

SOCIAL DIMENSION

At GRI Renewable Industries, having a strategy that allows us to have excellently trained and motivated professionals is a key aspect in order to grow as a competitive, solid and sustainable company. All this integrating Health and Safety in all levels of the company, with the true preventive culture in a safe working environment.

Therefore, we support local development in the areas where we are present through social action, the payment of local taxes and local employment, among others.

Worldwide presence ►

4,140 own employees and
597 external employees



◀ Contracts

99% full time contract
92% permanent contract



Growth ►

873 hires and **663** leaves



◀ Health and Safety

IPRL and ISO 45001



Social action ►

Corporate and local





People

Management focus

103-1, 103-2 AND 103-3

At GRI Renewable Industries, having a strategy that allows us to have excellently trained and motivated professionals is a key aspect in order to grow as a competitive, solid and sustainable company, since the development and future of a company is largely dependent on the commitment and work of its team. For this reason, the Human Resources department ensures to guarantee stable and quality employment, with growth and promotion opportunities for our employees.

Workforce

102-8 AND 405-1

In 2019, the workforce of GRI Renewable Industries comprised of 4,140 own professionals and 597 external collaborators, with a total of 4,737 employees.

In comparison with the previous year, the global workforce has increased by 21%, mainly derived from the incorporation of the factories of GRI Calviño Towers Argentina, GRI Towers India II and GRI Flanges China IV into the scope of the report

Own professionals:

With a total of 4,140 own employees.

The distribution of our (direct) professionals by country and age is shown next. Annex 3: Table 1 includes the breakdown of staff by country, gender and age.

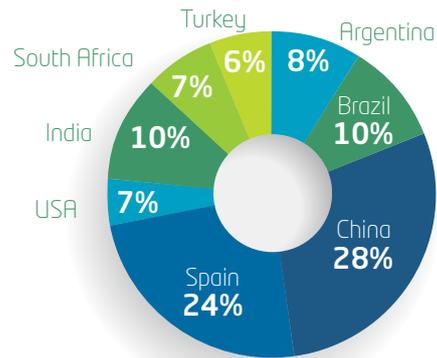
	PERSONNEL BY GENDER AND COUNTRY		
	MEN	MUJER	TOTAL
Argentina	328	24	352
Brazil	352	58	410
China	944	214	1,158
Spain	862	113	975
USA	259	22	281
India	437	0	437
South Africa	264	29	293
Turkey	228	6	234
TOTAL	3,674	466	4,140

External professionals:

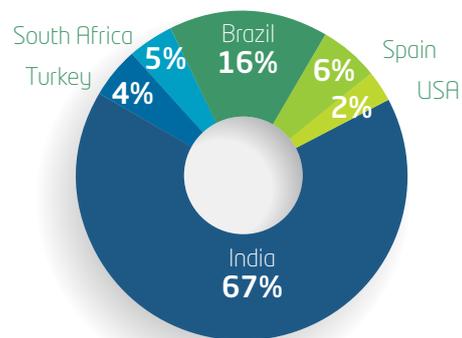
Regarding indirect employees, the number of employees is 597: 409 subcontractors and 188 TTE's. In annex 3: table 2, their detailed distribution by country, gender and type is shown.

	EXTERNAL PROFESSIONALS	
	Subcontractors	TTE's
Men	382	171
Women	27	17
TOTAL	409	188

Distribution of own employees by country



Distribution of external employees by country



Job stability

102-8

Job stability is a priority for GRI Renewable Industries. After a very complex 2018, in 2019 all our factories have been in operation, which has allowed us to increase the workforce and maintain stable employment.

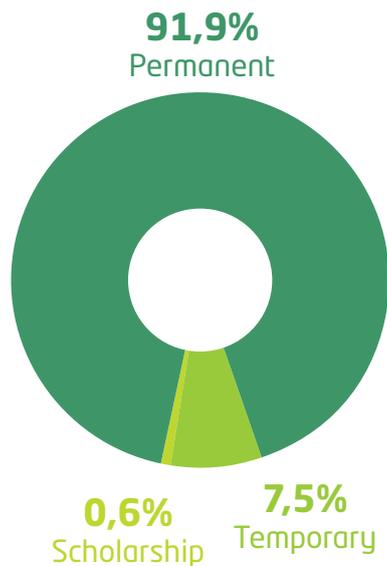
As shown in its distribution, almost 99% of employees have a full-time contract, and 92% have an permanent contract. Annex 3: Table 3 shows the detailed distribution by country, gender and type and duration of contract.

	KIND OF CONTRACT		
	PERMANENT	TEMPORARY	SCHOLARSHIP
Men	3,377	283	14
Women	427	27	12
	3,804	310	26

	CONTRACT DURATION	
	FULL-TIME	PART-TIME
Men	3,657	17
Women	450	16
	4,107	33

National and international mobility is at present a key element for GRI Renewable Industries. Mobility is a great opportunity for our professionals to develop their potential in new areas and countries, acquiring new competences, experience and skills.

Distribution by kind of contract



Turnover

401-1

In 2019, a total of 873 new hiring's were made (773 male and 100 female), mostly in Spain (26%) and China (25%).

Likewise, a total of 663 leaves (591 male and 72 female), primarily in Spain (31%) and USA (21%). These leaves are 28% due to dismissal and 72% voluntary.

In terms of the total workforce, this year shows an average turnover of 16% (by gender: 16% men and 15% women).

Annex 3: Table 4, shows the distribution of new hires and leaving by country, gender, age and category.



	HIRES AND LEAVES		
	Men	Women	TOTAL
TOTAL HIRES	773	100	873
Dismissal leaving	169	17	186
Voluntary leaving	422	55	477
TOTAL LEAVES	591	72	663

Hires



Employment conditions

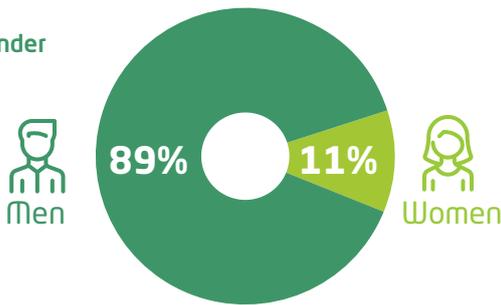
Diversity and Equality

405-1

At an international company such as GRI Renewable Industries, having a diversity of people with different perspectives, from different origins and different working models prevails, as they bring a great competitive advantage to the company. Diversity in the workforce is important in order to innovate, to make big changes and to continue offering new business opportunities.

As to the **distribution by gender**, 89% are men and 11% are women.

Gender



Below, it shows the workforce by category and by gender.

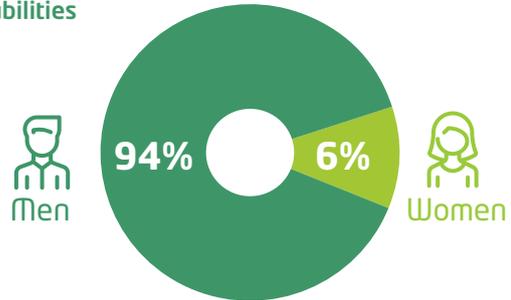
	PROFESSIONAL CATEGORY AND GENDER	
	Men	Women
Director	75	8
Middle manager	294	67
Plant Personnel	3,305	391
	3,674	466



At GRI Renewable Industries 97% of the staff (97% male and 95% female) holds the **local nationality** status, thus fostering social development in the communities we have a presence in.

Regarding employees with **disabilities**, we have 34 employees (32 men and 4 woman) located in Spain (35%), Brazil (32%), Turkey (24%) and South Africa (9%).

Disabilities



In GRI Renewable Industries, we develop different initiatives and maintain a fluid collaboration with the Special Employment Centres, such as: purchasing fresh fruit every Monday, renting rooms for different events, etc. This also allows us to contribute to the integration of people with different abilities and/or at risk of social exclusion.

We continue with the project "Supply Personal Protective Equipment (PPE)" through vending machines that allow for the simple and automatic delivery of the necessary work material (protective gloves, safety glasses, helmets, ...). This system allows us to work with a single supplier/distributor and delegate the part of adjusting the "packaging" and logistics to staff from special work centres, which is how we contribute to this collective.

The project started in Spain and is in the launch phase in the plants in South Africa and the USA. In Brazil, a machine model has been implemented that records deliveries, in accordance with the country's legal requirements.

Maternity/Paternity

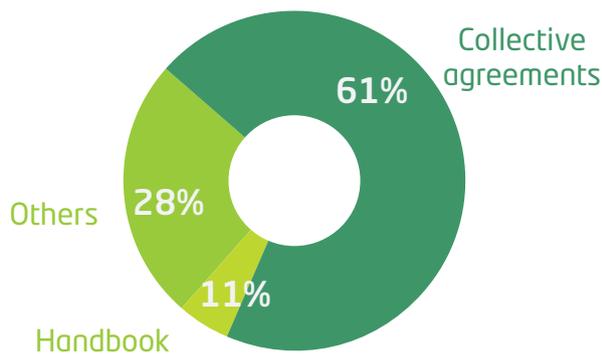
401-3

As for paternity and maternity leave, 55 men took the paternity leave, of whom 98% resumed their job. As to women, of the 19 leaves, 95% have resumed their jobs. Meanwhile 78% of men and 90% of women remain at the company after taking paternity/maternity leave in 2018.

Freedom of association

102-41

In GRI Renewable Industries 61% of the employees at GRI Renewable Industries are covered by sectoral collective agreements or similar agreements, and 11% are protected by a "Handbook", stipulating employment conditions, rules of conduct, salaries, social benefits, etc. The remaining 28% corresponds to the employees located in China, which have agreements or similar structures in compliance with provisions defined and regulated by the Ministry of Work and its applicable legislation.



No significant centres and suppliers have been detected where freedom of association and the right to collective bargaining may be infringed or threatened in the operating facilities.

Work-life balance

At GRI Renewable Industries, the work-life balance is one of the most highly valued factors.

For this reason, we have flexible work entry and exit times in our offices. This is more complex in the plants, however, as work is organized in shifts based on the customer requirements, so we strive to offer individual flexibility to those workers whose circumstances require so.

Attraction, development and talent retention

Internal Promotion

At GRI Renewable Industries, we believe that internal promotion means talent recognition and commitment to professional development within the company.

Generally, when a vacancy is to be filled, the most closely aligned profiles are sought within the workforce. For this purpose, when an internal vacancy arises, the most suitable profiles within the staff are sought. For this purpose, there is a system of internal publication of open positions ("Job Posting") that allows employees to apply for those internal opportunities that they consider a professional development opportunity within the company.

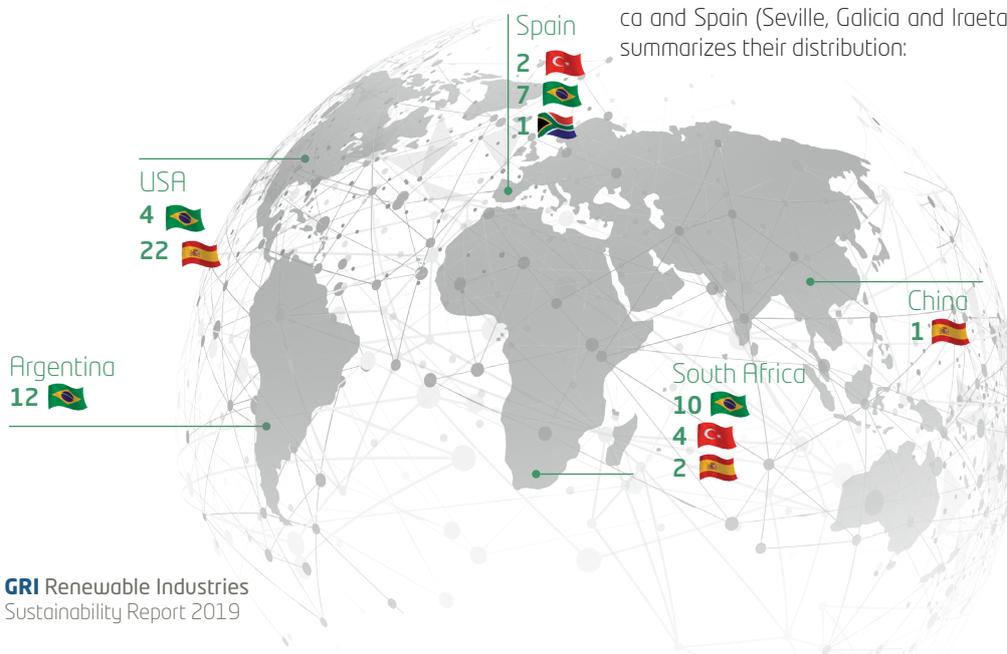
In total, it has been published 6 vacancy through Job posting, which 3 of them were covered internally and the other 3 externally, it has been closed 16 selection processes and 3 direct promotion in the corporate area.

Regarding the organizational changes, a monthly periodic is sent via email to all employees summarizing the main hires and leaves occurred during the reference month, introducing the new responsible in each position.

Additionally, vacancies in other countries as expatriates are offered. This allows our professionals to develop their career in different directions and to gain new experience, while covering these positions.

Short-term deployments are also offered, for shorter periods in "start-up teams". When a new plant starts operation, or an already operational plant is challenged by a change in production, customer, product issues..., this requires the support of personnel from other plants that are more familiar with the process, in order to pass on their know-how, experience, culture, methodology and working methods to the to the local employees.

In 2019, a total of 100 employees were employed temporarily or Permanently at other GRI Renewable Industries plants. The main emission plants have been Turkey, Brazil and Galicia and the main receiving plants have been USA, South Africa and Spain (Seville, Galicia and Iraeta). The attached map summarizes their distribution:





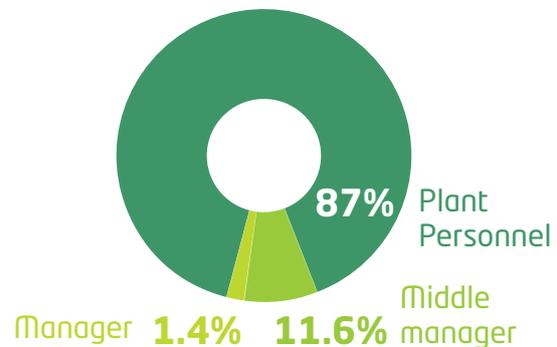
Training and professional development

404-1

At GRI Renewable Industries, we take the development of the abilities and skills of our employees very seriously.

Each year, each plant analyses the training needs of its workers and a training plan is drawn up "ad hoc" to the requirements of each plant, in which new employees are integrated. The plan includes not only language training, but also specific training in health and safety, compliance, competences, etc., as well as technical training focused on professionals from the different plants.

In 2019 a total of 42,922 hours was trained. This is an average of 10.4 hours per employee (11 hours male and 7 hours female). Annex 3: Table 4 shows the distribution of training hours by country, gender and category.



Evaluation process

404-3

In 2019 there were several changes at the company, among other, a change in the management of Corporate HR. This change has derived in the strategic revision, that affected to some projects started during last year.

For that reason, the performance assessment is no longer operational, preparing its adaptation to a centralized system on the "ETWeb" platform, aligned with other divisions in the group. The system allows the professionals to have information about their annual goals, to do a follow up of them and to know the degree of compliance through the performance assessment and competencies.

In 2020 this system will be into operation.

In this context, the "Onboarding Training" stands out. When a new employee enters the company, an obligatory requirement is that they receive onboarding training. This may vary between office and plant workers, both in duration and in contents, depending on the business activity of each plant.

For staff that work in the central offices, this training has a minimal duration of 20 hours and includes the following stages:

- I. Meeting with the HR team with the aim of introducing the company in general terms: ACEK Group; GRI History; GRI Business Lines; GRI Production Processes; GRI Organizational Structure; GRI corporate office employees.
- II. Meeting with the different Corporate departments. The role and scope of each department is explained, with special emphasis on issues directly linked to the position to be occupied by the new employee.
- III. Depending on the position, a visit to a plant to get to know the production process in situ.

We offer "**Outplacement**" training service to employees who leave the company. It aims to support this group for their reintegration into the labour market and includes various services such as psychological support, training, etc. (404-2).

Within the initiatives carried out in the training matter, the following programs can be highlighted:

School Day Off

In June it held the School Day Off in which GRI Renewable industries employees and their sons took part. In this occasion, boys and girls had the chance to enjoy and have fun with several activities like Karts, Scalextric or water games.

Also, children went to look for their parents at their jobs, to find out where they work and invite them to do an activity together.



Language training

In 2017 a study was carried out to assess the level of English among employees and the requirements of their jobs, with the aim of designing personalized English classes for improvement and subsequent (voluntary) certification under international standards.

The system became operational in 2018. To make the system more flexible, it is run on a mixed platform embedded in the intranet, with the support of face-to-face and telephone classes. In Spain, this same platform is used to provide Spanish language training to the various employees transferred to other Group companies.

In 2019 some improvements were made, providing more flexibility in online classes, including the option for telephone English. In addition, new languages such as Portuguese and German have been included.

GRI Academy: New way to learn and improve

In Jun 2019, GRI Academy Platform was launched in Madrid, gradually extending to the rest of the factories and countries. Academy is orientated to offer online information to all employees at the company. Thank to that, now there are more of 750 people registered which have completed more than 565 hours of training.

This new multi-language platform has available courses adapted to all training profiles:

- Management team
- Supervisor/ Plant
- Collaborator/Plant
- Sales Team
- Talent
- New Employees
- Start Team

According to the category, position an improvement aspects, GRI Academy offers the possibility of accessing courses and itineraries, which can be of three types:

- Obligatory: for all the people who are members of the company
- Important: associated with each training profile
- Recommended: open for voluntary work.

In addition, it has a Knowledge Center where the documentation regarding different processes, business lines and products of the company is gathered.



Predictive Index (PI)

Among the initiatives to improve talent management, the sessions within the "Predictive Index" project stand out. This is a methodology designed to help understand the factors that naturally move the behavior of our employees, at all levels and categories, thus helping to improve team cohesion.

Most of the information is available on an intuitive and easy-to-use online platform, available in real time from any device.

In 2019, the sales and supply chain teams took part in this initiative. The sessions were held at the facilities of the Juan XXIII Roncalli Foundation.

Health and Safety Training: Metal Convention

For the period 2018-21, a training plan was launched based on the provisions of the Metalworkers' Agreement, which will allow the homogenisation of training for all workers in the sector. This plan establishes the guidelines for training by job and task, aiming to cover all personnel within a period of 3 years. The chapter on Health and Safety details this information.

Lastly, it should be noted that the project to improve technical knowledge "Structuralia" and the skills project "7 Habits" are in the process of being re-evaluated.



VII HR Meeting Edition

On November 12th and 13th, the VII annual HR meeting was held in which representatives of Human Resources teams of GRI Renewable Industries in all factories, as well as corporate managers, have been defining the challenges to face in the coming years.

They worked on the latest developments that have been launched from the Corporate area to meet the needs of our plants, focusing on Development and Training as fundamental building blocks for the growth of our teams.

Added to the previous challenges, they were determined to reach the Space with the help of Conkistadores, in their particular Space Race. They built the ships,

deciphered the hidden messages coming from other planets, and ultimately, passed the test as a team working towards a common goal, to be drivers of change.

Subsequently, they all worked together on the first Learning Day of GRI with the guidance of TAK, Esperta, Bizpills and Speexx, transforming their vision of learning.

They also had the assistance of Solutia and Sergi Riau on how to run management and other key aspects of absenteeism.

Finally André Aparicio; presented the key points of the strategic plan, focusing on the commitment to innovation as the central component for the development of new products and businesses.

Health and Social Benefits

201-3 AND 401-2

Social Benefits

The social benefits that the company offers are diverse as they are adjusted to the customs of each country. Their distribution is given below:

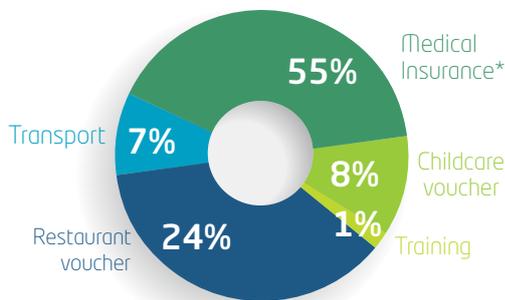
Argentina: included partial health insurance (not apply for all employees) and a canteen service

Brazil: includes life and disability insurance, health insurance, cafeteria or dining services, as well as transportation service or assistance. It also has agreements with pharmacies and other locations.

Spain: includes life and disability insurance. Likewise, GRI Casting Zestoa and GRI Flanges Iraeta, these plans are a mandatory requirement of the Metal Sector Collective Agreement Guipúzcoa which regulates both plants.

In addition, the Flexible Payment Plan, which offers employees various services within the remuneration package, such as transportation tickets, day-care and food vouchers, etc., which subsequently allows them to benefit from tax breaks.

In 2019, the PRF was solicited by employees with the following distribution:



*Only company personnel are included, not their family members.

USA: includes life and disability insurance and medical insurance, as well as assistance to the retirement plan where the company contributes most and the employee only 3%.

India: includes life and disability insurance, health insurance, cafeteria or dining services, as well as pension plan assistance and retirement plan assistance, for employees who have been working in the factory for more than five years. In addition, women in India II have a longer period of maternity leave than legally required.

South Africa: includes disability insurance, pension plan assistance and retirement plan, where contributions are made equally by the company and the employee.

Turkey: includes medical insurance, life and disability insurance, cafeteria or dining services, as well as transportation service or assistance.

Other local benefits:

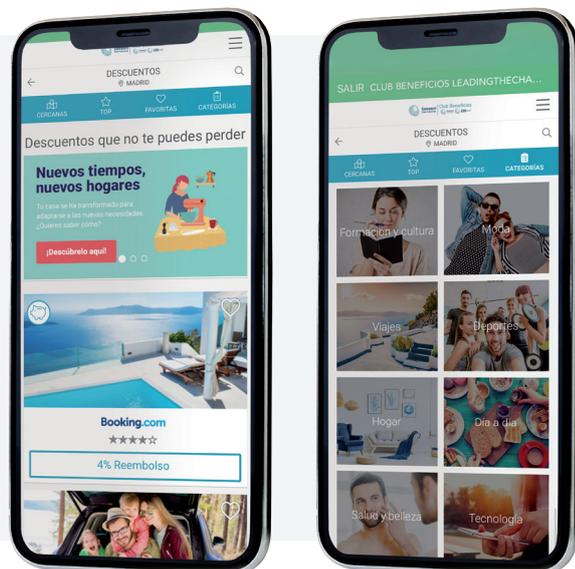
GRI Towers Turkey, according to local customs of the country, gives to the its employee: at the begging of the month of Ramadan a box of food, also at the end of the year to celebrate the new year another box of food is given, at the begging of religious holidays a box of chocolates. In addition, if any employee is married, they give them a gold bracelet to help support the new family

GRI Calviño Towers Argentina, GRI Madrid and some other factories in Spain, in Christmas, distribute a box with Christmas products to all employees to enjoy with the family.

Benefits Club

The company has a "Club Benefits" tool which every employee can access to offers and discounts applied to both online and physical purchases.

Access is via Leading the Change or from the LTC Mobile APP, on Android and IOS. Its use is very easy, intuitive and customizable. This platform is available 24 hours a day, 365 days a year.



Health improvement programs

Be Active

The objective of this programme is to implement good healthy habits for the employees of the company, oriented primarily at the promotion of sport activities.

In 2019, the participation of the corporate employees in the following stand out.

- The “**GRI Running Challenge**” aims to collectively run a total of 10,000 km in 21 days among all employees to combat sedentarism through sport. Thanks to the efforts of the runners from the participating plants, the total distance reached 25,000 kms. GRI Towers Galicia took first place.
- In December, **GRI Renewable Industries** participated in the “20th edition of the Companies Race”, with participants from Madrid and the plants in Seville, the Basque Country and Galicia.
- 5 employees from **Corporate (Madrid)** participated in the Madrid Rock ‘n’ Roll 2019 race. The race features three modalities: 10 km, half marathon (21 km) and the marathon (42 km).
- As part of the **Corporate** agreement with the Real Madrid Foundation, GRI Renewable Industries participated in the 7-a-side football championship of the “V Foundation Sponsorship Day”, along with 19 other collaborating companies, to raise awareness and educate a particularly vulnerable group in road safety: young people with intellectual disabilities.



- **GRI Flanges China**, organizes basketball, badminton and other sporting events for employees at its own facilities.



- 25 workers at **GRI Towers Sevilla** participated in the “Instituto Municipal de Deportes de Sevilla” race in the Maria Luisa Park, where all participants wore the GRI T-shirt, being the largest participating group. Moreover, they participated in the 4th edition of the “Companies Race” organized by ESIC and ABC, in the Cartuja of Seville, with more than 50 team members participating. They placed third as a team and ranked among the top 3 companies by number of participants, the GRI green tide has already become a regular occurrence in sports competitions in Seville.

Be healthy

In line with the programme mentioned before, the goal is to improve the health and lifestyle of our employees.

Among the initiatives carried out, the fresh fruit offered every Monday in the central offices in Madrid for all employees stands out. The products are provided by a special employment centre which helps people with different abilities to integrate into the working world.

GRI Madrid, GRI Towers Sevilla and **GRI Towers Galicia** deliver baskets with fresh fruit to all staff on certain relevant dates.

GRI Flanges China’s union invited experts from the Zhangqiu People’s Hospital to give a lecture on “first aid and health in the workplace”. The aim was to improve employees’ awareness of the importance of first aid in the workplace, increase the capacity for self-protection, rescue and self-care and develop good healthy living habits.

GRI Towers Turkey organized a barbecue for all employees at the end of April at the factory gardens. The event, in addition to a healthy meal, increases employee satisfaction and motivation.



Health and Safety

Management focus

103-1, 103-2 AND 103-3

To GRI Renewable Industries, the Health and Safety of our employees is key, and is always present in the decision-making process and in the development of work plans focused on the constant improvement of safety and working conditions in all production centres.

The aim is to integrate Health and Safety to all levels of the organization, as well as to establish a true preventive corporate culture based on collaboration, teamwork, strong commitment and participation of all our employees and stakeholders.

Health and Safety is reinforced by senior management leadership and a robust management system that reflects the features and strengths of the company and is therefore an important part of business development.

For this reason, and as a global company, we are committed to implementing a Health and Safety Management System at work as a fundamental part of our strategy, based on the constant evaluation of risks associated with our activity.

In doing so, we make the health and well-being of all our workers a priority. Our integrated management system (IMS) is based on the international standard ISO 45001. 25% of all the plants are certificated on the standard ISO 45001 and, the 50% are certificated under Standard OHSAS 18001 and in process of migration to the new standard. The factories of India II (planned for 2021), Casting Zestoa and Flanges Iraeta do not have this accreditation.

GRI Renewable Industries actively manages each and every risk identified, implementing preventive and corrective measures to reduce both the likelihood and severity of any unwanted occurrences.

IPRL: Excellence System for Health and Safety Management

IPRL or Occupational Risk Prevention Index is an own standards about Health and Safety developed by GRI Renewable Industries and it is a tool that lets evaluate in a precision way the improvements in Health and Safety matter in all the productive factories.

This index, applied since the beginning of 2016, defines the common Health and Safety criteria that are applicable to all production centers of the group, gathering all features of the different technologies and production processes, and also including best practices in pursuit of continuous improvement of operational safety and efficiency, and it is a reference to compare the status of the factories.

The goals that we look for with the IPRL are:

- To evaluate in a precision way the improvement of each plant in Health and Safety
- To Provide "GRI Standard" of reference to the factories about Health and Safety
- To establish a system of continuous improvement based in the experience and joint work
- To compare with the organization a complete and objective information about the status of each plan in Health and Safety matter
- To improve the support and supervision of the factories from the corporate area

The Index result is the pondered measure out of 89 factors that are classified in three big groups: Indexes, Work conditions and PRL Management.

At GRI Renewable Industries, IPRL results are monitored continuously and are evaluated quarterly by the responsible Corporate Health and Safety team. In 2019, all plants of the group were audited under the IPRL standard.

The results of both internal audits and the continuous evolution of the plants are available to the entire organization through internal communication channels and via the corporate intranet.



The following shows the percentual improvement concerning both employment conditions and prevention management in each of the centres since 2016.

	WORKING CONDITIONS				HEALTH & SAFETY MANAGEMENT			
	% improvement 2016	% improvement 2017	% improvement 2018	% improvement 2019	% improvement 2016	% improvement 2017	% improvement 2018	% improvement 2019
GRI Flanges Brazil	29	16	5	4	6	32	24	35
GRI Towers Turkey	30	41	5	4	27	33	18	29
GRI Towers Brazil	56	-19	17	-1	16	23	2	30
GRI Towers Sevilla	-	-	-	40	-	-	-	36
GRI Towers India	10	15	20	-4	14	18	-6	-8
GRI Towers USA	-	-	8	7	-	-	-12	6
GRI Towers South Africa	-4	10	14	30	-14	13	1	23
GRI Calviño Towers Argentina	-	-	-	-	-	-	-	-
GRI Towers Galicia	7	9	7	-3	0	1	-20	18
GRI Flanges Iraeta	0	12	11	15	19	3	12	5
GRI Castings Zestoa	-	-	11	2	-	-	4	-1
MEJORA TOTAL	8.6				14.9			

In 2019 we have improved employment conditions globally by 8.6% and prevention management by 14.9%. During this year we had four production centres with the “excellent performance” rating regarding Health and Safety, by incorporating in the last quarter of the year GRI Towers Sevilla. GRI Towers South Africa also reached the “good performance”.

Regarding the perimeter, our new GRI Calviño Towers Argentina plant has been added to the IPRL index, being a plant that manufactures high quality and demanding products to attend the demand of the towers market. In 2020, India II is scheduled to enter and is currently in the consolidation process. The perimeter does not include the factories in China.

World Day for Health & Safety at Work

The different factories and offices of GRI Renewable Industries celebrate the World Day for Health & Safety work developing different initiatives and actions to raise awareness and promote a culture of prevention, not only among their employees, but also extend to external companies and main contractors. Some examples are summarized below:

- The managing board of **GRI Towers Sevilla** approached the celebrations of such day undertaking a series of training and sensitizing talks focused on Health & Safety, aimed to employees, external companies and contractors, emphasized on the importance of developing preventive and responsible behaviours during working time.
- **GRI Towers India** placed posters of the **BeSafe!** program along the most concurred spots of its facilities aiming to encourage

and transmit safe and healthy behaviours to its employees. (main entrance, reception area, communication panels and the Area 4 for contractors and visitors). In addition, a training in the field of Health & Safety was undergone principally aimed at third companies and main contractors to encourage the use of the safety PPE’s at work.

- **GRI Madrid** analysed Be Safe! program emphasized on the “in-itinere” journeys in personal vehicles by employees, from home to work and from work home. These journeys are included in the working activity and the company decided to insist in the commitment and responsibility of all of us to take all the necessary measures to preserve our safety. Thus, a speaker of AESLEME, Prevention of Accidents that Cause Spinal Cord and Brain Injuries, addressed

the meeting sharing its personal testimony and providing information of interest and reflections to encourage a safe and responsible driving. The speech was completed with a brief speech by Emotional Driving

- **GRI Calviño Towers Argentina** addressed the celebration of such day by developing a series of training and sensitizing talks focused on Be Safe! Campaign for employees and also third companies and main contractors.

Complementarily, four different talks about occupational safety from four different perspectives: One for all and all for one, your hands are the most important tools, the importance of helmet and Let’s take care of our vision. In addition, the celebration included a testimony by an injured person, who talked about its experience.

Monitoring indicators

At GRI Renewable Industries, we continuously monitor indicators related to accident rates, being fully integrated within the IPRL structure. These indices relate to internal workers as well as to subcontractors that perform tasks which are necessary and to our activity.

Among the traditional indicators the following can be found (403-2):

	No. ACCIDENTS			
	with leave		without leave	
	MEN	WOMEN	MEN	WOMEN
Own personnel	142	7	194	8
External personnel	4	0	3	0
	146	7	197	8

The numbers above show us that in 2019, the number of accidents with and without leave increased globally, aligned to the upturn in activity and the incorporation of the Argentina, India II and China IV factories.

As a positive aspect, it is noted the reduction of accidents without leave in external personnel with a 78% less, and in own personnel, women, with 50% less.

By country, Turkey and China stand out for their good results, with no accidents with or without leave, and Turkey has only registered 3 accidents without leave in its own personnel. In addition, the GRI Flanges Brazil factory has been without accidents involving sick leave for four years. In 2019, no fatal accident was recorded in the group.

Below, it is a summarize of the main rates:

	RATE ACCIDENTS WITH LEAVE			
	OWN PERSONNEL		EXTERNAL PERSONNEL	
	MEN	WOMEN	MEN	WOMEN
Spain	62.0	20.7	16.9	0.0
Brazil	2.4	16.2	0.0	0.0
Turkey	0.0	0.0	0.0	0.0
India	0.0	0.0	0.0	0.0
South Africa	85.5	19.2	30.7	0.0
USA	11.1	0.0	0.0	0.0
China	0.0	0.0	0.0	0.0
Argentina	6.0	0.0	0.0	0.0
TOTAL	20.7	7.2	11.8	0.0

Rate: Accidents with leave/ hours worked by 1,000,000.

	RATE ACCIDENTS WITHOUT LEAVE			
	OWN PERSONNEL		EXTERNAL PERSONNEL	
	MEN	WOMEN	MEN	WOMEN
Spain	81.9	25.8	33.8	0.0
Brazil	3.6	8.1	0.0	0.0
Turkey	0.0	0.0	0.0	0.0
India	10.5	0.0	0.0	0.0
South Africa	36.4	0.0	0.0	0.0
USA	105.4	70.6	0.0	0.0
China	0.0	0.0	0.0	0.0
Argentina	0.0	0.0	7.4	0.0
TOTAL	28.3	8.2	8.8	0.0

Rate: Accidents without leave/ hours worked by 1,000,000.



GRI Flanges Brazil: IPRL excellence and "zero" occupational accidents

During 2019 we had an important reduction in the rate of the accidents with leave in the group and in a specifically stands out the record of **four year** without accidents with leave of **GRI Flanges Brazil**.

To achieve this milestone has been possible thanks to the implementation of the IPRL in the factory, cataloged as excellent, the implementation of a true preventive culture and the daily commitment in Health and Safety of all employee in the plant.

In 2019, 8 cases of occupational disease (own personnel) was detected (6 men and 1 woman in Brazil and 1 man in Spain). The global rate is 0.20, 0.20 men and 0.21 women by gender (n° of illnesses / n° of hours worked by own personnel x 200,000).

In the remaining countries, the rate has been 0.0 for both genders.

With regard to the ratios of days lost due to accidents and other causes, there was decrease with respect to the previous year. The results of the rates for the fiscal year 2019 are shown below:

	DAYS LOST DUE TO ACCIDENTS AND OTHER CAUSES		DAYS LOST DUE TO ACCIDENTS	
	MEN	WOMEN	MEN	WOMEN
Spain	7.7	8.0	1.3	1.5
Brazil	4.0	1.0	2.1	1.2
Turkey	3.7	0.0	0.0	0.0
India	0.0	0.0	0.0	0.0
South Africa	6.2	6.1	0.9	2.5
USA	0.0	0.0	0.1	0.0
China	0.0	0.0	0.0	0.0
Argentina	0.0	0.0	0.1	0.0
TOTAL	2.8	2.1	0.6	0.6

Rate: Days lost due to accidents / hours worked by 1,000
 Rate: Days lost due to other causes / hours worked by 1,000

Bonus prevention

In 2019, **Mutua Universal** has awarded GRI Renewable Industries with the **Bonus Prevención** accreditation for its commitment to occupational accidents depletion and occupational risks prevention.

During the event it was highlighted the important work performed by companies and prevention areas "regarding the remarkable performance, not only regarding the Bonus, because prevention requires an on-going effort. Preventions managers play a very relevant role to meet the set goals".

This award shows the daily effort Of GRI Renewable Industries to be a leader company in the reduction of work-related accidents, betting on an improvement culture of prevention in all levels of organization.

Communication

In 2019, a central axis of the company's preventive activity at a global level was to strengthen communication on Health and Safety at all levels, both top-down and bottom-up.

GRI Renewable Industries has been developing awareness campaigns (Be Safe!) over the years, teaches and organizes TOP 5 meetings and Safety Dialogues (DDS), and issues incident and accident notifications to increase participation and inform all workers about specific Health and Safety matters. As a responsible company we foster a strong culture of safety awareness based on people's behaviour as we firmly believe that Health and Safety at work is everyone's responsibility.

This year we wanted to further strengthen this communication by making use of the following channels: through the Health and Safety area on the corporate website, the communication of contents on the corporate intranet, via social and professional networks (twitter, LinkedIn, YouTube) and official forums, through participating in congresses and conferences and by organizing visits of stakeholders.

An important figure that helps the integration of Health and Safety in the company is the Health and Safety Committee. This internal body represents workers, meets periodically and addresses relevant issues concerning Safety and working conditions in the factories (403-4). Employee representation in the health and safety committees is 100% (403-1):

	No. EMPLOYEE REPRESENTATION COMMITTEES
Spain	18
Brazil	30
Turkey	19
India	26
South Africa	18
China	19
Argentina	4
TOTAL	134

Note: in 2019 USA did not have a formal H&S Committee.



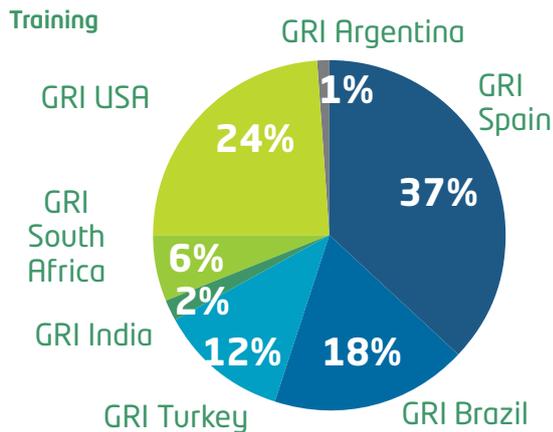
Training and awareness-raising

GRI Renewable Industries provides all employees with the specific, high-quality training necessary to safely perform all tasks on the job.

Safety plays an inclusive role in said training. All training is based on results obtained from the risk assessments at the workplace, as well as on procedures and work instructions. Training is integrated with the communication of the best prevention practices identified and implemented globally.

This year, we have focused on compliance with the "II State Metal Agreement", which incorporates as its main novelty the minimum training in occupational risk prevention that workers whose activity is NOT carried out in construction works must have and the recycling training for all workers who carry out their activity or not in construction works.

Health and Safety training has increased slightly in 2019, with a total of 31,076 hours of training, focusing on high-risk activities, handling machinery, working in ATEX zones, handling chemicals, use of lifting tools and emergency preparedness, as well as training for office staff and managers.



Idea Program. Participate, we want to hear your idea!

GRI Brazil developed in 2019 an "Ideas Program" in which all employees, as well as subcontractors and collaborators, can participate, except for supervisors, coordinators, managers and plant managers.

The proposed ideas must contribute to the reduction and/or improvement, be innovative and quantifiable. A committee will validate these ideas, which once approved will receive a score that can be exchanged for various awards.

Risk analysis

Each factory conducts a comprehensive risk assessment that is periodically reviewed by both the plant and at a corporate level.

The main identified risks are listed and addressed globally to guarantee complete control, defining specific protocols that must be complied with, for example: the adjustment of specific work equipment within the production process or the adoption of ergonomic improvements in the process after a rigorous evaluation and specific studies.

We have made progress in specific ergonomic studies, as well as in psychosocial assessments. After the analysis of the results, specific action plans for each of our centres were defined to adjust machines and workspaces thereby, improving the wellbeing and conditions for all workers.

Likewise, 35 jobs have been identified with risk-exposed of disease (13 in Spain and 19 in Brazil) and affecting 4 workers, which have the appropriate PPE and controls for their minimization (403-3).

GRI Brazil celebrates the Internal Week for Occupational Accidents Prevention and Environment

GRI Brazil has celebrated the **Internal Week for Occupational Accidents Prevention and Environment (SIPATMA)** aiming to raise awareness of these two ambits and foster a real preventive culture at work and respect towards the environment.

All GRI Brazil personnel has been trained on occupational and personal health & safety and taken part in various activities undertaken during the workshop, such as blood donation, a questions-answers quiz, designs on the subject "plastics pollution" or the visualization of health & safety videos performed and recorded by the personnel.

In addition, employees of the factory donated around 3,500kg of food products given to seven different charitable organizations.





Social action

103-1, 103-2 AND 103-3

One of the GRI Renewable Industries priorities is to support local development in those areas where we are present. Therefore, we have established collaboration agreement with non-profit organizations which we carry out various local and corporate activities.

Contribution from Corporate

102-12



LQDVI Foundation What Really Matters.

Since 2014, we have supported the Foundation What Really Matters with disseminating universal, moral and ethical human values through the development of motivational conferences.

In 2019 we have been present at the following congresses Madrid, Oviedo, Valencia, Malaga, A Coruna, Bilbao, Seville and Palma de Mallorca.



FUNDACION Real Madrid

Real Madrid Foundation. We have supported the Foundation since 2018, with the aim to educate in road safety to people with different capabilities.

This year we develop the "La Educación vial: un gran valor" in the schools of the Foundation, those where the students can practice football and basketball. Also, we increase the number of sessions.



aesleme. We have supported the Foundation

since 2013. with the aim of preventing traffic accidents through training and social awareness, as well as offering psychological and legal support to those affected by road accidents.

In 2019 we have supported the dissemination of information on road safety in schools in the Community of Madrid, in addition to collaborating with sports events. On Health and Safety at Workday, road safety training was held at the GRI Corporate offices, focusing on itinere journeys



United Nations Global Compact. We have supported the Foundation since 2013, to contribute to the dissemination and compliance of the 10 Principles and the Sustainable Development Goals.

In 2019 we participated in various conferences to improve our contribution to these objectives, among others, participated in the campaign #AlliesoftheSGD promoted by the Spanish Network of the UN Global Compact on the reason of its fourth anniversary and the anniversary of the Sustainable Development Goals (SDG), presented a dossier of Good Practices in which it included the training program "Training Lay-off" in South Africa.

Furthermore, during the celebration of its 2019 General Assembly, the Spanish Network has recognized GRI Renewable Industries as a Bronze Prescribing Partner. The association wanted to thank our company for its commitment and work in spreading its values



WCK. We have supported the Foundation since 2013. Its mission is to end food insecurity and malnutrition in areas of humanitarian catastrophes.

In 2019, we made a special contribution that helped provide 10,000 basic meals in places where there have been natural disasters.



Foundation Juan XXIII Roncalli. We have supported the Foundation since 2007, apart from being its Trustee. Its mission is to improve the lives of people with intellectual disabilities and to foment their social integration.

This year the company has supported the Foundation with the rent of its spaces and utilities to hold departmental meetings with awareness talks given by the Foundation's staff.



Seres Foundation. We have supported the Foundation since 2016, to contribute to the joint construction of a stronger society and with competitive companies lasting over time.

In 2019 we collaborated as Trustee of the foundation and participated in projects aimed at improving communication and measurement of actions in the area of sustainability.

Local contribution

413-1

We carry out actions and development programs with the local community in different countries and with different approaches.

In 2019, GRI Renewable Industries focused its efforts on social initiatives related to culture, environment, sport, education and healthcare. All work has been aimed at the development and support of the societies where we are present.

Social programs have taken place in all countries (100%) in which GRI Renewable Industries has a presence.

Education

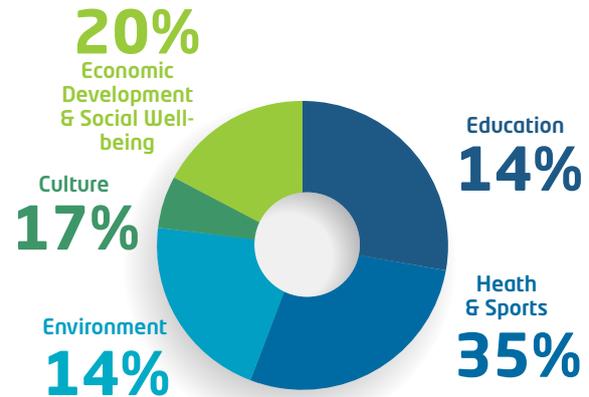
GRI Towers Turkey, invited the students from "Gonen Mehmet Akif Ersoy" Primary School to visit the factory. The event was a surprise for most of the employees whose children assist to that school. During the visit, the business model, the processes, aspects related to Health and Safety, among other interesting topics, were explained in order to know the labor market and different alternatives.

GRI Towers South Africa has invested around 375 thousand rand in various training projects under the Black Economic Empowerment (B-BBEE) program. This racially selective program was launched by the South African government to correct the inequalities of apartheid by helping black South Africans (blacks, colored and Indians)

The following actions were developed within this program:

- Computer equipment was provided to the Westford College center to enable them to set up an IT room. Among the donated material there are a spotlight, 5 computers and a laptop.
- It was made a donation to Robinvale school in order to develop an extracurricular math's program. This program has 40 students in 5 groups, whose are interested in improving their math's level. In order to continue year after year, the students must exceed in 10% their performance respect last year. The donation was destined to purchase school material as notebooks, boards and pens, food for the journeys, transportation of students to the center, as well as incentives for participating students.
- There were hired two professors to teach class for students in third and seventh grade, in order to develop Grosvenor primary school.
- Support was provided for extracurricular training for Berzelia School students in their final year of primary school in order to access to secondary school without problem, passing their exams. In addition, an extra support was given to the youngest students of the school through the partial hiring of support teachers who work on reading and writing.

Distribution of social action by type of activity



Culture

GRI Towers Galicia, is committed to the local community, for that reason they support culture events as: "Enxebre" folk musical festival, "Rondalla" group of popular music, the award to the acrobatic dance of "Club Marusia", as other popular festivals.



GRI Towers Turkey organized a children's day activity with employees and their children, taking them to the zoo so that the children could get to know the animals closely.

In addition, on the occasion of the arrival of spring and in order to increase employees' commitment and motivation for the company, a barbecue was organized for all employees.

Health & Sports



GRI Towers Turkey, and all the workforce raise money to help an employee with cancer with medical and personal expenses cause by the treatment. In addition, it has been inviting to employees to donate blood to "Red Crescent" for the past five years.



GRI Flanges China organized a primary care day to raise awareness among its employees of the importance of first aid knowledge in case they must assist someone at any time. This training was taught by experts from Zhangqiu People Hospital.

GRI Towers Galicia, considers that the sport is main part of the education and development of the youngers. For that reason, supports the Arenteiro football school and the Carballino football team with more than 200 people. Also, GRI sponsors different sport activities as: IV editio Rallymiz de Pinor, Arenteiro athletics solidarity race, Cenlle sport club, basket club and Solidarity Race of Carballino, and in the field of cycling, sponsored Os Mosquiteros and Carballino clubs.

GRI Towers South Africa sponsored the Atlantis rugby team and Jomo's Powers football team in order to participate in local competitions. Therefore, donates sport equipment for 60 young people and trophies and awards for the rest of the teams.

Environment

En **GRI Renewable Industries** we are committed to climate change, which is why in 2015 we set ourselves the challenge of planting one tree for every tower produced. This year, GRI Madrid, GRI Towers Galicia, GRI Towers Sevilla, GRI Flanges Iraeta and GRI Casting Zestoa have participated in a reforestation in the areas close to the factories and offices, managing to planta 2,000 trees.

Economic development & Social Well being

GRI Towers Galicia and **GRI Madrid**, delivered the surplus Christmas baskets to Caritas.

GRI Towers Texas collected toys and gave them to the Toys for Tots Foundation so that children with less advantages could have a Christmas present.



GRI Towers South Africa, held a "Mandela Day" event where employees donate money and food to be distributed to people with more necessities.

Also, within Blac Económica Empowerment (B-BBEE) programa GRI South Africa contributed to the local development by assisting and collaborating with local supplier trough:

- Preferential purchasing from local suppliers, especially those managed by women of colour, to encourage their development and the maintenance of local families.
- Aid/subsidy of local businesses for their growth and development, so that they can be preferred suppliers for GRI, both in raw materials and services, such as Resolux, Mandivista and National Industries Supplies.

GRI Brazil, have done a personal collection of non-perishable items for employees who are not longer at the company and have no other employment, so the collection of food that is made at the end of the year for distribution among them.

