



# SUSTAINABILITY PROGRESS REPORT

## 2023

**This report complements the 2023 Environmental Declaration, which reflects our environmental performance as well as our contribution to the local community.**

In terms of **Labor** and **Human Rights**, we have achieved very positive progress in the following areas:

- **Female Staff:** Of all our employees, 59.45% were women in 2022, increasing to 61.71% in 2023. This represents a growth of more than two percentage points, exceeding the set target of one point. We aim to increase this percentage by at least another point in 2024.
- **Disabled Staff:** We have increased the hiring of employees with disabilities from 1.68% in 2022 to 2.12% in 2023. Our goal is to increase this figure by at least half a point in 2024.
- **Permanent vs. Temporary Contracts:** We have increased the percentage of permanent contracts from 81.45% in 2022 to 88.94% in 2023. Although surpassing this will be challenging, we have set a target of 90% for 2024.
- **Local Staff:** The percentage of local employees has increased by 3% compared to 2022, currently representing 76.33% of our workforce. This percentage is expected to continue growing in the coming years.

The main milestone of the 2023 fiscal year was the full implementation of our **Equality Plan** during this year.