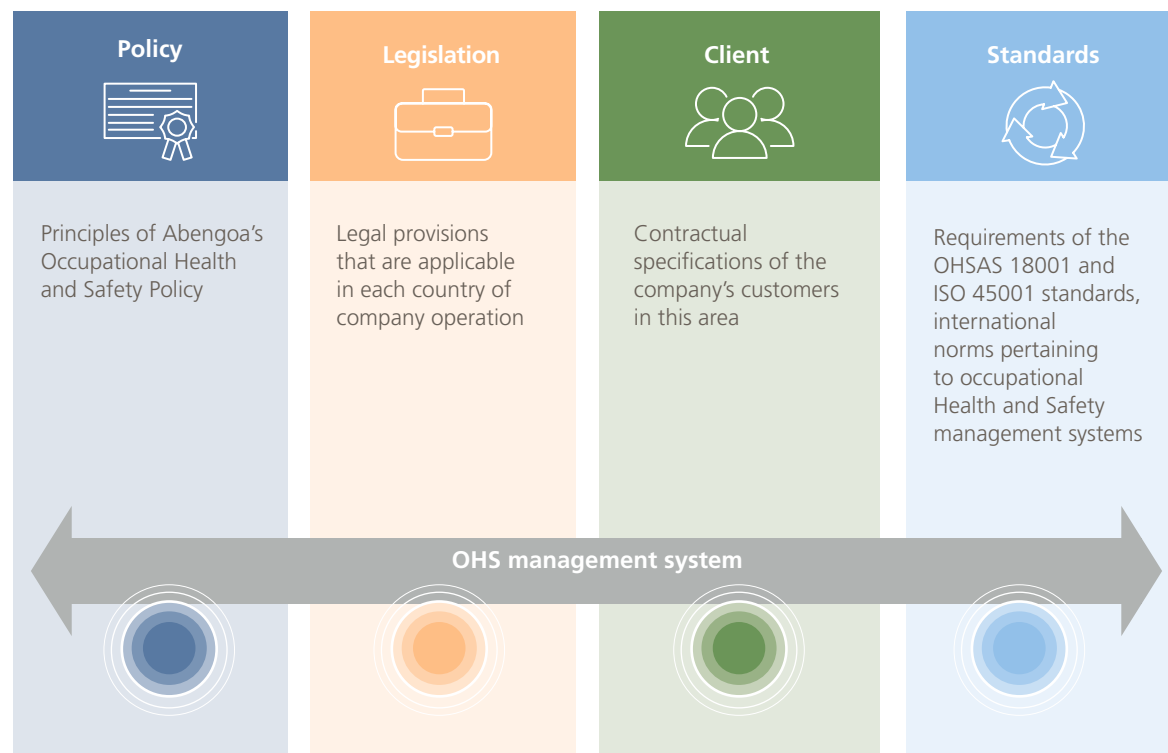
Year	Overall frequency rate (1)	Number of LTA
2019	7.09	136
2018	7.5	150
2017	9.3	200

(1) Overall frequency rate (OFR)= (Number of LTA+NLTA/Number of hours worked) * 1,000,000

04. Commitment to stakeholders and creation of shared value / Human Value

Occupational Risk Prevention Management system

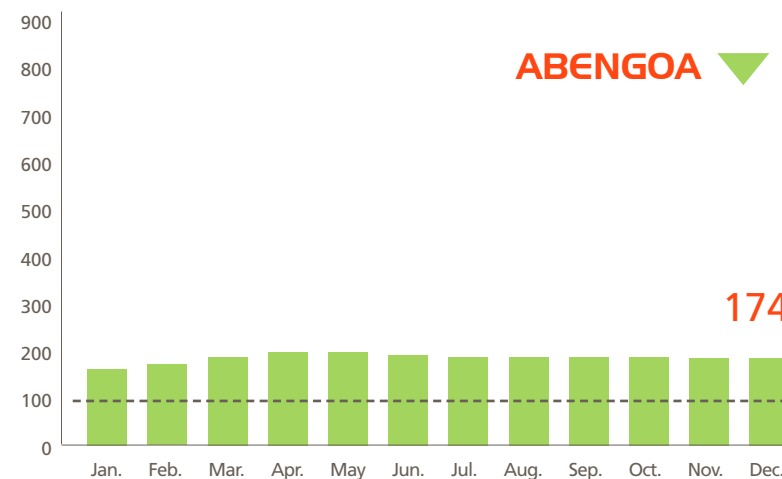
Abengoa implements its occupational risk prevention management system in all its activities. This system covers four basic needs:



This **management system** and its implementation at project level is **regularly audited by authorized entities** which certify their degree of alignment with legal regulations and efficiency level. Additionally, during 2019, **70 internal safety and health audits** were performed in the company's various companies and projects.

To proactively detect possible events that could result in an accident, the Total Recordable Deviation Rate (TRDR)* was established, an indicator by which near misses and unsafe acts and conditions are recorded in the Abengoa Incident Report (AIR) computer tool.

At year end, 8,322 deviations had been recorded, with a TRDR of 174 globally, achieving 100 % of the target.



*TRDR (Total Recordable Deviation Rate) = (No. near misses and unsafe acts and conditions/ hours) *1,000,000

04. Commitment to stakeholders and creation of shared value / Human Value

Achievements in Health and Safety management

The following relevant milestones can be mentioned in this area, thanks to the work and commitment shown by all of the company's members, from senior management to staff working at construction sites:

- Five years with no work accidents requiring sick leave at the Ecija and Extremadura (Spain) solar power platforms and at the Ain Beni Mathar (Morocco) hybrid solar-gas plant.
- Two years with no accidents requiring sick leave at the solar platform in Castilla La Mancha (Spain) and desalination plants in Almeria (Spain), Chennai (India) and Skikda (Algeria).
- One year with no accidents requiring sick leave at the Kaxu Solar One and Khi Solar One (South Africa) solar power plants and the El Carpio (Spain) solar power platform.
- One million hours with no accidents requiring sick leave at:
 - Humos Negros Project (Chile).
 - Salalah Project (Oman).
 - Shuaibah Project (Saudi Arabia).
 - Agadir Project (Morocco).
 - Los Cóndores Project (Chile).

Awards received by third parties:

- Received the Safety Partner Trophy – Breca Mining Division, in recognition of Abengoa Peru's best performance in Occupational Health and Safety in 2018 in its operations for Marcobre.
- Received the Gold Medal Award at the 9th edition of the Sabic European Contractor Safety Award.
- Recognition for the operations and maintenance personnel of the Kaxu Solar One plant by Atlantica Yield for their commitment to Health and Safety.
- Abengoa Chile awarded by Mutual de Seguridad for its low occupational accident rate.

