

SUSTAINABILITY REPORT — 2021

WE DESIGN WITH YOU AND
THE ENVIRONMENT IN MIND





Gestilar

WE DESIGN WITH
YOU AND THE
ENVIRONMENT IN MIND

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LETTER FROM THE CEO

We design with you in mind

This statement is more than a slogan about our company's mission to provide the best experience to our customers by building exclusive homes with the highest quality materials in prime locations. It is a declaration of intentions that goes much further.

All human activities will inevitably have an impact on the surrounding environment. At Gestilar, we believe it is possible to minimize our impact by conducting our work in accordance with sustainable and environmentally-friendly criteria and in doing so, **we have you and your children's future in mind.**

Ensuring the preservation of the environment, and with it, the wellbeing of future generations is every company's responsibility.

This is why our production process is geared towards minimizing our carbon footprint as much as possible by promoting the principles of the circular economy, energy saving and renewable production to facilitate the transition towards a Zero Carbon economy, thus **contributing to the wellbeing of the whole of society.**

The blueprints of every one of the 2,300 homes in our portfolio of **the residential projects we are currently developing in Spain have been designed to secure an A-rating energy certificate.** Moreover, 86% of the homes planned are to be built according to the highest internationally recognised sustainability standards, such as BREEAM and LEED-ND.

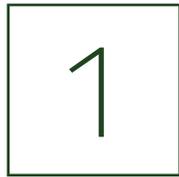
We place immense importance on the location of our projects. We are continually on the lookout for land in desirable and high-demand areas while remaining committed to the principles of sustainable urban development. Our aim is to generate value by placing people right at the centre of everything. A perfect example of this is our latest project in Barrio do Cura in Vigo (Galicia), which is not only a fabulous residential development, but is also an important urban regeneration and historical conservation project.

The purpose of this document is not only to describe in detail the eco-sustainable processes we have integrated into our day-to-day work. **It also sets out Gestilar's pledge to fulfil the United Nations Sustainable Development Goals (SDGs)** and the ways in which are making a small contribution to these goals through actions to help eradicate hunger and poverty, promote health and wellbeing and make gender equality a reality.

It is therefore an honour for me, as the CEO of Gestilar, to present this first edition of our Sustainability Report, a genuinely green manifesto that lays the foundations for environmentally responsible and ethical behaviour that we as a company strive towards today. This is essentially a living plan, which must develop at the same pace as that at which our society is evolving. It is a plan we will continue to improve upon, with you in mind, as always.

Raúl Guerrero Juanes
Gestilar CEO





GESTILAR:
WE DESIGN WITH YOU IN MIND.

1.1 ABOUT US

We have been in the property development business since 2009, and each of our projects has been driven by the guiding principles of **sustainability, design, quality, personalization and innovation**. Our business model aims to provide our customers with the best possible experience at the same time as allowing them to improve their quality of life. We design exclusive homes with the finest quality building materials in the most desirable locations, where every detail is taken care of to achieve product excellence.

We are well aware that all business activities have an impact on the surrounding environment, which is why we pay special attention to the advancement and development of the geographic areas where our projects are located by investing in **Corporate Social Responsibility (CSR)** actions.

The 5,600 homes we have developed to date, of which 2,500 have been delivered to their owners, stand as testimony to our solid track record in the real estate sector. With offices in Madrid, Galicia, Catalonia, Balearic Islands and Lisbon, we operate in Spain and internationally, **where the 1,200 homes currently under development** in the following projects are offered for sale:

▪ ISLA DE PEDROSA

150 high-rise homes
Valdebebas, Madrid

▪ POZUELO RESIDENCES

46 homes for Build to Rent
Pozuelo de Alarcón, Madrid

▪ MEDITERRÀNIA I

89 high-rise homes
Palma de Mallorca, Islas Baleares

▪ ISLA DE CORTEGADA

30 high-rise homes
Valdebebas, Madrid

▪ RIVER PARK I Y II

83 homes for Build to Sell and
Build to Rent
Madrid Río, Madrid

▪ MEDITERRÀNIA II

21 high-rise homes for Build to Rent
Palma de Mallorca, Balearic Islands

▪ ISLA DE TAMBO

52 high-rise homes
Madrid Norte

▪ VORAMAR I Y II

39 high-rise homes for
Build to Rent
Badalona, Barcelona

▪ GESTILAR RESIDENCES MIRAFLORES I Y II

170 high-rise homes
Lisbon, Portugal

Additionally, we are working on new developments that are at **drafting stage**, on which building work has not yet begun. With these, a further **1,900 homes** can be added to the Gestilar portfolio.

▪ BARRIO DO CURA

265 high-rise homes
Vigo, Galicia

▪ GETAFE I Y II

50 high-rise homes for
Build to Rent
Getafe, Madrid

▪ MEDITERRÀNIA III

300 high-rise homes for Build to Rent
Palma de Mallorca, Balearic Islands

▪ PORTONOVO

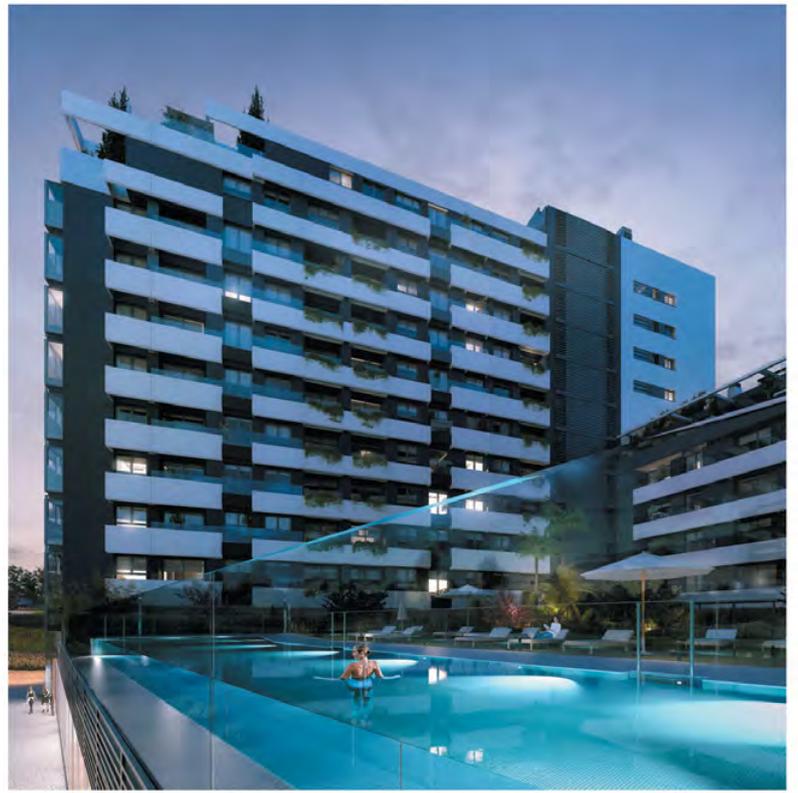
100 high-rise homes
Sanxenxo, Galicia

▪ VALLECAS

280 high-rise homes for
Build to Rent
Vallecas, Madrid

▪ AREAS

50 high-rise homes
Sanxenxo, Galicia



SUSTAINABILITY
REPORT



1.2 CORPORATE VALUES

WE ARE CONTINUOUSLY ON THE LOOKOUT FOR LAND IN DESIRABLE AND HIGH-DEMAND AREAS. OUR DEVELOPMENTS ARE DESIGNED IN ACCORDANCE WITH THESE FUNDAMENTAL PRINCIPLES:

DESIGN

This is one of the key components of our projects. We work with top-tier architecture firms, **allowing us to offer avant-garde design residential properties** targeted primarily at urban residents aged 35 to 50.



QUALITY

This is the bedrock of our developments. We use high-quality finishes and innovative building materials, while closely monitoring the entire execution process. All our developments carry the **unmistakable hallmark of the Gestilar quality**.

PERSONALIZATION

We offer our customers the widest choice of personalization options for their home. **We have an extensive selection of premium-brand finishes** that lend our homes an exclusive aesthetic appeal, all backed by the Gestilar name.



INNOVATION

This is the driver of change and is a company's prime factor of differentiation. At Gestilar, **we use state-of-the-art technology in the design of each of our projects** in order to generate value. We invest in innovation in every aspect of the business so as to stay ahead of the curve of future trends, as well as to devise original solutions that are in line with our objectives.

SUSTAINABILITY

Our projects utilise eco-friendly technology and materials that help to cut our CO₂ emissions. **We are promoting the transition towards a Zero Carbon economy**, which underpins the principles of a circular economy, energy efficiency, water balance and renewable production.



CORPORATE SOCIAL RESPONSIBILITY

We contribute **towards the development and advancement of the areas where our projects** are located by funding Corporate Social Responsibility actions. (CSR)

1.3 GESTILAR CONSTRUCCIONES

Our construction company was established in 2019 **with the goal of streamlining the building process, ensuring maximum quality in the work execution and meeting project deadlines** in order to achieve maximum customer satisfaction. For this reason, we only work our own developments and never on third-party projects.

Gestilar Construcciones, as part of the Gestilar group of companies, shares the same **sustainability goals and works to ensure the construction work is completed satisfactorily.**





**WE DESIGN WITH YOU AND
THE ENVIRONMENT IN MIND**

1.9 RESEARCH, DEVELOPMENT AND INNOVATION (R&D+I)



A company's capacity for innovation is directly proportional to its competitiveness.



Know-how and innovation are two of Gestilar's most fundamental values. **We believe investment in R&D+i to be a key factor in the development** and growth of the business and one which has a positive impact on the progress of our society as a whole. It enables us to develop a business intelligence which we apply to our projects, enabling us to differentiate our homes from the competition.

AREAS OF APPLICATION:

1.4.1 ENGINEERING

The application of new construction techniques is a crucial aspect in the development of our business. They allow us to execute the building work faster and at a lower cost, resulting in higher quality and, in turn, a more comfortable and competitive home on the market.

Before we begin construction, **we thoroughly research our projects to ensure that they are built to the highest possible standards**, while also meeting sustainability, safety, habitability, and durability requirements, without forgetting the aesthetic design that distinguishes the Gestilar brand.



1.4.2 ENERGY EFFICIENCY AND RENEWABLE ENERGY USE

Our projects are designed to enable us to generate, distribute and recover energy as efficiently as possible with the smallest possible impact on the environment. When approaching a new residential development, we assess which clean technology to employ so as to maximise energy efficiency and deliver the most comfortable homes to our customers. As such, all the homes currently in the pipeline form part of developments with an A-rating certificate.

Gestilar homes are equipped with a water heating system powered by renewable energy, generally an aérothermal or geothermal system, occasionally supported by solar panels. Priority is always given to the use of centralised hot water production systems and underfloor heating.

1.4.3 BIM TECHNOLOGY

All of our projects are developed using BIM (Building Information Modelling) technology, and are designed in Revit, the leading market software for modelling building information. BIM is a methodology based on an **intelligent digital model** that connects everyone involved on a building project via a three-dimensional digital model by incorporating the physical and functional elements of the building under development. This model provides a 3D representation of the project, building simulation and data handling so that the design and maintenance of the building can be improved before it is built.

A significant feature of BIM technology is its ability **to detect architectural and engineering problems before the building work begins**. BIM technology also improves communication between the people working on the project because they work in an online team environment where information is updated instantly. **This facilitates decision-making and increases productivity across the entire process.**

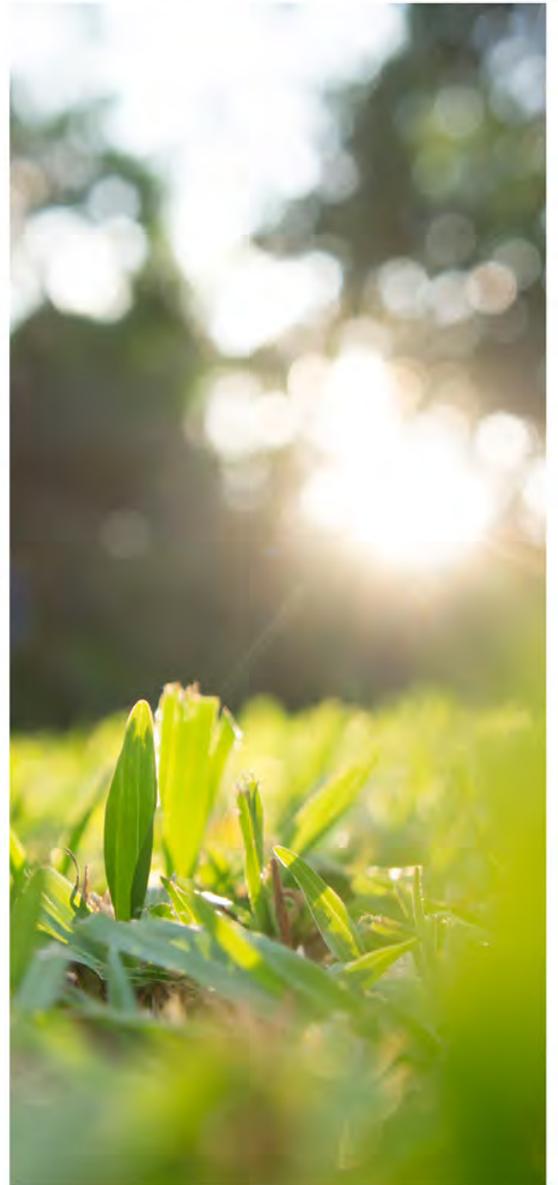


1.4.4 CONSTRUCTION

Controlling our **carbon footprint** during the building process is an aspect that concerns us enormously. To be able to do this, we verify the source of the raw materials and how they are transported, while closely **monitoring the amount of water used during the execution of the work**. Attention is also paid to any waste water generated and the environmental impact of the construction project. We scrupulously comply with all current regulations in relation to waste management.

Through Gestilar Construcciones, we are introducing an industrialised business model (building system) which enables us to meet the delivery times for our homes.







OUR SUSTAINABILITY
PLEDGE



WE WANT
TO BUILD
A BETTER
FUTURE

2.1 FACING GLOBAL CHALLENGES

Our business is run in such a way that it enables us work towards attaining the United Nations **Sustainable Development Goals (SDGs)**. These 17 spheres of action are critical in dealing with the challenges facing our planet, and eradicating poverty, combating inequality and injustice and tackling climate change are among the issues they address.



Our approach to our projects and their construction management, together with our company's **Corporate Social Responsibility** actions, are aligned with our pledge to meet the SDGs listed below:

1 NO POVERTY



ENDING POVERTY IN ALL ITS FORMS CONTINUES TO BE ONE OF THE BIGGEST CHALLENGES FOR HUMANITY.

Gestilar is working with the **Spanish NGO Lotus**, which is based in Vigo and is dedicated to providing support from Spain to the Lotus Foundation NGO (India) that runs initiatives and actions to assist girls and boys in the city of Varanasi.

In addition to ensuring education and health care to the children, **Lotus Spain's** mission consists of providing them with basic meals in order to combat one of the major consequences of poverty: child malnutrition. The children are thus provided with breakfast and the main meal of the day.

2 ZERO HUNGER



THE CHALLENGE IS TO ERADICATE HUNGER, ENSURE FOOD SECURITY AND TO IMPROVE NUTRITION.

We are delighted to be involved in the magnificent work that **Aldeas Infantiles S.O.S** has been carrying out for over 50 years. Our contribution has helped to fund the costs of the "Merendemos Juntos" project, within the framework of the "Children and Family Day Centre Prevention Programmes."

We have also been involved with several voluntary groups at the **Obra Social La Caixa**, joining them in their efforts to combat hunger and social exclusion, in collaboration with a number of organisations such as **Acción contra el Hambre**, the **Madrid Foodbank**, and the **A LA PAR** Foundation.



3 GOOD HEALTH AND WELL-BEING



THIS GOAL IS GEARED TOWARDS GUARANTEEING A HEALTHY LIFE AND FOSTERING WELLBEING FOR EVERYONE.

In order to address this SDG, Gestilar is actively working with the following initiatives :

We have sponsored **Alcobendas Rugby** since 2017 and are benefactors of the **Alcobendas Sports Foundation (FUNDAL)** that provides significant support to Alcobendas Rugby, which has won three King's cups over this period.

In 2019, Gestilar also took part in the **6th Spanish Cancer Association (AECC) Madrid Walking Race**, which was an enormous success, breaking the record for participation with 18,500 competitors. We will be taking part in the next race.

In 2020 and 2021, we were the official sponsors of the **35th and 36th editions of the Prince of Asturias Sailing Trophy**, one of the most important competitions on the Spanish sailing calendar. As a result, and as a gesture of our support for gender equality, we have sponsored the women's regatta for the second consecutive year, lending our name to the trophy, which is now known as "**Gestilar Ladies Cup**."

4 QUALITY EDUCATION



COMMITMENT TO ENSURE HIGH QUALITY, INCLUSIVE AND EQUITATIVE EDUCATION AND TO PROMOTE PERMANENT LEARNING OPPORTUNITIES FOR ALL.

We are proud to be a **Partner Company of the Balia Foundation for infancy**. We are financially supporting several projects such as "Balia Hello Storytelling and Songs," and "MasterChef Balia," forming part of the Balia Infancia Madrid programmes.

Gestilar supports the training and labour market integration of young university students through agreements with public and private universities, welcoming students into our head office to complete their end-of-degree work experience, with the possibility of them continuing on our payroll after they graduate, thereby facilitating their integration into the labour market.



5 GENDER EQUALITY



PROMOTING GENDER EQUALITY IS CRUCIAL FOR THE ADVANCEMENT OF SUSTAINABLE DEVELOPMENT.

For several years now, we have been introducing policies to **make gender equality a reality in our company**, within the framework of the European Commission's recommendations and in compliance with the European Employment Strategy and the European Social Construct. These policies have promoted the development of gender-balanced human resource management strategies, which have **led to complete gender equality on our Management Board (50% men and 50% women)**. Furthermore, neither of the sexes exceed 60% among the entire staff.

6 CLEAN WATER AND SANITATION



GUARANTEEING WATER AVAILABIITY, SUSTAINABLE WATER MANAGEMENT AND SANITATION FOR ALL.

Our homes are equipped with a sustainable waste water treatment system. Additionally, in order to achieve rational water use and reuse, **only cold taps and garden watering devices using rainwater are installed.**

7 AFFORDABLE AND CLEAN ENERGY



GUARANTEEING ACCESS TO AFFORDABLE, SAFE, SUSTAINABLE, MODERN ENERGY FOR ALL.

All our projects are designed to maximise sustainable energy use by **employing building techniques that enable high-rating energy certificates to be obtained.** These include paying attention to the outer cladding, using low-emission glass and similar eco-friendly building techniques.



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



BUILDING RESILIENT INFRASTRUCTURE, PROMOTING INCLUSIVE, SUSTAINABLE INDUSTRIALISATION AND FOSTERING INNOVATION

At Gestilar, we make efforts to promote inclusive and sustainable industrialisation and to foster innovation. Through innovation, **we are able to keep up with the latest trends in home-automation such as industrialisation in some stages of our building process.**

10 REDUCCIÓN DE LAS DESIGUALDADES



GESTILAR PARTICIPATES IN NUMEROUS CHARITY EVENTS:

We have collaborated in the **Perlas en el Barrio Charity Paddle Tennis Tournament**, organised by the **Madrid Association of Property Developers**, which works to provide a secure home for abandoned and orphaned children where they can begin a new life and look forward to a better future.

We have participated in the **Inclusive Football 7 Tournament** over 4 consecutive years. It is organised by **ASPRIMA** in support of the **Madrid Down's Syndrome Foundation**. It is a sporting event for companies in the property sector in which people with or without disabilities can take part in mixed teams in support of the inclusion of people with intellectual disabilities.

We have also competed for the second year running in the **"9th Madrid Down's Race"** with over 50 competitors. This is a charity race organised by the **Madrid Down's Syndrome Foundation** with the aim of raising funds for leisure and sports projects for people with Down's syndrome or other intellectual disabilities.

And each year, we get involved in the **"A Smile for Christmas" solidarity campaign organised by the NGO Cooperación Internacional**, collecting gifts from our employees and family members to send to children of families at risk of social exclusion.

In relation to promoting and reducing inequalities, we are proud to continue to support sporting values and social inclusion through a sponsorship agreement with the **Mesa Palatrón Tennis Club**, which carries out social work through an inclusive project in which a healthy activity, such as sport, is offered to disadvantaged young people and those at risk of exclusion.



11 SUSTAINABLE CITIES AND COMMUNITIES



MAKING CITIES AND HUMAN SETTLEMENTS INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE

This SDG is one of our most solid commitments, demonstrated through our **constant quest to improve sustainability standards and to maximise energy efficiency**. We present our projects for assessment to obtain certification by BREEAM (Building Research Establishment's Environmental Assessment Method) and LEED (Leadership in Energy in Environmental Design) with the aim of improving on the A-rating certificate of practically all our homes under development. This way, we make all Gestilar buildings much more energy efficient so that they consume less energy and release less CO2 into the atmosphere.

We support the development of inclusive communities by setting up sustainable initiatives that encourage contact between neighbours. In this respect, we intend to include urban allotments as one of the features of our Barrio do Cura project.

13 CLIMATE ACTION



DEVELOPMENT OF INTEGRATED SOLUTIONS TO COMBAT CLIMATE CHANGE AND ITS EFFECTS.

We are well aware of the impact that human activity is having on our planet, as well as the current emergency situation, necessitating immediate action to prevent further deterioration. As a result, we must all take responsibility to ensure that a habitable planet exists for future generations. At Gestilar, we recycle all of the waste we produce (paper and card, printer toners, containers, coffee capsules, glass and plastic) **at points of sale and in our offices to reduce the impact of our day-to-day operations as much as possible**.

Furthermore, **while choosing locations for our work centres, we look for facilities that are both energy efficient and environmentally friendly**. Therefore, our head office in Madrid is located in a LEED-certified building, which means it was constructed in accordance with eco-friendly standards and sustainability criteria.

And since 2018, we have been joining another 200 companies or more in Spain and 35,000 firms worldwide in partnering with the WWF in its "Earth Hour" initiative and in which we will take part again this year. Earth Hour was launched 14 years ago as a symbolic gesture to bring attention to the issue of climate change and it has since grown to become the biggest global initiative known today in defence of the environment.



Gestilar

Our pledge is
everyone's
pledge



2.2

SUSTAINABILIY
REPORT

The SDGs outline sustainability criteria that affect all actors in the public and private sectors. In the development of its projects, **Gestilar adheres to the ESG (Environmental, Social and Governance) guidelines relating to sustainability**, the environment and good governance, to build more sustainable cities and communities, foster innovation in the real estate sector, and to combat climate change through its approach to its industrial execution and final product.

Over the next 3 years, the goal of our Strategic Plan is to implement a series of measures, including:

a Definitive **actions to achieve a highly sustainable and environmentally-friendly construction process.**

b Increasing the **value our product's social impact.**

c Incorporation of more innovative building **materials and technology-based work processes that will lead to improvements** in our product and work.

d Making sure we manage our relations with third-parties in a **respectful manner.**

e **Equality of working conditions for all our employees**, promoting their development, fully respecting their work, through compliance with an internal health and safety policy to be implemented in accordance with the guidelines of the "Gestilar Group ethical behaviour and good business practice code."

f Anticipating customer demands, which translates into **a better quality of life** by incorporating it into the design and execution of our projects.

g Keeping our focus on **protecting the environment** by developing residential projects with high energy rating certificates that will result in a smaller carbon footprint.

2.2.1. CERTIFICATIONS

In the process of designing our developments, we quantify and monitor every aspect of the project so that they will be awarded the highest possible energy-efficiency and sustainability certificates. Our company has always worked, and continues to work, on our final building designs in an effort to meet the standards of nationally and internationally recognised sustainability credentials such as the following:



The LEED-ND certificate, which, as well as assessing the most important built environment sustainability practices, places particular emphasis on intelligent growth and neighbourhood development. It is guided by 10 intelligent growth principles, which include higher density development, proximity to public transport, diversity of types of use, mix of building types and factors favouring pedestrian use, among others.

The **Barrio do Cura** (Vigo) development is currently being assessed for **LEED ND** certification, and is one of the first urban developments in Spain to apply for this certificate.



The methodology of the BREEAM certificate assesses pre-defined features of buildings at various stages of their development: design, construction, maintenance, refurbishment, restoration, etc.

The ten categories assessed are: management, health and wellbeing, energy, transport, water, waste, ecological land use, pollution and innovation. Each of these examines the factors that have the greatest influence, including low-impact design and carbon emissions reduction, durability, adaptation to climate change, ecological value and biodiversity protection.

The **River Park** (Mahou-Calderón, Madrid), **Voramar I & II** (Badalona) and **Pozuelo Residences** (Pozuelo de Alarcón) developments have registered to obtain the **BREEAM** certificate as have our future developments in Palma (Mediterrània II), Getafe and Vallecas. In all these cases, Gestilar's objective is to achieve at least a Good or Very Good certification.



SPATIUM is a Spanish accreditation that certifies compliance with high standards of quality with respect to the health and safety of the end user by verifying conformity with current legislation, as well as conduct, values and improvements in relation to this matter.

This certificate audits aspects such as accessibility, business activity co-ordination, control of specific actions, contingences, cardio-protection facilities, access control, etc.

"Within our current portfolio of residential projects we are developing in Spain, the drafts of 100% of these developments, or 2,300 homes, have been designed to secure an A-rating energy certificate. Moreover, 86% of the homes at planning stage are to be built according to the highest internationally recognised sustainability standards, such as BREEAM and LEED-ND."

DEVELOPMENT	QUALITY STANDARD	LOCATION	ENERGY RATING	NUMBER OF HOMES
ISLA DE PEDROSA	SPATIUM (at design stage)	Valdebebas (Madrid)	A	150
ISLA DE TAMBO	-	Madrid North	A	52
VALLECAS I Y II	BREEAM VERY GOOD	Ensanche de Vallecas	A	280
GETAFE I Y II	BREEAM VERY GOOD	El Rosón (Getafe)	A	750
VORAMAR I Y II	BREAAM VERY GOOD	Badalona	A	139
MEDITERRÀNIA I	-	Palma de Mallorca	A	89
MEDITERRÀNIA II	BREAAM VERY GOOD	Palma de Mallorca	A	121
POZUELO RESIDENCES	BREEAM GOOD	Pozuelo (Madrid)	A	46
ISLA DE CORTEGADA	-	Valdebebas (Madrid)	A	30
RIVER PARK I Y II	BREEAM GOOD	Madrid Río	A	383
BARRIO DO CURA	LEED-ND	Vigo	A	265



2.3 SUPERVISION MODEL

Gestilar has a **supervision and management model** overseeing our sustainability pledges, which focuses primarily on transparency and continuous improvement, as well as:

Identifying and guiding the group's sustainability and corporate social responsibility policies, goals, good practice and programmes.

Assessing, monitoring, reviewing, and amending if necessary, the implementation plans for these policies drafted by the group's senior management.

Regularly reviewing the **internal and management control systems,** as well as the extent of compliance with these policies.

Preparing our Annual Sustainability Report for approval by the Board of Directors.

Submitting the sustainability and corporate social responsibility policies, goals, good practice and programmes, as well as the budget for the costs of their implementation to the Board of Directors.





WE TAKE CARE OF EVERYTHING
BY TAKING CARE OF EVERYONE

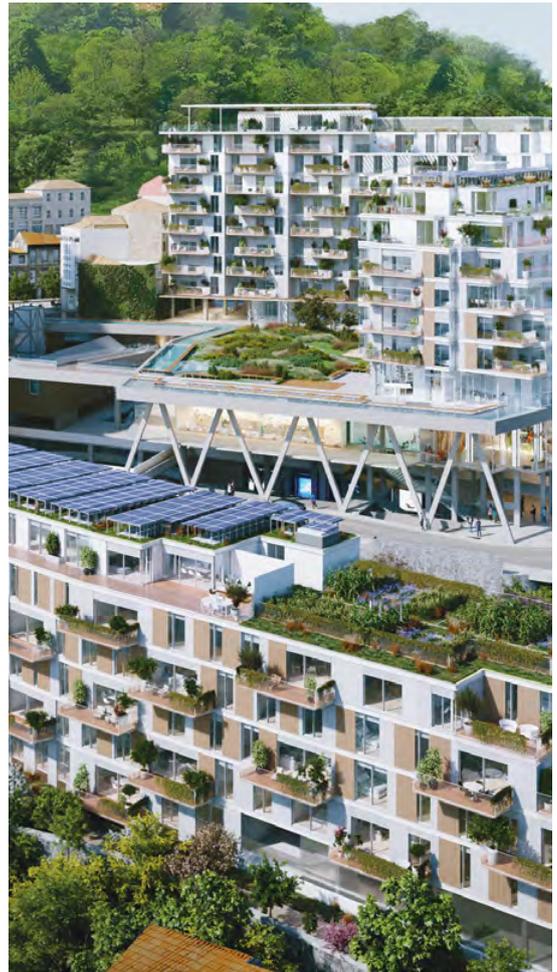
3.1 ENVIRONMENT

3.1.1 ISO 14001

Our firm commitment to protecting the environment is enshrined in every one of our business areas, and they **are subject to the guidelines set forth in the ISO 14001 Standard**, for which we are currently undergoing the process of certification.

ISO 14001 is the internationally accepted standard that outlines how to implement an effective, on-site environmental management system. It is designed to help organisations remain commercially successful without neglecting their environmental responsibilities.

One of our primary goals when embarking on any of our projects is to **cut our carbon footprint and greenhouse gas emissions** by creating **sustainable buildings** powered by renewable energy. Thanks to this, the energy efficiency performance of our homes is one of the highest on the market.



3.1.2 SUSTAINABLE URBAN DEVELOPMENT

The location of our projects is extremely important to us. At Gestilar, we are constantly on the lookout **for land in desirable and high-demand areas** while adhering to the **principles of sustainable urban development**. We are able to add value by listening to the opinion of the affected stakeholder groups in order to build communities that support environmentally-friendly behaviour.

An excellent example of this is our latest residential project in Vigo: Barrio do Cura.

■ **Participatory urban development:** the project has been designed via an approach that aims to define the city of Vigo through participation and the promotion of urban initiatives that empower residents, thanks to a partnership between Gestilar and the local government. Barrio do Cura is an open neighbourhood fostering integration that connects the two sides of the city of Vigo.

■ **Urban regeneration and historical restoration:** a regenerative design that puts people first, which includes the redesign, rehabilitation and renewal of streets, parks and squares to revitalise a commercial and residential district in the heart of the city. This has been planned with the idea of promoting the community spirit and enhancing civic life. The project will be perfectly integrated into the historical setting, conserving the protected architectural features of the old town (such as the façade of the Pi y Margall asylum).

Gestilar has other projects that are examples of urban regeneration, which include:

<p>▪ ISLA DE AROSA 254 high-rise homes Alcalá de Henares, Madrid</p>	<p>▪ RIVER PARK I y II 383 homes for Build to Sell and Build to Rent Madrid Río, Madrid</p>	<p>▪ POZUELO RESIDENCES 46 homes for Build to Rent Pozuelo de Alarcón, Madrid</p>
<p>▪ CAL FONT 57 high-rise homes Igualada, Barcelona</p>	<p>▪ VORAMAR I y II 139 homes for Build to Rent Badalona, Barcelona</p>	

■ **Integration into the landscape:** the Barrio do Cura project enhances the habitability of the city of Vigo by transforming a currently deprived area into new high-quality outdoor spaces with natural features, garden areas and a tree-lined urban park that allows connection to the natural environment and serves as a green lung for the city centre.

■ **Sustainable mobility:** the location of the Barrio do Cura project connects the upper and lower parts of the city. This urban concept will generate new vertical streets that improve communication and resolve the urban disparities between the different levels of the city, simplifying fluidity and connection.

“ We wish to stress that Gestilar generally aims to build all its projects on land that allows for sustainable mobility with easy access to the city’s public transport system. An example of this is Pozuelo Residences, located just opposite the Madrid RENFE commuter railway station, and River Park in Madrid. ”

■ **Design of public spaces with diverse uses:** the project fulfils the criteria of inclusive habitability, by designing an open, inclusive neighbourhood, providing spaces where people can meet and come together, serving as a social hub in the city. In addition to residential buildings, the neighbourhood includes flexible-use premises for new businesses, bars, restaurants, services, dynamism, etc.



3.1.3 ENERGY USE



ALL THE HOMES WE OFFER FOR SALE HAVE BEEN DESIGNED IN ACCORDANCE WITH ECO-SUSTAINABLE CRITERIA.

We are aware of **the importance of responsible energy use**, and of encouraging energy savings to help to protect the environment and promote sustainable development. Each of our developments is distinct, but we always strive to offer our customers the highest quality homes, fitted with state-of-the-art energy-saving building materials.

■ **Ventilated façades:** this is the most efficient building front construction technique that exists today. This solution is perfectly aligned with current trends in sustainable architecture. By combining a ventilated façade with an external insulation system, the building benefits from numerous advantages, such as improved thermal and noise insulation.

■ **External carpentry:** we use top-of-the-range, high-performance systems, comprising aluminium window frames with thermal bridge gaps to ensure maximum energy efficiency.

■ **Glazing:** multiple glazing systems using low emission glass and argon gas chamber/s arranged according to their orientation and temperature /noise requirements.

■ **Insulation:** use of the best thermal and noise insulation solutions, employing highest quality insulation and waterproofing materials whose performance exceeds that required to meet building standards. Installation of the materials according to orientation, taking account of sunlight and solar control strategies based on the layout of the building.

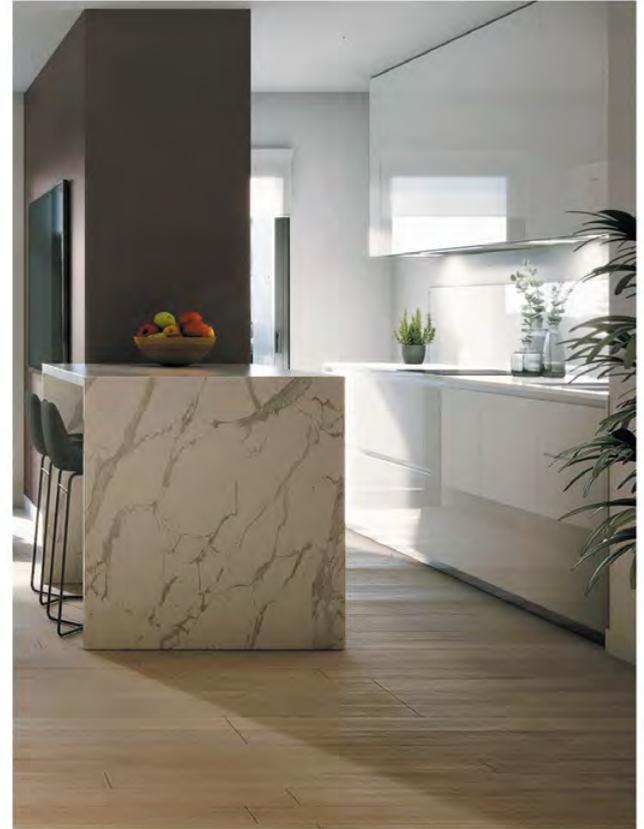
■ **Air-conditioning:** use of renewable energy for air conditioning and the hot water system, using solar panels, and geothermal and aerothermal systems.

■ **Underfloor heating:** this system heats the home by requiring a lower temperature variation.

■ **Electrical installations:** low consumption LED lighting. Communal areas are fitted with movement detectors to maximise energy saving.

■ **Home-automation:** this system controls the air conditioning and intrusion alarm, blinds, the lighting on/off system and the smoke detector in the kitchen.

■ **Home appliances:** Gestilar installs only high-performance appliances and hot-and-cold systems, thus contributing to improved energy efficiency.



3.1.4 PROTECTING HEALTH AND WELLBEING

The design, materials and technology used in all our projects are geared towards the wellbeing of the people who will eventually occupy them. These include the following steps:

■ **Natural lighting system**, with floor to ceiling windows that provide maximum light and sunlight, as well as energy-saving optimization devices. Natural light regulation and privacy is provided by sliding wood lattice panels, dark roller blinds and monoblock type aluminium slatted blinds, with automatic control in some cases.

■ **Ventilation**. As well as natural ventilation, this is delivered through a system that renovates and purifies the air in each room, crucial to ensure wellbeing.

The **ventilation is continuous**, constantly renewing the air inside the home without losing heat by using a system that recovers the heat and supplies the home with air from outside at a temperature very close to the indoor temperature. This system also reduces energy use with the aid of the building exterior façade settings.

■ **Cardio-protection facilities** equipped with everything required to provide assistance to anyone during the first few minutes of experiencing a heart attack, including automatic or semiautomatic external defibrillators.

■ **Fire detection system**: in communal areas with alarms and fire extinguishers meeting current legislation. Homes with domotic automation have a smoke detector fitted in the kitchen in case of fire.



3.1.5 WASTE MANAGEMENT

■ Façade built with a **dry construction method that does not generate waste**. It includes ceramic tiles coated in titanium oxide which helps to reduce environmental pollution

■ Our developments are signed up with waste management systems that comply with current legislation.

■ **Waste separation of materials** left over after construction by type of material to ensure its correct treatment and recycling.

■ Installation of **on-site eco-islands** on the ground for the **treatment of toxic waste**: aerosols, paint, oil, soil contaminated with hydro-carbons, etc.

3.1.6 WATER USE

■ **Centralised heating and hot water installation** making maintenance much more cost effective.

■ All taps **open with cold water to save** energy and hot water consumption.

■ **Double-flush toilet cisterns** with two buttons providing the option to empty the cistern fully or partially.

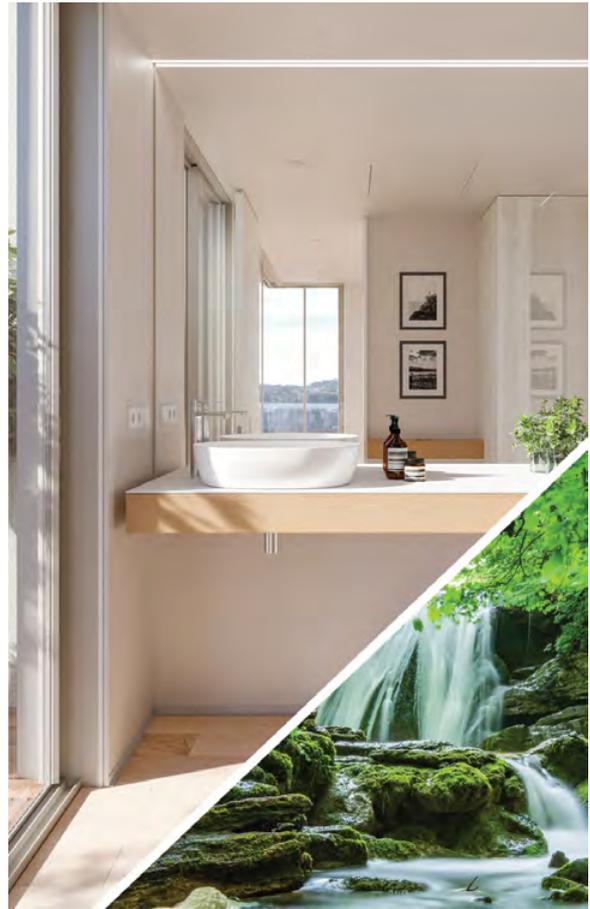
■ **Flood detector** in the wet zones connected to a solenoid valve which cuts off the water supply in the event of flooding.

■ The underground communal area houses a rainwater **collection and recycling system which reuses it to water the plants in the garden**, thus making the development more efficient and sustainable.

■ **Plant species requiring little watering** in communal garden areas.

■ **Automatic watering system** in all gardens.

■ **The saltwater swimming pools** are much more sustainable than chlorinated pools. The conversion from salt into hypochlorite and vice versa is a completely natural, ecological and environmentally-friendly process.



3.2

HUMAN
RESOURCES



The most important asset for any company is its people. Respecting everyone is a fundamental principle at Gestilar, which includes the obligation to **guarantee equality in the recruitment and promotion** of all its employees without discrimination (provided the person meets all in-house and institutional requirements). Discrimination on the grounds of sex, religion or ideology is absolutely forbidden and equal opportunities must be upheld by offering all staff the same possibilities to participate and be involved in the company.

3.2.1 SELECTION PROCESSES

Gestilar arranges all its staff selection processes through a human resources consultancy that is a worldwide leader in the selection of qualified personnel. Sub-contracting out this function provides us with several assurances:

- **A fair and independent selection process:** conducted by external consultants with no connection whatsoever with the company, with different consultants for each process, thus ensuring complete impartiality.
- **Ideal candidate selected through a professional process:** owing to their extensive experience in the field, the consultants have ample expertise in identifying Gestilar's requirements and the qualities and skills a candidate must possess in order to fill the vacancy on offer, objectively selecting the profiles that most closely meet the requirements for the job.
- **Setting salaries in line with the market:** through its dealings with other clients in the real estate industry over the course of its business, the consultancy gains a broader view of the salary ranges in the market for each vacancy. This way, Gestilar can be reassured that it pays fair, market rate salaries.

3.2.2 WORK EXPERIENCE PROGRAMME

We have signed agreements **with several training centres and universities** to implement curricular and/or extracurricular work experience programmes.

Work experience students who take part in the programme perform the duties pertaining to the department in which they are completing their scholarship while under the supervision of senior staff who teach, **manage and advise them to make sure they are effectively mastering the job.** This ensures that, at the end of the programme, when the students are assessed, they will have acquired an overall knowledge of the tasks and duties pertaining to the department or division in which they carried out their work experience.

3.2.3 WAGE GAP ANALYSIS AND EQUITY IN SENIOR MANAGEMENT

Talent knows no gender, which is why our company is committed to equality between the sexes. **We have therefore developed a Corporate Equality Plan that is reviewed regularly and which focuses on:**

- Reviewing salaries to make sure that no salary gap exists between men and women performing the same job.
- Our personnel selection criteria helps to maintain an equal representation of both sexes on our payroll.
- There is currently absolute equality on our Management Board (50% men and 50% women). Furthermore, neither of the sexes exceed 60% of the entire staff.

3.2.4 OCCUPATIONAL RISK PREVENTION

We protect our staff from workplace risks in the job they perform, **and ensure their health and safety by implementing preventive actions across the company** and by adopting as many measures as necessary to reduce the number of accidents at work.

Gestilar currently complies with all the requirements mandated by occupational risk authorities and has taken steps towards:

- Preventing risks.
- Tailoring the task to the employee, particularly with regards to the job design, as well as the choice of equipment and work and production processes, particularly with a view to relieving tedious and repetitive work and to minimising health risks.



- Planning risk prevention and establishing a coherent set of measures that includes techniques, work organization, working conditions, social relationships and the impact any environmental factors may have on the work.
- Adopting measures that prioritise the safety of the group over the individual.
- Providing the employees with the relevant instructions.

Given that many of our employees spend much of their time sitting at a computer, the following steps have been taken to avoid and prevent risks:

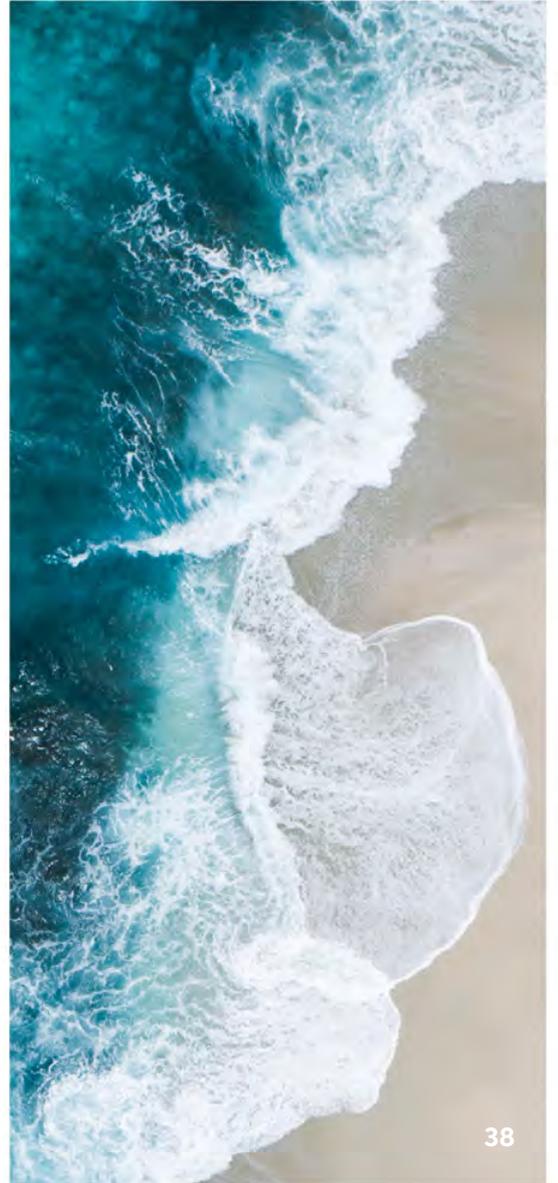
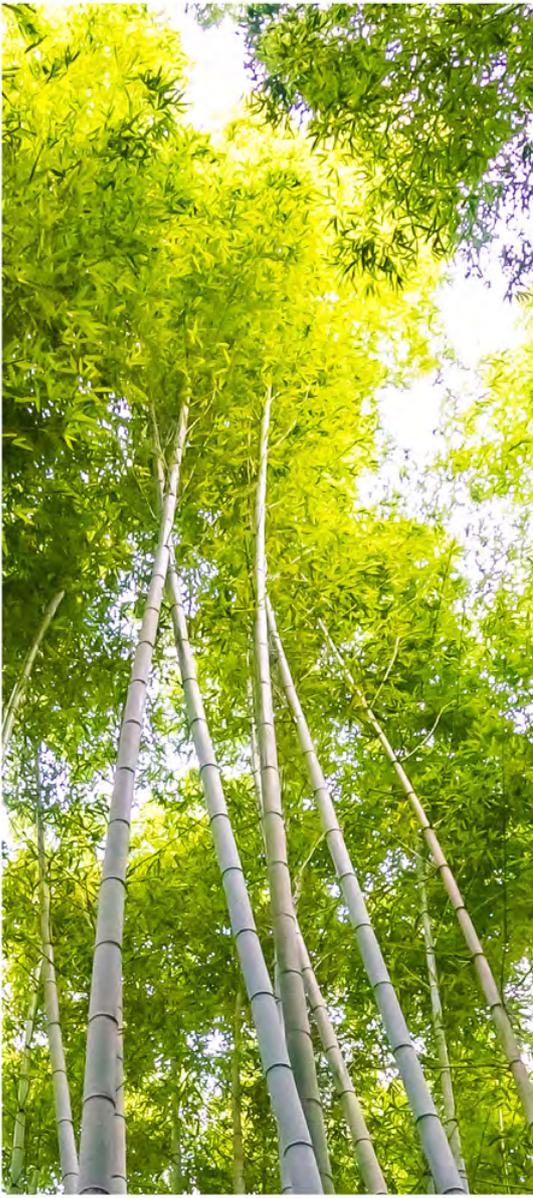
- Ergonomically designed desk chairs with inclining backs and adjustable heights to set the work surface at the elbow height, allowing the arms to rest on the desk.
- Selection of suitably designed devices to prevent forced postures and over-exertion (mouse, footrest, adjustable chairs, etc.).
- Latest generation monitors with adjustable brightness and contrast, positioned approximately 50 cm from the employee.
- Complete renovation of all the lighting in the offices, replacing fluorescent lighting with LED screens.
- Rest rooms where staff can take the regulatory breaks from their work.

We are also currently in the process of obtaining the **ISO 45001** certificate to ensure Gestilar fulfils all workplace health and safety requirements and to effectively control any work-related risks and ensure that the safety of our staff is always protected.

3.2.5 ACCESSIBILITY AND REMOVAL OF BARRIERS

In accordance with Law 8/1993 of 22 June on the Promotion of Accessibility and Removal of Architectural Barriers, all the facilities, points of sale and centres of work occupied by Gestilar are accessible and can be fully used by people with reduced mobility or any kind of disability, whether permanent or temporary.





3.3

CUSTOMERS



3.3.1 OPERATIONS QUALITY

Gestilar does not merely pay lip service to quality, it is etched into our DNA, and it is in fact, one of our corporate principles. In this respect, Gestilar is strongly committed **providing quality services and to satisfying its customers** by building homes to the highest standards and with the best materials, which are our key differentiating factor.

To achieve this, our work is carried out in accordance with the guidelines set out in the ISO **9001** standard, an international system that takes account of a company's operations, concentrating on customer satisfaction and on the capacity to deliver products and services that comply with both in-house and external requirements.

The ISO 9001 standard includes seven key principles in relation to quality management which Gestilar has incorporated into its day-to-day business.

- Customer focus: meeting customer requirements and striving to exceed expectations, to generate trust and thus contribute to the success of the organization.

- Leadership, enabling the alignment of processes, strategy and people to maximize the achievement of the corporate goals.

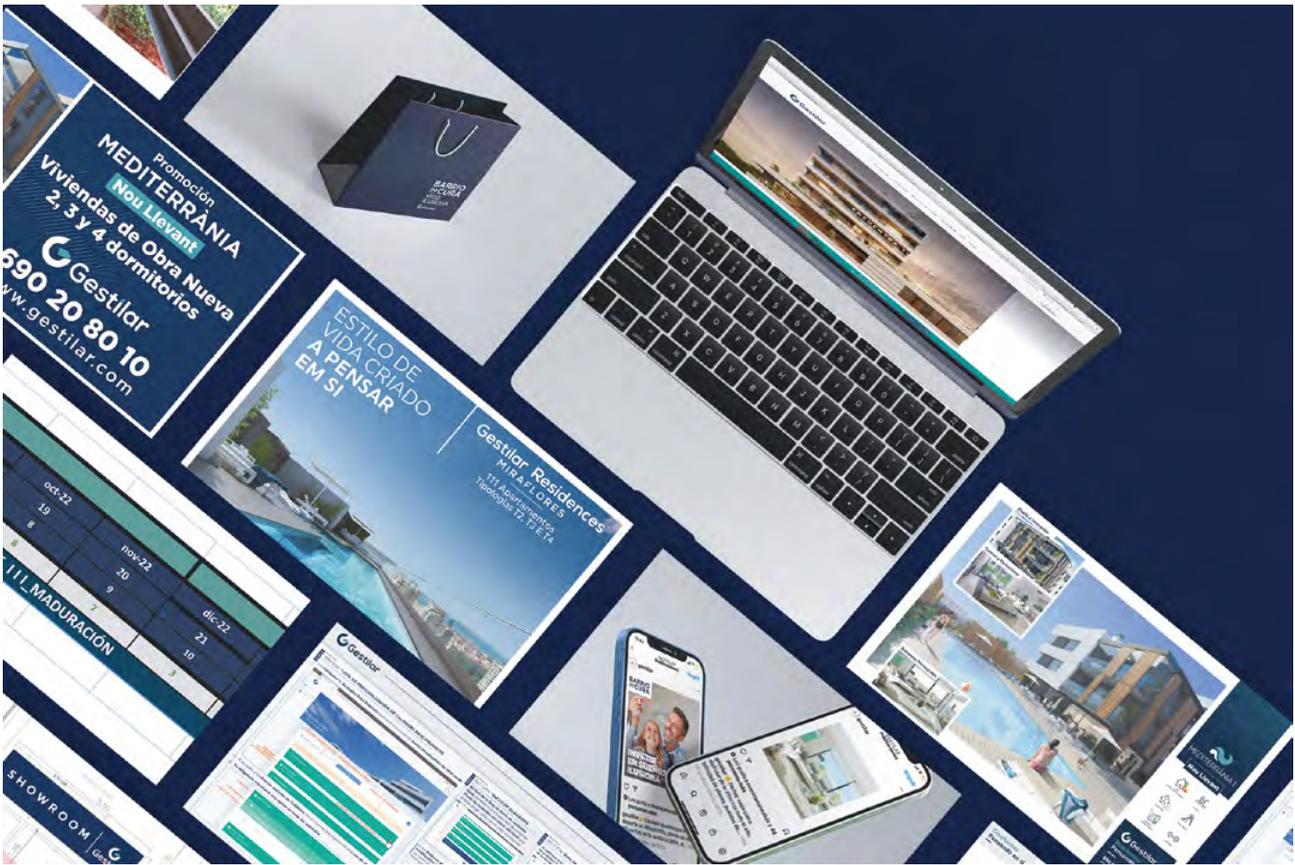
- Personal commitment: involvement by all employees and partners in fostering a culture of quality, generating empowerment, commitment and skills improvement.

- Process focused on improving the performance of the organization based on efficiently and effectively interacting processes.

- Improvement as an essential approach so as to maintain and improve our performance and ensure sustainability by being responsive to a changing environment, managing risks and making the most of opportunities.

- Evidence-based decision-making, to improve the reliability and objectivity of the decision-making process.

- Management of relationships between stakeholders, including suppliers, associates, customers, partners, etc..



3.3.2 COMMUNICATION CHANNELS

Our primary goal is to satisfy the needs and expectations of our customers, who tend to be private individuals (Build to Sell) or funds and investors (Build to Rent). We therefore communicate with our customers through the following channels:

- Offices and points of sale
- Call centre
- Website
- Soportes digitales
- CRM System
- Marketing Automation
- After-sales Assistants





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SUSTAINABILITY
REPORT



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