DIVERSITY AND INCLUSION: SOCIALLY RESPONSIBLE RECRUITMENT

ACCIONA – CHALLENGES AND MILESTONES IN OUR COMMITMENT WITH DISABLED PEOPLE

At ACCIONA we are pioneers in integration policies and we have moved one step forward by incorporating diversity in our business strategy as an innovation tool that generates social and business value.
We offer you our main facts and figures regarding disabled people employment, socially responsible employment and main references about foundations, associations and other entities with whom we collaborate.

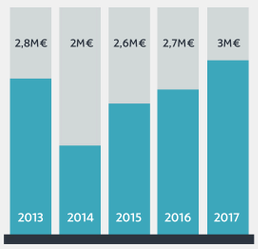
EMPLOYMENT

SUSTAINABILITY MASTER PLAN

Our company's commitment is to achieve 3% employment of disabled people.

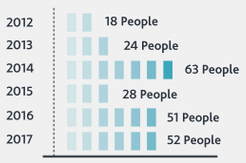
PURCHASES TO SEC AND FOUNDATIONS

5 years exceeding annual objectives in LISMI (Spanish law) at group level

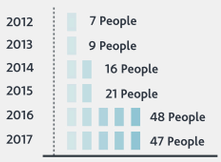


SPECIAL EMPLOYMENT CENTRES AT ACCIONA

ACCIONA Facility Services Centro Especial de Empleo

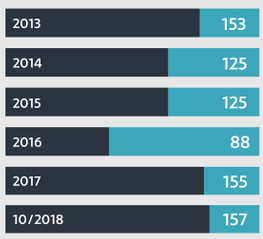


ACCIONA Facility Services Centre Especial de Treball



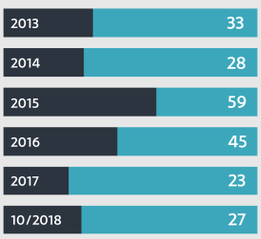
LABOUR INCLUSION

EMPLOYMENT OF PEOPLE IN LABOUR RISK OF EXCLUSION



1.700 as from the beginning of our partnership (2001)

EMPLOYMENT BY INSERTA AGREEMENT



412 hirings as from the beginning of our partnership

TRAINING

Code of Conduct
2018

People and Sustainable Values
2017

AGREEMENTS & PARTNERSHIPS

ACCIONA upgrades **Fundación ONCE INSERTA** agreement to contribute to disabled people integration.

Inserta objective has been included in our Sustainability Master Plan.

ACCIONA founder partner at **Pública Responsable.**

Association to promote public purchases to those companies with social employment clauses.

Fundación Universia to employ universitary disabled people.

In 2012 ACCIONA signs an agreement with the **Spanish Paralimpic Committee supported by Fundación ONCE** to integrate sportsmen and sportswomen.

ACCIONA founder partner of **Fundación Integra.**

Fundación Cruz Roja

At the beginning agreement was about gender violence women inclusion, but it has been widened to other groups.

Fundación Sindrome de Down.

To employ Down's syndrome people.

Fundación Prodis

For the insertion of people with intellectual disability.