

# SUSTAINABILITY REPORT

mac  
insular

20

22



Note from  
the CEO



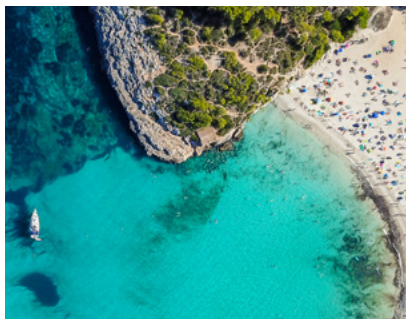
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People



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Get to know us



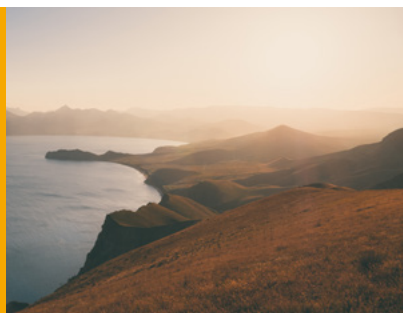
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## NOTE FROM THE CEO

**It is with great enthusiasm that I address you once again this year in order to present our Sustainability Report 2022.**

Throughout this document, we wish to make known our **commitment to promoting the circular economy** by transforming waste into valuable resources, adopting innovative practices that generate end materials and energy, thus avoiding the extraction of further natural resources and promoting environmental conservation.

As a company based on the island of Mallorca, we recognize the importance of protecting and preserving our exceptional natural environment. Therefore, we maintain a strong commitment to Corporate Social Responsibility, based on the fundamental purpose of **contributing to the environmental, economic and social balance of Mallorca.**

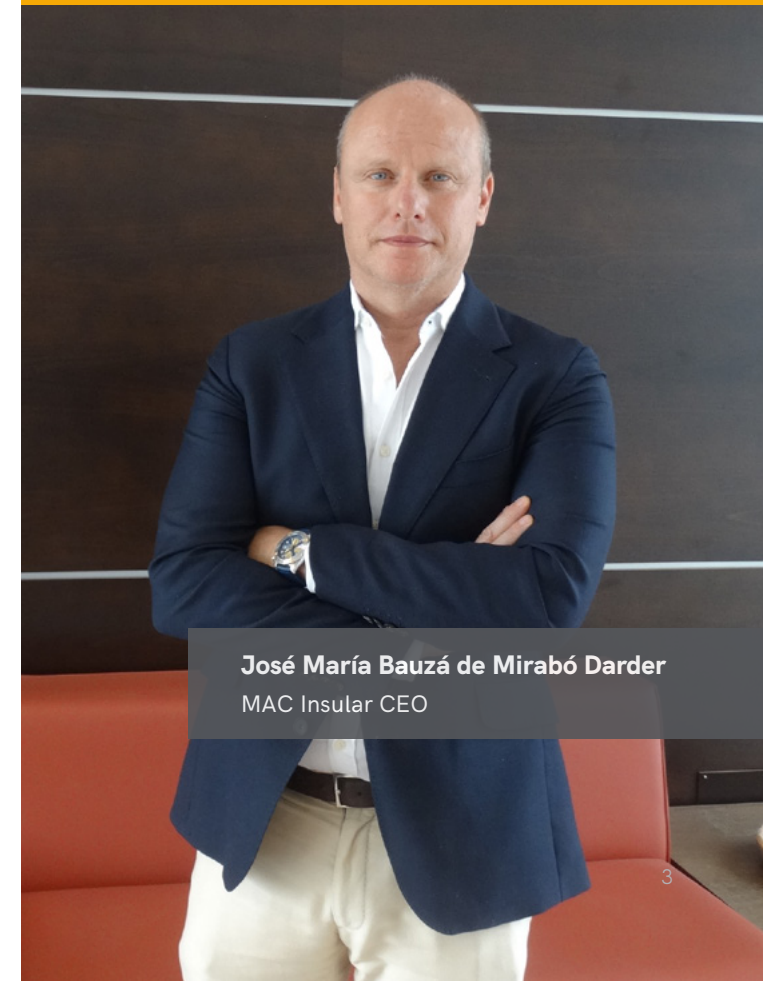
To this end, we work closely with local communities, government agencies and other stakeholders, **seeking sustainable solutions** in line with the 17 Sustainable Development Goals established by the United Nations in 2015.

In a year like 2022, with an increase in our activity, we managed to **maintain and even reduce many of the environmental impact indicators** that we periodically measure to track our performance. Using this methodology, we demonstrate how we are moving in the right direction in accordance with our commitment to the preservation of our island's unique environment.

On a social level, we can also highlight the consolidation of contracts with the Deixalles Foundation and Arca, which has allowed us to **facilitate the social and labour integration** of almost seventy people this year. This milestone, together with our utilization of almost entirely local suppliers, is one of our many ways of giving back to society and making a positive impact on the economy and progress of Mallorca.

All these achievements are possible thanks to the invaluable work of the people who are part of MAC Insular. Therefore, I am proud to lead a **team of highly committed professionals with a passion for what they do**, who share the vision of a sustainable future and are willing to face the challenges from we come up against.

**At MAC Insular, we work to promote sustainability in all areas of our business activity.**



**José María Bauzá de Mirabó Darder**  
MAC Insular CEO





It is an **open, multidisciplinary and diverse workforce**, the conditions of which we strive to continuously improve in order to offer the best possible circumstances. Thus, in 2022, we implemented our Equality Plan, as a means of improving the balance between personal and professional life.

We still have many challenges ahead of us, but we will continue to work with dedication and determination in order to drive the circular economy, generate a positive impact on our environment and set an example in terms of corporate **sustainability**. **I invite you to explore our sustainability objectives**, progress and challenges within the following pages.

**José María Bauzá de Mirabó Darder**  
MAC Insular CEO





An aerial photograph of a stunning turquoise bay, likely in Mallorca. Several white sailboats are anchored in the clear water. The bay is surrounded by rugged, rocky cliffs covered in green vegetation. On the right side, a small sandy beach is visible with many people and colorful umbrellas. The water's clarity reveals the seabed and some underwater structures.

# 01

## GET TO KNOW US

We take care of Mallorca for the next generation through the circular economy.





# GET TO KNOW US

## We are MAC Insular

At MAC Insular, we were established as a pioneer in the promotion of the circular economy long before this concept became a global trend. Since our inception, we have been committed to transforming waste into valuable resources.

To this end, we continually **adopt innovative practices** through which we can obtain end materials and energy, while avoiding the extraction of new natural resources and promoting environmental conservation.

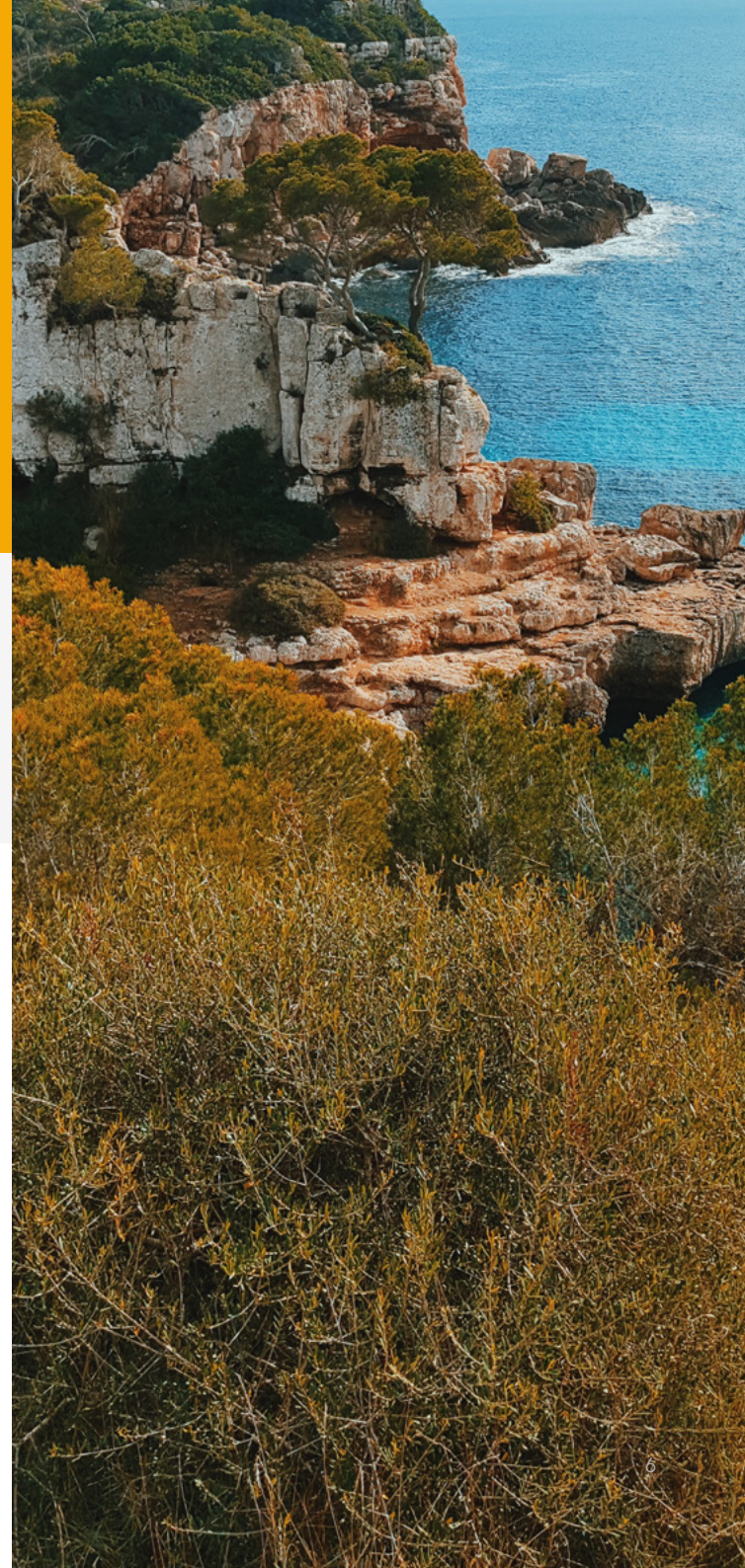
The history of MAC Insular, SL dates back to 2003 when the company was founded with the firm purpose of making a difference in waste management. Since then, we have worked tirelessly to achieve our fundamental objective: to **minimize waste and maximize the use of the waste we manage**.

Committed to minimizing discharges and maximizing utilization of waste.



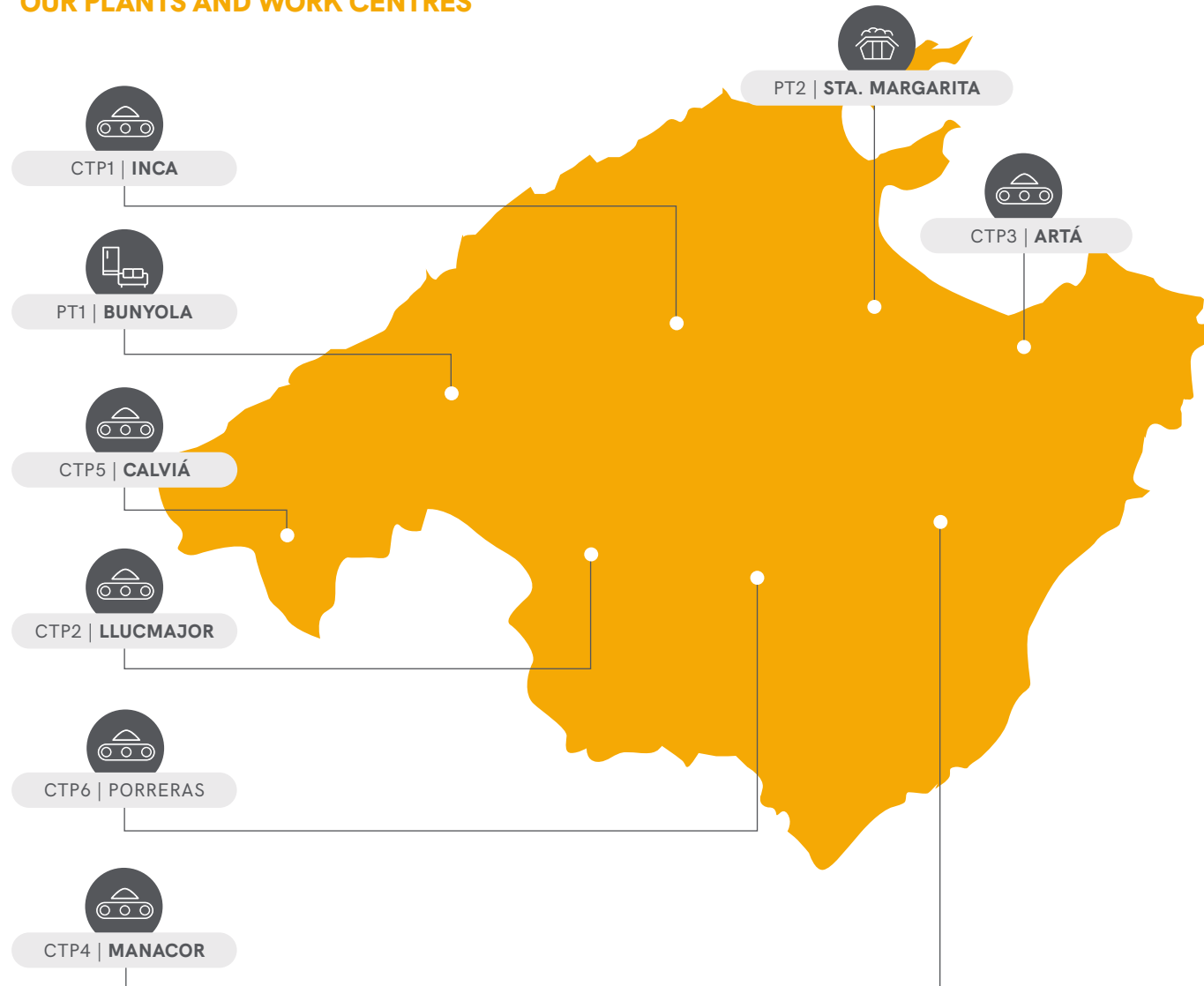
Since 2006, we have been the Public Service concession holders for waste management on the island of Mallorca, where we work with **construction and demolition waste (CDW), bulky waste (BW) and out-of-use tires**.

Our main headquarters are in Bunyola, in the Polígono Ses Veles, and we have plants and transfer and pre-treatment centres spread throughout the island in order to facilitate the management of waste for companies and citizens.





## OUR PLANTS AND WORK CENTRES



**At MAC Insular, we have defined a vision that guides us and a mission that pushes us on the road to sustainability, where our values are the key to success.**

### BUNYOLA TREATMENT PLANT (PT1)

we treat the CDW, classify the BW according to typology, shred the reject materials, and classify and shear the out-of-use tires. In addition, we have appliance and furniture repair workshops, and we carry out the final management of white goods.

### SANTA MARGARITA TREATMENT PLANT (PT2)

We carry out the treatment of the previously pre-treated CDW, the classification of the BW according to type and the shredding of the rejects.

### TRANSFER AND PRETREATMENT CENTRES (TPC)

We only carry out the pretreatment of the CDW, the classification of the BW according to its type before transferring it to a treatment plant and the shredding of the reject materials.





## Mission

To carry out the effective and efficient management of the public service of circular treatment and recovery of construction-demolition waste, bulky waste and out-of-use tires on the island of Mallorca in accordance with the requirements of our stakeholders and the most demanding market standards.



## Vision

To be the leading company at island level in the recovery of construction-demolition waste, bulky waste and out-of-use tires for their recovery, production of new materials and valorization in the context of circular waste management. To also be one of the leading companies in the sector at the European level based on compliance with the most demanding standards and the economic, environmental and social sustainability of our management model.



## Values

Environmental protection

Responsibility

Ethical commitment

Efficiency

Transparency

Human capital

Public-private collaboration

Certified continuous improvement







## Responsible and sustainable business model

Sustainability goes beyond just proper waste management. We need a global approach that encompasses all our activities and considers all potential impacts, especially in a territory of our size. For this reason, at MAC Insular, for years we have maintained a series of mandatory policies within the company.

All our policies are publicly accessible through **our corporate website**. In addition, we communicate them to our stakeholders, especially to the workforce and suppliers, displaying them in print and framed in all plants and making them available to the company's staff through our corporate intranet.

We also transfer these commitments to our suppliers, since they are reflected in our General Purchase Conditions that they accept when hiring them.

Likewise, anyone can access the **general conditions of purchase** through our website, where the good environmental practices and other considerations that are taken into account are specified.







**We recognize the importance of Mallorca's natural wealth, cultural heritage and exceptional beauty, and we strive to be responsible stewards of our environment.**

## MAC INSULAR POLICIES



### Quality and Environmental Policy

Through which we are committed to developing our activity within a framework of environmental protection, ensuring legal compliance and customer satisfaction, while we are committed to continuous improvement.



### Compliance Policy

We go beyond mere legal compliance, applying zero tolerance to conduct that may involve non-compliance with regulations, corrupt practices or any other form of crime, unethical conduct or professional misconduct.



### Human Resources Policy

Based on three pillars: selection, training and prevention, this policy focuses on attracting the best talent, promoting the professional development of our team and striving to ensure the best health and safety conditions.



### Information Security Policy

Aligned with the company's risk strategy, it aims to protect our information assets against loss of availability, confidentiality and integrity, and includes the necessary tools to prevent unauthorized access.



## Our value chain

With the objective of minimum waste disposal always in mind, at MAC Insular we recover the waste we manage in order to reintroduce it into the production cycles and thus reduce the consumption of natural resources.





Our way of working translates into the following services:



### Treatment of construction and demolition waste

We aim to recycle 100% of the debris that arrives at our plants. For this purpose, we have an industrial process where material cleaning is of primary importance. For this, we have several stages for the removal of magnetic metals (iron and steel), suction of light materials such as plastics and paper, and manual separation of metals, plastics and wood, among other inappropriate materials. Finally, we perform a ballistic separation to finish cleaning the recycled aggregate before its sale.

From this process, we obtain 8/40mm gravel, as well as 0/8mm and 0/16mm sand, which are CE marked.



### Treatment of out-of-use tires

Consist of the sorting and shearing of the large waste for its subsequent material or energetic recovery.



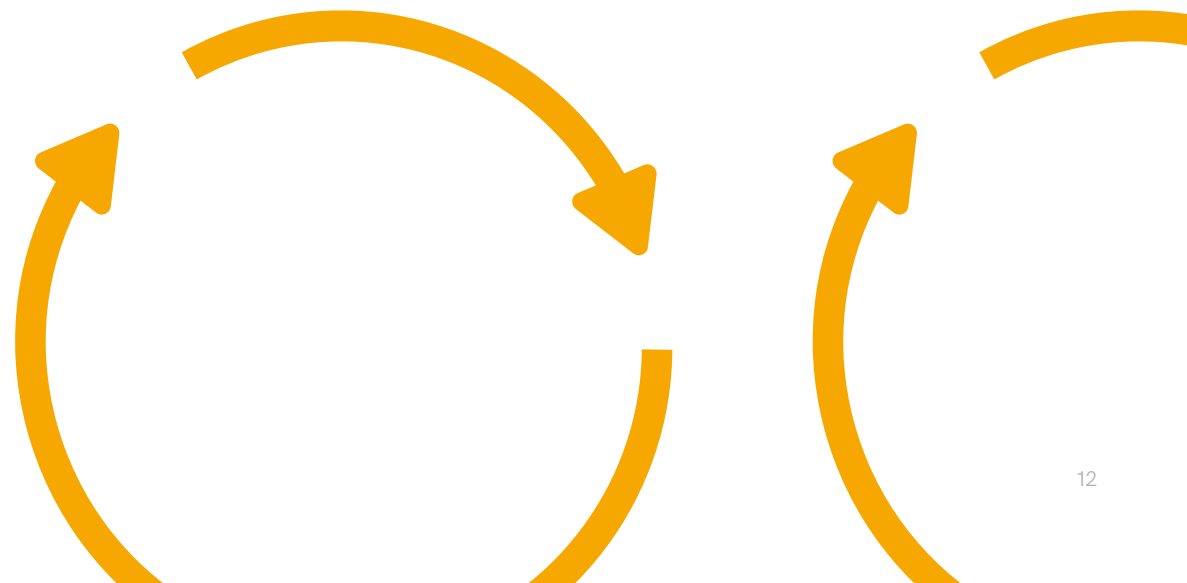
### Bulky waste treatment

We classify this waste into white goods with and without CFCs, electronic equipment and other bulky waste. After this classification, those that are repairable are sent to our workshops, while those that are not repairable are managed in such a way that we recover those materials that can be reused, removing, among others, the hazardous and electronic components that they may contain. The rest of the unusable materials are destined for energy recovery.



### Reuse of furniture and appliances

We separate furniture and appliances that are in good condition for repair, so that they can be reused. On the other hand, furniture is also manufactured with recovered wood in our facilities. In addition, in our workshops we employ socially reintegrated people thanks to our collaboration with the Deixalles Foundation, which is also responsible for the commercialization of the repaired items.





**A solid relationship  
with our stakeholders  
is key to improving our  
decision making.**

## Dialogue with our stakeholders

We maintain fluid communication with our stakeholders, as knowing their interests regarding MAC Insular is key to the development of a responsible and sustainable business strategy.



## OUR STAKEHOLDERS







We have several internal and external communication channels that allow us to maintain this direct dialogue with our stakeholders.

## MAIN COMMUNICATION CHANNELS

### External



#### Website

<https://www.mac-insular.com/en>



#### Phone

(+34) 900 22 11 00



#### Email

[info@mac-insular.com](mailto:info@mac-insular.com)



#### Digital register

For communications with the administration



#### Ethic channel

[canaletico@mac-insular.com](mailto:canaletico@mac-insular.com)

### Internal

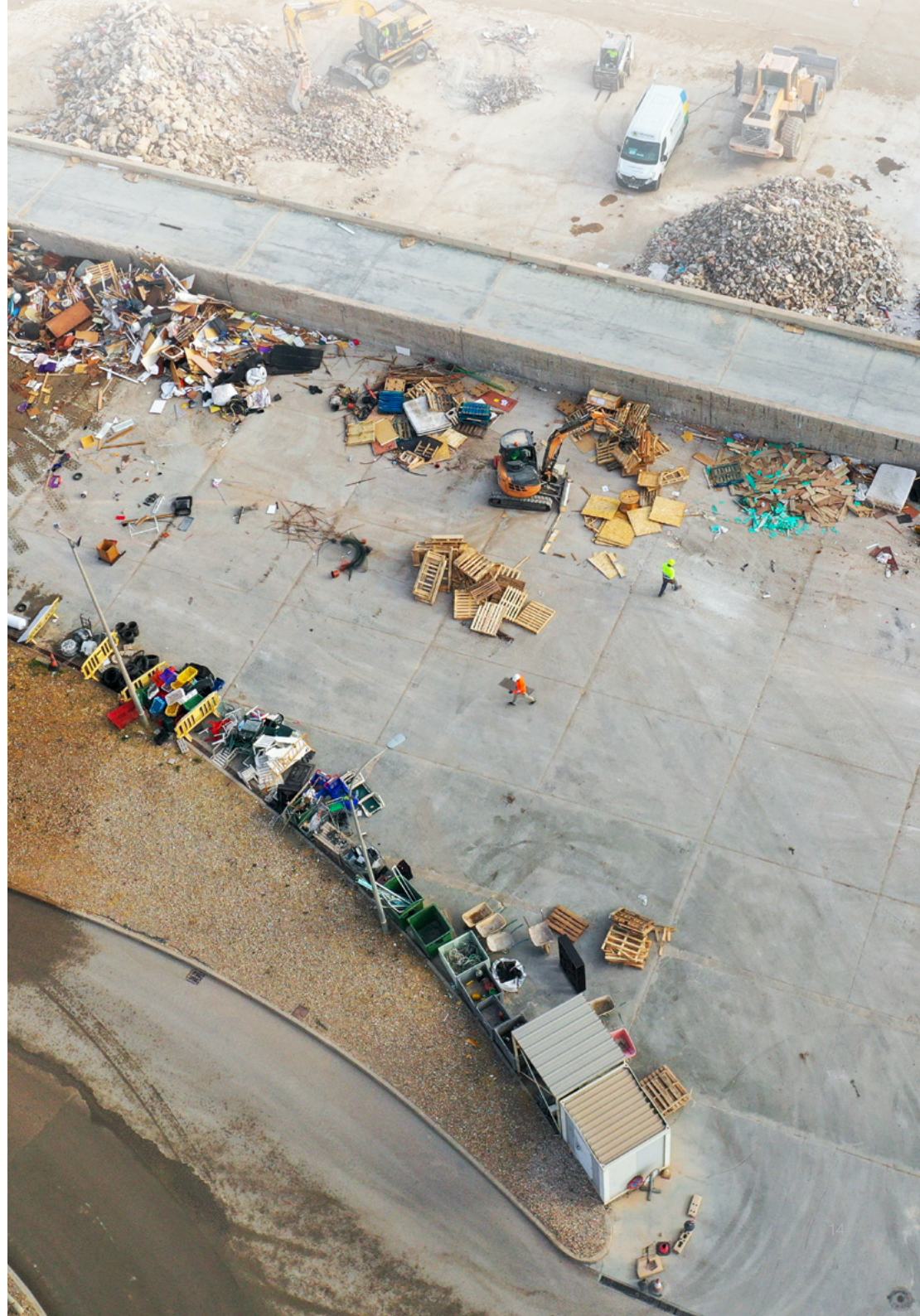


#### Intranet

Internal communication tool for personnel



#### Suggestion box





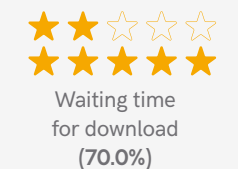
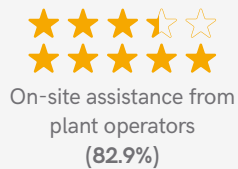
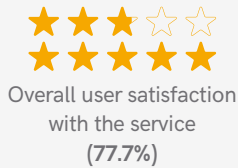


## CUSTOMER SATISFACTION

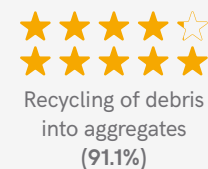
At MAC Insular, the **satisfaction of our customers** is a significant achievement and the driving force behind a continuous effort by the entire team to achieve excellence in waste management.

This ambition has led us in 2022 to have **only three complaints** out of more than 180,000 entries, one of the lowest ratios in the last ten years.

### WITH THE SERVICE

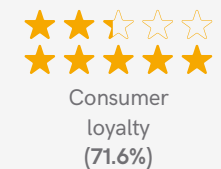


### ON SOCIO-ENVIRONMENTAL AND SOCIAL ISSUES



The average satisfaction of our clients is of **77.7%.**

### WITH THE PRODUCT





## Good corporate governance

### CODE OF ETHICS AND COMPLIANCE

At MAC Insular, we reaffirm our commitment to zero tolerance for conduct that violates regulations, promotes corrupt practices or any form of crime, misconduct or professional misconduct.

To prevent this type of behaviour, we have established rigorous internal control procedures, as well as a **Compliance Policy and our Code of Ethics**. These instruments apply to all employees, including management and members of the Board of Directors, as well as to third party collaborators such as users and suppliers.

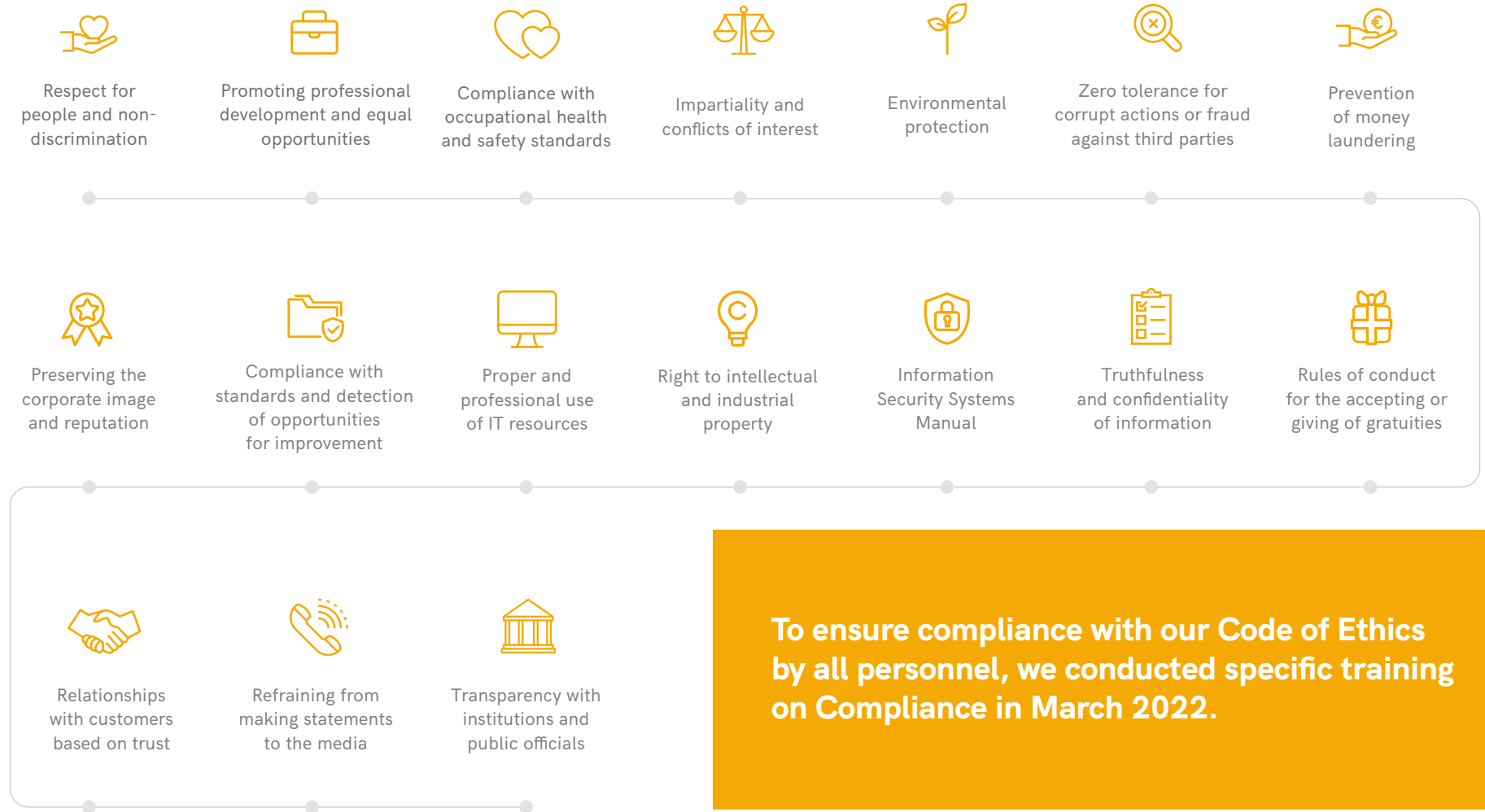
We also have a **Compliance Officer**, whose main duties are to:

- **Ensure the effectiveness of MAC Insular's control standards and procedures.**
- **Keep the the company's risk management model up to date.**
- Organize **training and communication** activities.
- **Manage the channel of consultation and/or complaint**, open to the entire staff, as well as to third parties, in accordance with its use policy, which guarantees the confidentiality of the communicating party.





## STANDARDS OF CONDUCT OF OUR CODE OF ETHICS



**To ensure compliance with our Code of Ethics by all personnel, we conducted specific training on Compliance in March 2022.**



## GOVERNANCE STRUCTURE

The coordination of all matters related to the governance of our organization is carried out through three governing bodies.

**BOARD OF DIRECTORS**, consisting of seven directors (six men and one woman) who meet at least quarterly.

**MEMBERS' MEETING**, which represents the company's shareholders and is responsible for making decisions on matters within its competence as set forth in our Bylaws. Its make up is as follows:

- 70% Tirme\*.
- 30% Companies in the construction sector in the Balearic Islands.

**MANAGEMENT COMMITTEE**, which is responsible for the management of the company's affairs and day-to-day operations:

- General Director.
- Development.
- Maintenance.
- Human Resources.
- Administration and Systems.
- Environment and Quality.

\*Tirme (40% direct, 30% indirect), company in charge of the management of the urban waste treatment facilities included in the sectorial strategy for the management of non-hazardous waste of Mallorca, whose parent company is URBASER S.A.



## ORGANIZATIONAL CHART OF MAC INSULAR







# 02

## 2022 IN FIGURES

We continue to strive each year to achieve a greater positive impact.



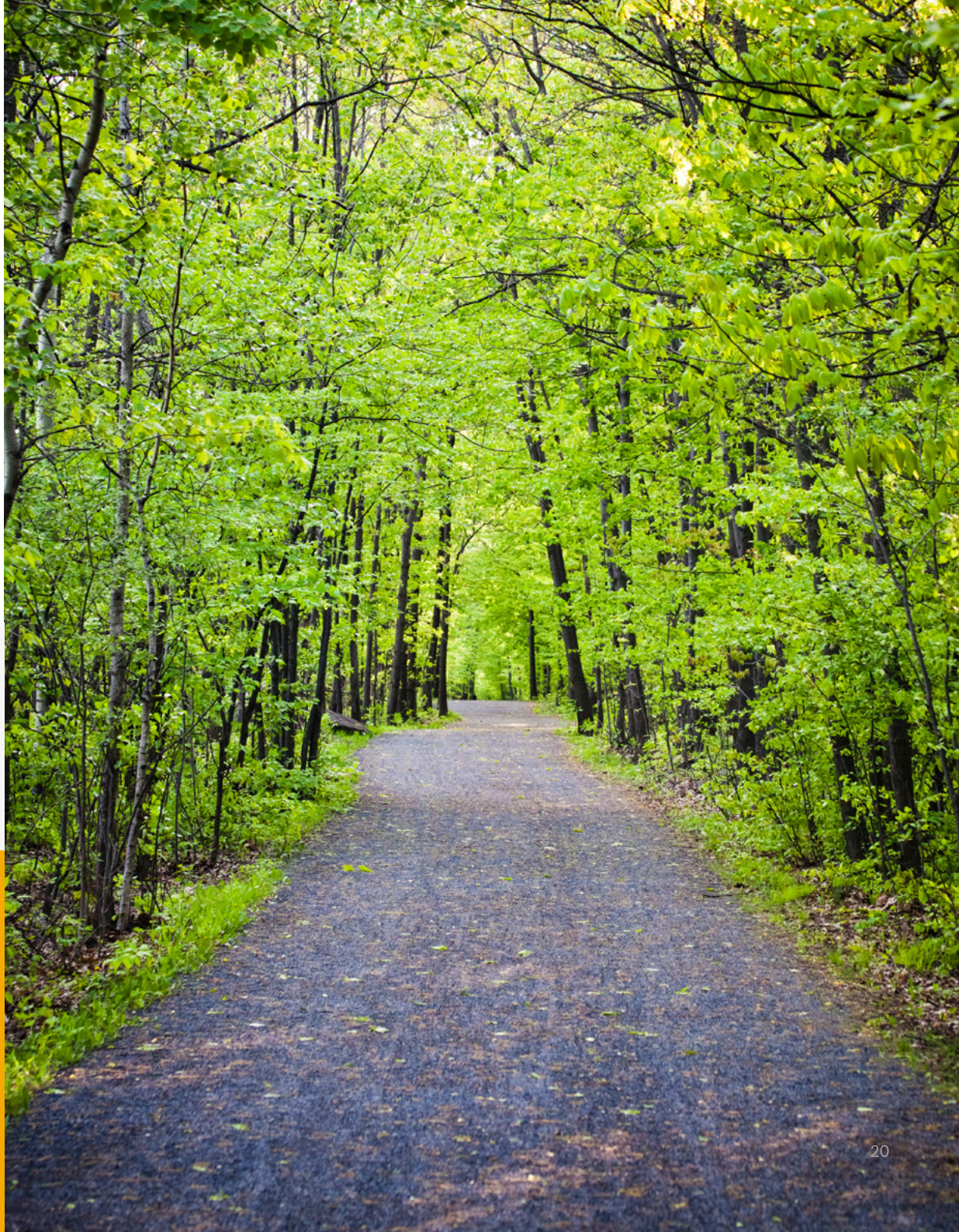


## 2022 IN FIGURES

At MAC Insular, we strive to ensure that our work contributes to the sustainable development of the island of Mallorca. Through the principles of the circular economy, we transform waste management into an opportunity to create a positive impact on an environment as special as ours.



**2022: Managing more,  
impacting less.**





**580,993 tons**

of waste managed  
(+9% compared to 2021).

**215 people**

between in-house and outsourced staff  
(-1.2% compared to 2021).

**67 people**

at risk of exclusion in collaboration with social  
entities (+11.7% compared to 2021).

**230,828 tons**

of recycled aggregate sold (-9.3% compared to 2021),  
avoiding the extraction of new natural resources.

**650 customers**

have purchased recycled aggregate  
(645 in 2021).

**62,707 tons**

of rejects sent for energy recovery  
(+8.9% compared to 2021), with which  
we generated 33,862 MWh.

**0.004 tons**

of CO<sub>2</sub>e emitted per ton of waste managed  
(same as 2021).

**0.10 m<sup>3</sup> of water**

consumed per ton of waste managed  
(+4.3% compared to 2021)

**1.03 litres**

of fuel consumed per ton of waste managed  
(-2.7% compared to 2021).

**3.35 kWh**

consumed per ton of waste managed  
(-4.3 % compared to 2021).

**93.6% local suppliers**

(+2% compared to 2021)

## OUR ACTIVITY

Inputs (Tons)		2020	2021	2022
WEEE	Construction and demolition waste	450,576	483,693	528,176
	CFCs white goods	288	229	229
	CFC-free white goods	170	148	129
	Brown goods	52	51	48
	Bulky waste	43,509	45,170	48,522
	Out-of-use tires	2,973	3,500	3,889
TOTAL		497,568	532,791	580,993



**In 2022, we received 9% more waste at our facilities than in the previous year.**



## TURNOVER BY TYPE OF WASTE

Waste type		2020	2021	2022
WEEE	Construction and demolition waste	22,073,939 €	23,522,132 €	25,872,178 €
	CFCs white goods	160,381 €	127,505 €	127,823 €
	CFC-free white goods	58,993 €	51,206 €	44,711 €
	Brown goods	39,701 €	38,754 €	36,497 €
	Bulky waste	8,028,664 €	8,335,219 €	8,953,820 €
	Out-of-use tires	344,940 €	406,129 €	451,244 €
TOTAL		30,706,618 €	32,480,946 €	35,486,272 €

We maintain organic growth in our activity, which we seek to transform into increasingly sustainable development.



03

ENVIRONMENTAL  
RESPONSIBILITY





# ENVIRONMENTAL RESPONSIBILITY

## Responsible environmental management

We support our policies with quality and environmental management systems, certified by AENOR. In addition, our recycled aggregates are CE marked, guaranteeing their quality and regulatory compliance.

In addition, we have established a solid **Quality and Environmental Policy** that guides all our activities. Accordingly, we can emphasize that environmental protection is a constant priority, for which we work continuously evaluating and managing our environmental aspects to prevent any negative impact.

Our approach is not only limited to compliance with current legislation, but we strive for continuous improvement in all aspects of our business, seeking to **meet and exceed the expectations of our various stakeholders**.

**We work to optimize our environmental performance in order to continue improving our indicators and minimize the environmental footprint of the activities we carry out.**

Therefore, we are committed to **operating in a responsible manner**, respecting the highest quality and environmental standards. We work tirelessly to promote sustainability and generate a positive impact on our island.



## RESULTS OF ENVIRONMENTAL MONITORING 2022



Aspect		Installation	Control guidelines	2020	2021	2022
Water	Wells	All facilities	Annual control in the surroundings of industrial plants	No incidences were detected, values within the normal range	No incidences were detected, values within the normal range	No incidences were detected, values within the normal range
	Leachate	All facilities	Monthly analysis of leachate water			
Atmosphere	Immissions	PT1, PT2 and CTPs	Annual campaign			
		PT1	Biannual campaigns in Es Garrovers, Palmanyola and Son Sardina carried out by Tirme			
		2) Settling particles	All facilities			



Aspect		Installation	Control guidelines	2020	2021	2022
Atmosphere  Emissions 	Noise	PT1	Annual sonometric inspection performed by the OCA consulting firm	Favorable conformity result	Favorable conformity result	Favorable conformity result
	Particles PM <sub>10</sub>	PT1	Annual inspection of PM10 measurements of the sleeve filter and estimation of diffuse emissions by OCA	187.19 Kg/year	95.53 Kg/year	116.57 Kg/year
			Annual inspection on the correct application of corrective measures for particle matter emissions by OCA	Satisfactory inspection	Satisfactory inspection	Satisfactory inspection
		PT2	Self-monitoring inspection every 18 months and at 3 years by OCA of PM <sub>10</sub> measurements of the sleeve filter and estimation of diffuse emissions	45.91 Kg/year	52.62 Kg/year	24.49 Kg/year
			Annual inspection on the correct application of corrective measures for particle matter emissions by OCA	Satisfactory inspection	Satisfactory inspection	Satisfactory inspection
		CTPs	Five-yearly inspection on the correct application of corrective measures for particulate matter emissions by OCA	Satisfactory inspection	Satisfactory inspection	Satisfactory inspection

Aspect		Installation	Control guidelines	2020	2021	2022
Atmosphere	Emissions	PT1	Annual estimate of CFC emissions from the treatment plant for white goods based on units treated	0.13 Kg/year	0.11 Kg/year	0.06 Kg/year
			R404A gas recharge of the white goods treatment plant's refrigerant gas condensation equipment	-	-	13 Kg/year







## Boosting the circular economy

Our management strategy is aligned with the circular economy philosophy promoted by the European Union. In this sense, we see the need for a firm commitment to a construction model based on the **use of recycled and low-transformation materials** that guarantee sustainability and environmental balance.

In our quest for minimum landfill, at MAC Insular we are dedicated to preparing the waste that arrives at our facilities for reuse or recycling. Specifically, **we obtain recycled aggregates** that can be used again in construction projects, thus avoiding the extraction of natural materials in the case of Construction and Demolition Waste.

In addition, the unmarketed material is destined for material valorization, contributing to the **restoration of quarries and the recovery of degraded areas**. In total, this practice accounted for almost 51.29% of the waste treated.

As for **energy recovery**, only 3% of the waste is used in this process. The incineration of this waste at the plant managed by the Public Urban Waste Management Service generates electricity.

In 2022,  
we have sold  
230,828  
tons of  
aggregate.

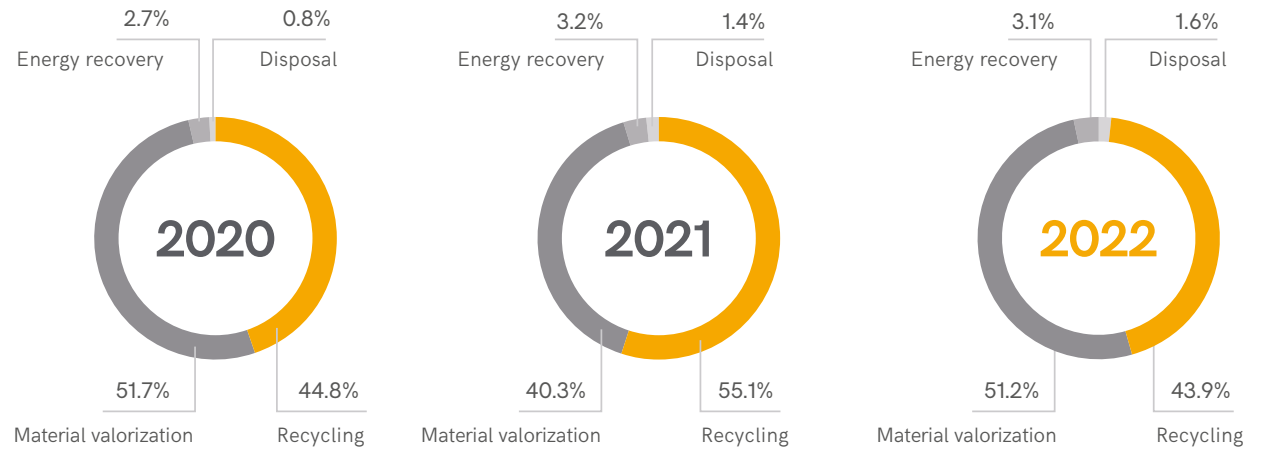


Finally, **hazardous waste is treated with special attention**. To this end, we separate and effectively manage this waste through an authorized final waste manager, in order to guarantee its safe valorization in compliance with current regulations.



In the case of these wastes, in 2022 we have seen a slight increase in the volume of CDW destined for disposal due to the fact that they contain gypsum, which is increasingly common in construction.

### CONSTRUCTION AND DEMOLITION WASTE MANAGEMENT (CDW)



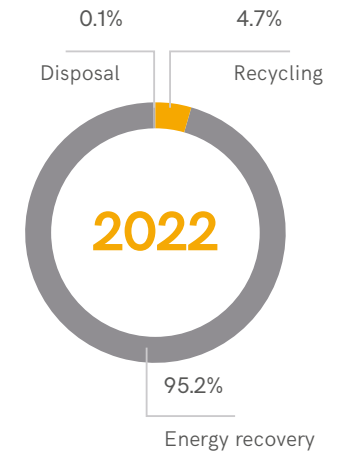
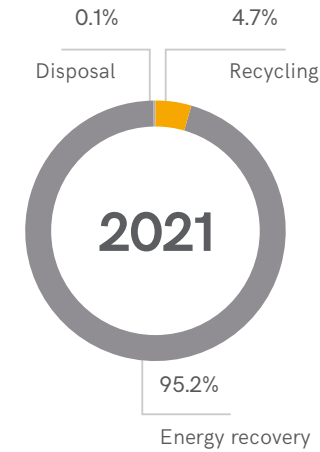
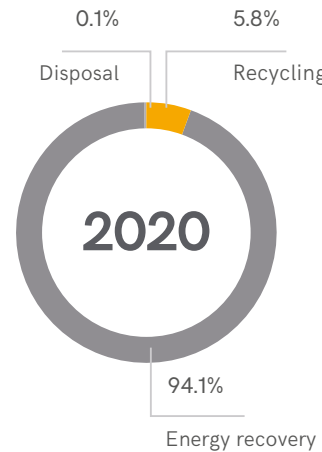
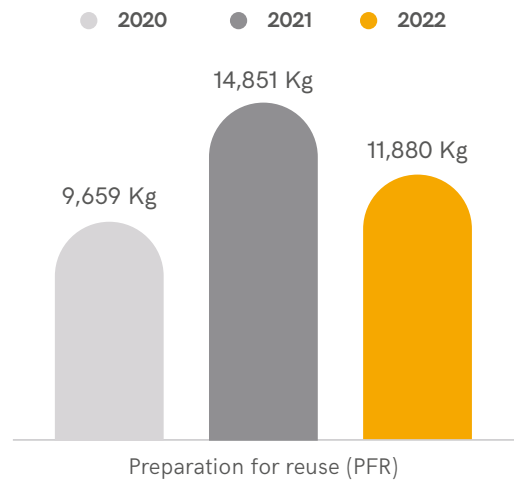
44% of the material in construction works was used in quarry restoration and more than 51% of the CDW we managed in 2022.





**99.97% of the waste furniture and household utensils are recycled or recovered, thus achieving a minimum landfill rate.**

## FURNITURE AND FIXTURES MANAGEMENT

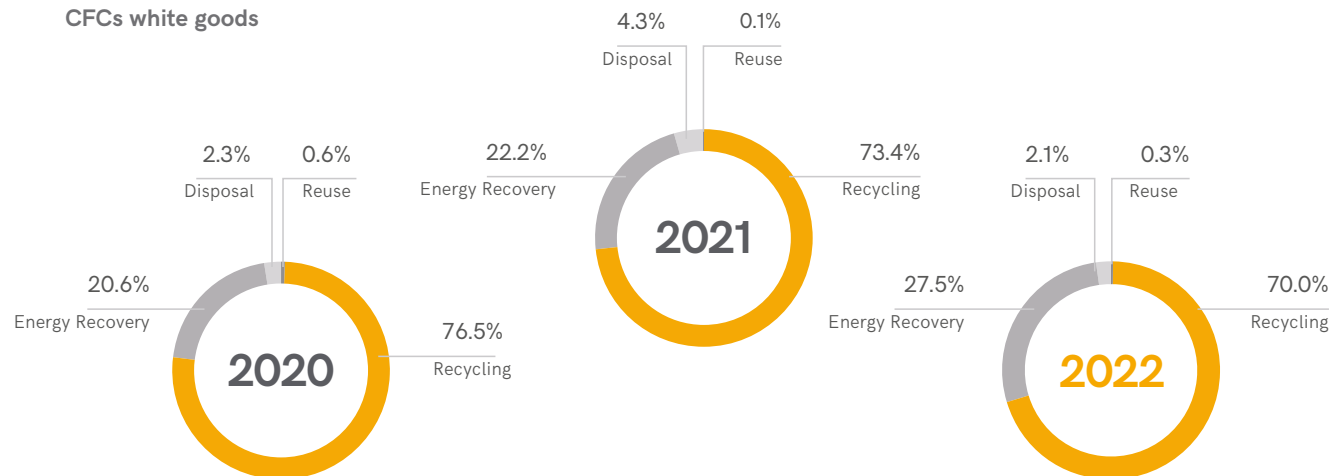


In 2022, we further reduced the disposal of household appliance waste, resulting in 97.85% and 99.71% utilization depending on whether or not they contain refrigerant gases.

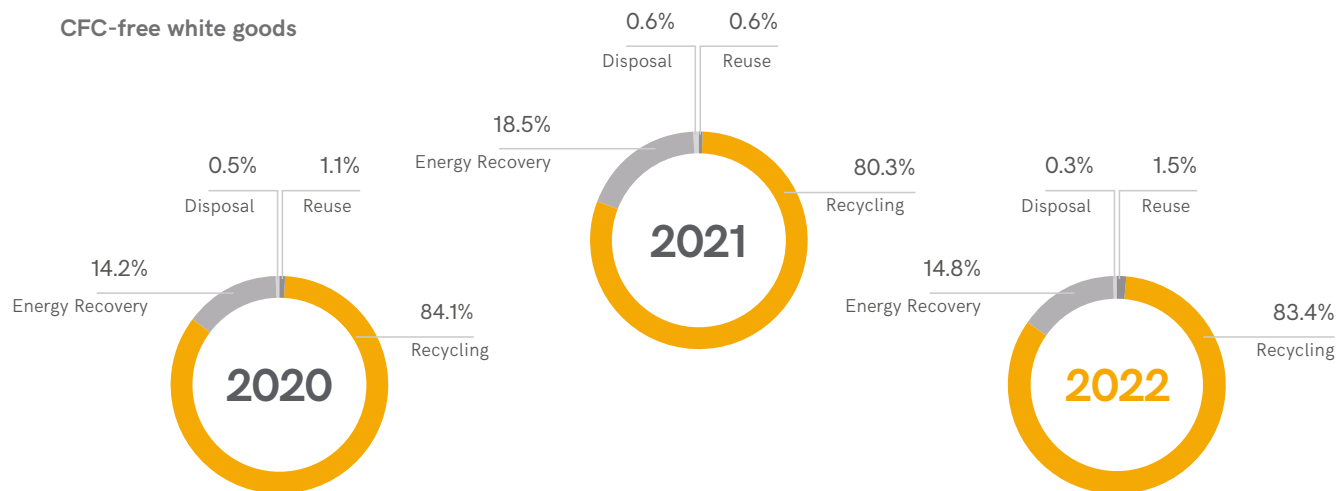
For the **management of household appliance waste**, we have fully automated equipment at the Bunyola Treatment Plant which, after shredding, is capable of separating the different valuable components therein. However, before doing so, it is necessary to pre-treat the waste in order to properly eliminate refrigerant gases, oils and other hazardous waste that may be contained within.

## WHITE GOODS MANAGEMENT

### CFCs white goods

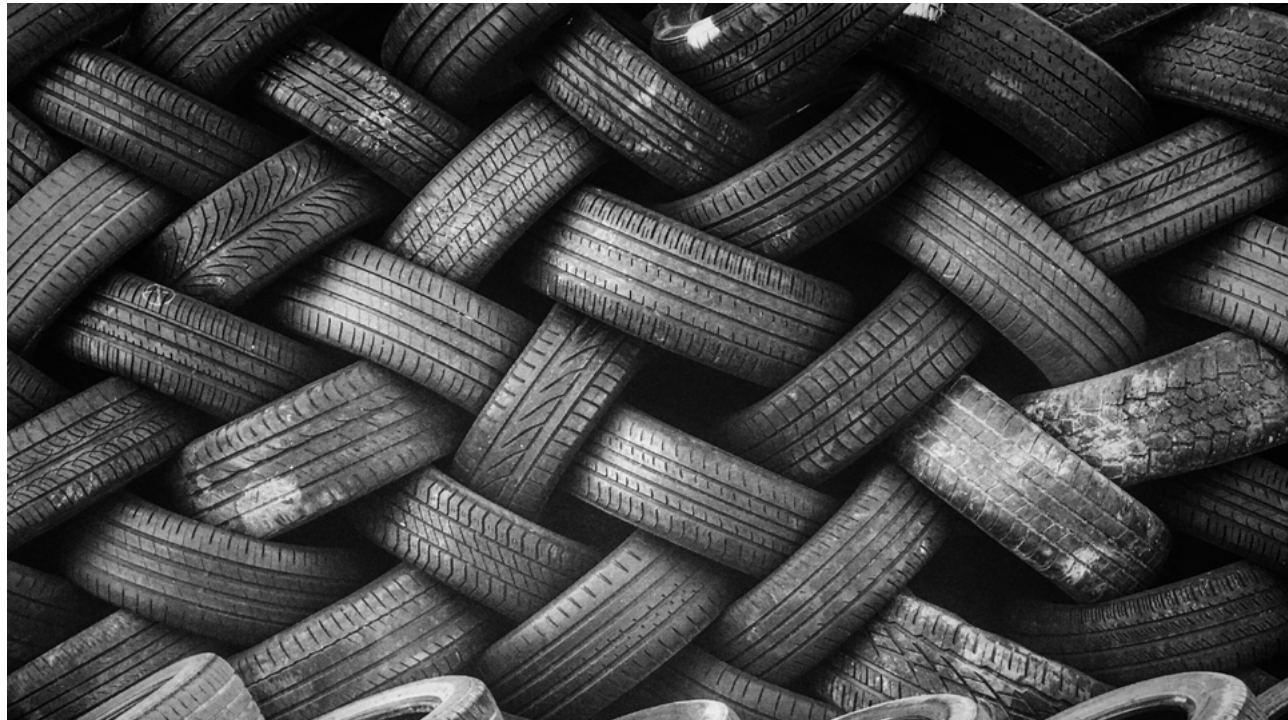
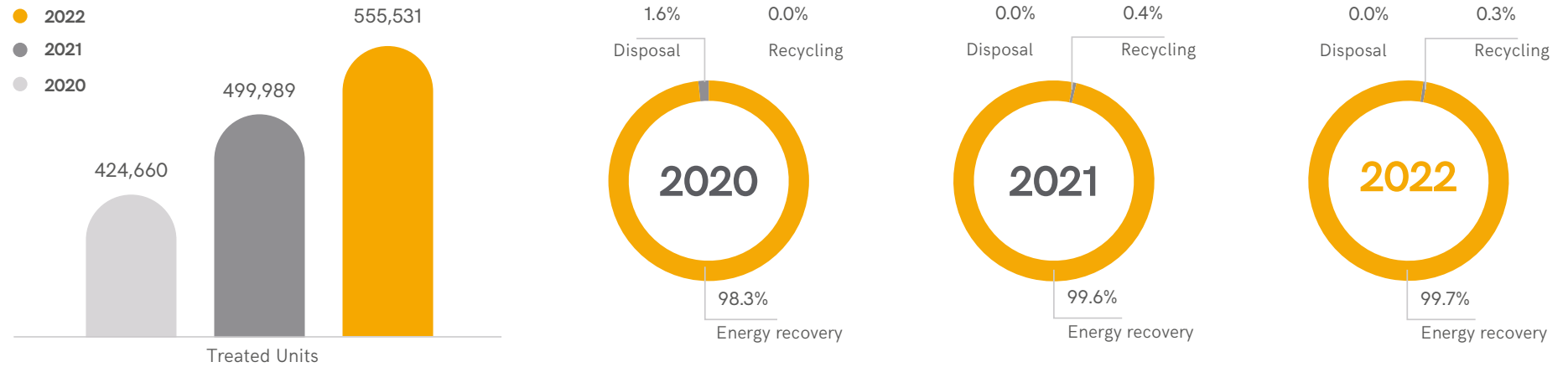


### CFC-free white goods





## OUT-OF-USE TIRE MANAGEMENT



**100% of the out-of-use tires are destined for recovery, so there is no landfill.**





## Reduction of our environmental footprint

In our commitment to the environment of the island of Mallorca and the well-being of its population, we strive to minimize the environmental impact derived from the activities we carry out as much as possible. To this end, in addition to focusing on the development of innovative solutions that contribute to a more sustainable economy, we pay attention to the **environmental indicators of our activity** in order to implement measures that allow us to progressively reduce them.





## WE ARE MOVING TOWARDS THE DECARBONIZATION OF OUR ACTIVITY

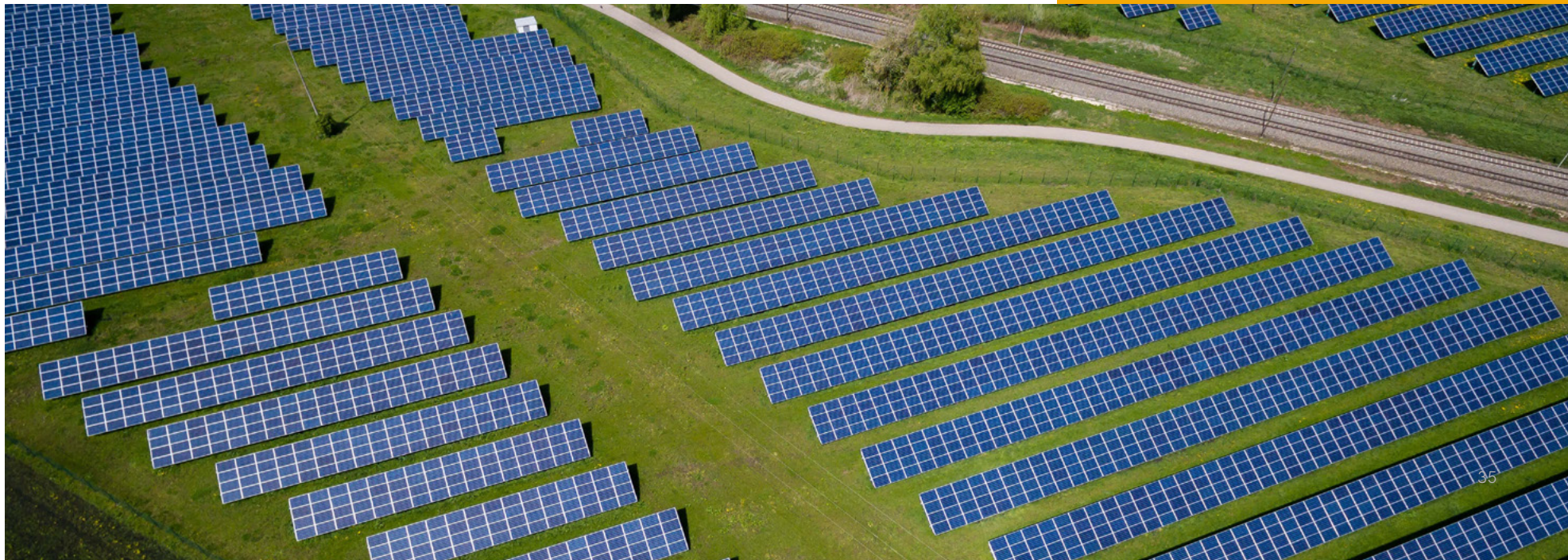
One of the main indicators is CO<sub>2</sub> emissions, given the relevance of the challenge posed by the necessary climate action to address the effects of climate change. Therefore, we continue with the **control and measurement of our carbon footprint**, which in 2021 we included in the Balearic Carbon Footprint Register (Scope 1 and 2).

100% of our registered emissions correspond to what is known as Scope 1, that is, those derived from the burning of fuel from vehicles or machines. This is because, since 2021, **100% of the electricity we consume has had a certificate of renewable origin**

and, therefore, has no CO<sub>2</sub> emissions associated with its consumption, which are those that correspond to Scope 2.

In this sense, to measure this scope, we analyzed emissions from diesel consumption, which correspond to CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O, as well as fluorinated gases (HFCs) from fugitive emissions. These emissions are measured in CO<sub>2</sub> equivalent to obtain a complete inventory of our carbon footprint.

**The decarbonization of the sector is essential to achieving an effective impact in the fight against climate change.**

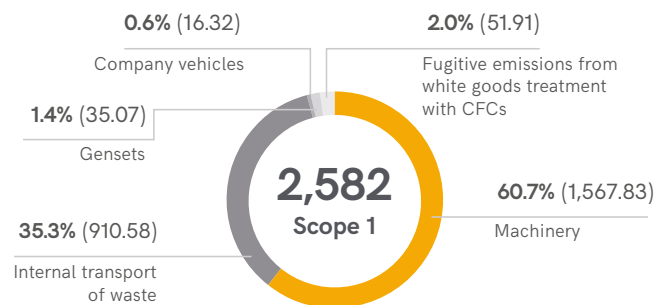




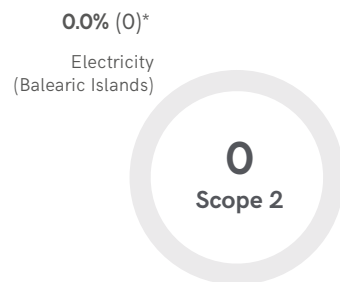
**2,582** t CO<sub>2</sub>e/year 2022

## OUR CARBON FOOTPRINT\*

### Scope 1. Direct Emissions



### Scope 2. Indirect emissions



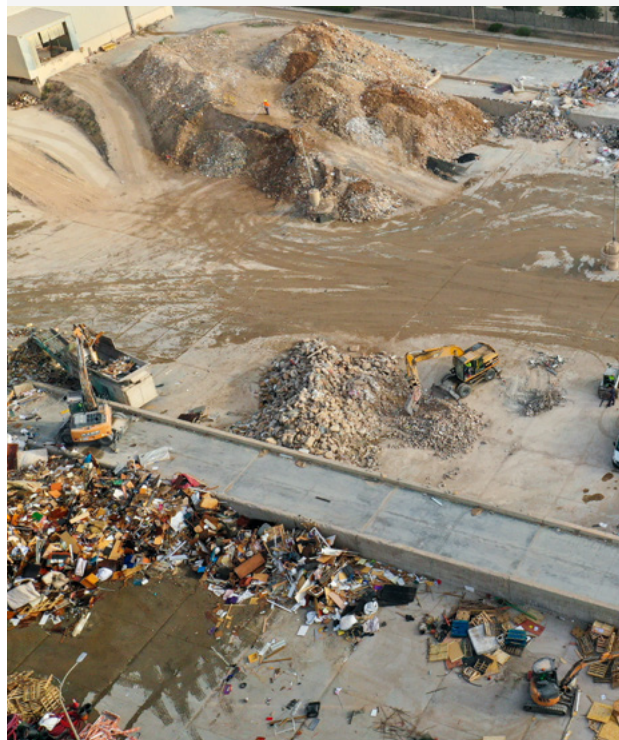
\*The result is zero because the electricity has Gdo (Certificate of Renewable Origin)

### \*How we calculate our carbon footprint:

For vehicles and machinery, emissions are calculated using the type and amount of fuel consumed as activity data, while B7 for diesel and E5 for gasoline are used as emission factors, the source being MITECO v.22 for 2022 data, in addition to adding CH<sub>4</sub> and N<sub>2</sub>O contributions.

For gensets, the activity data is the power (kW) and the operating hours. The emission factor used is 14,905 kgCO<sub>2</sub>e/hour calculated with the IPCC 2013 methodology, applied with SimaPro 9.0 software, on the process *Machine operation, diesel, >= 18.64 kW and < 74.57 kW, generators {GLO}* machine operation, diesel, >= 18.64 kW and < 74.57 kW, generators | Cut-off, U, from the Ecoinvent 3.5 database.

To calculate the CO<sub>2</sub> emissions produced in the transport of waste between the different plants (PT and CTP), we use as activity data the tons transported and the distance between plants. That is, ton-km transported between plants. The emission factor used is 0,062 kgCO<sub>2</sub>e/ton.km, calculated with the IPCC 2013 methodology, applied with SimaPro 9.0 software, on the process *Transport, freight, lorry >32 metric ton, EURO5 {RER}* transport, freight, lorry >32 metric ton, EURO5 | Cut-off, U (without considering diesel production or lubricants, which correspond to scope 3), from the Ecoinvent 3.5 database.



**The bulk of our emissions correspond to the machinery we use in our facilities, followed by those emissions derived from the internal transportation of waste.**



## EVOLUTION OF MAC INSULAR'S CARBON FOOTPRINT

Emission source	2020	2021	2022
<b>Scope 1 - Direct Emissions</b>	<b>2,128</b>	<b>2,333</b>	<b>2,582</b>
Machinery	1,354.67	1,503.79	1,567.83
Internal transport of waste	745.33	780.03	910.58
Company vehicles	18.52	18.16	16.32
Gensets	7.81	29.97	35.07
Fugitive emissions from white goods treatment with CFCs	1.42	1.20	51.91
<b>Scope 2 - Indirect emissions</b>	<b>899</b>	<b>0</b>	<b>0</b>
Electricity (Balearic Islands)	899	0	0
<b>Total</b>	<b>3,027</b>	<b>2,333</b>	<b>2,582</b>
<b>Indicator</b>			
<b>CO<sub>2</sub>e emissions (t)</b>	3,027	2,333	2,582
<b>Tons of waste managed</b>	497,568	532,791	580,993
<b>CO<sub>2</sub>e emissions per ton of waste managed</b>	0.006	0.004	0.004

**Our carbon footprint calculation has been verified by AENOR and has been performed in accordance with the requirements of the GHG Protocol.**

In 2022, due to the increase in incoming waste compared to the previous year, there was an increase in our carbon footprint as the volume of waste transported was increased.

However, despite the increase in total emissions, the ratio of emissions per ton of waste managed remained unchanged from the previous year, at **0.004 tons of CO<sub>2</sub> per ton of waste managed**.

In order to continue advancing in the decarbonization of our activity, we are committed to **renewable energies**, we installed photovoltaic panels at our headquarters located in Bunyola, as well as at the Porreras Transfer and Pretreatment Centre. Therefore, in 2022 we were able to supply ourselves with its production, which has been added to that generated by the photovoltaic panels installed at the Lluçmajor Transfer and Pretreatment Centre since the end of 2016.

In addition, we have replaced one of our gasoline vehicles with a **plug-in hybrid**, in order to move towards more sustainable mobility.







## WE OPTIMIZE ELECTRICITY CONSUMPTION

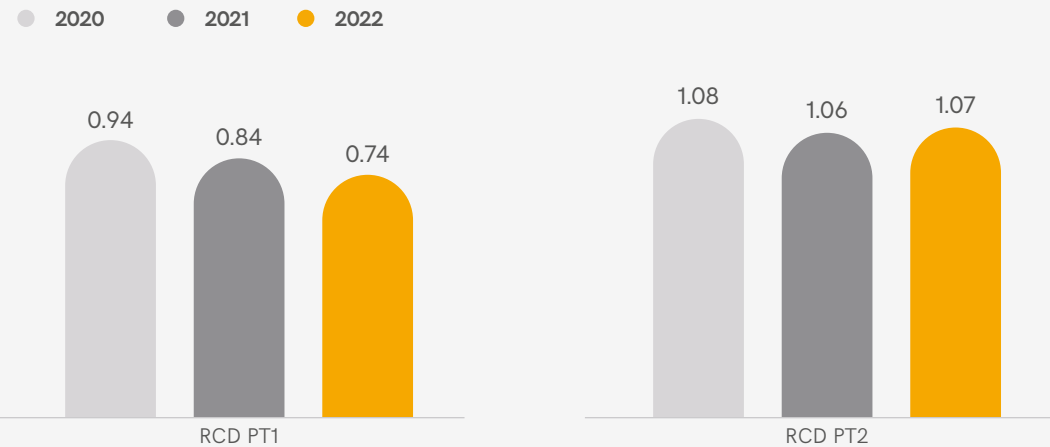
Our main electricity consumption is in the construction and demolition waste treatment plants, so we carry out detailed monitoring at both plants in order to implement effective measures to minimize it.

As a result, we appreciate that **the electricity consumption at the PT1 RCD warehouse has decreased by 12.4%**, we have also increased operating hours by 30%, which has resulted in an optimization of production.

In TP2, the value is around the consumption of previous years. However, in 2022 this plant was shut down for four months and much of the material that is usually destined for this plant was rerouted to PT1, although the difference compared to the previous year is not relevant.

## ELECTRICITY CONSUMPTION RELATIVE TO PRODUCTION HOURS

Electrical consumption per hour of production (GJ/h)



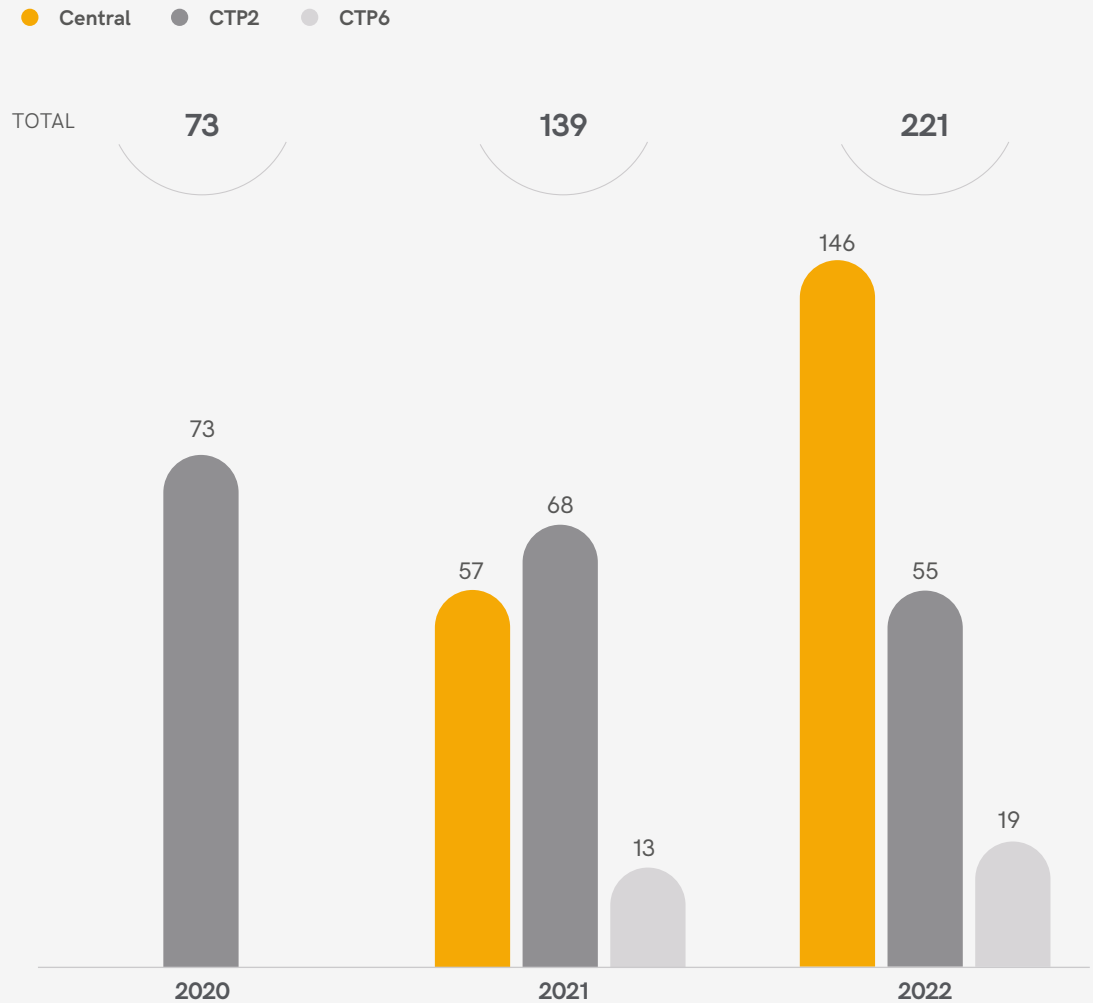


In 2022, there was a high **increase in the renewable electricity that we generated and self-consumed** from our own photovoltaic panels, as it was the first year in which the panels in Bunyola and Porreras were 100% operational. However, we expect higher production next year, as there was a temporary problem, now resolved, with the CTP2 panels and they were not working optimally throughout the year.

This electricity we produce does not cover all of our energy needs, so we also consume electricity from the grid and from generators in the case of the Lluçmajor plant, as there is no connection to the grid at this facility. However, in order to ensure that this consumption is also environmentally friendly, the contribution from the electricity grid is **certified energy of renewable origin**.

**We have increased self-consumption by 59% compared to 2021.**

## PHOTOVOLTAIC ENERGY SELF-CONSUMPTION DATA (GJ)

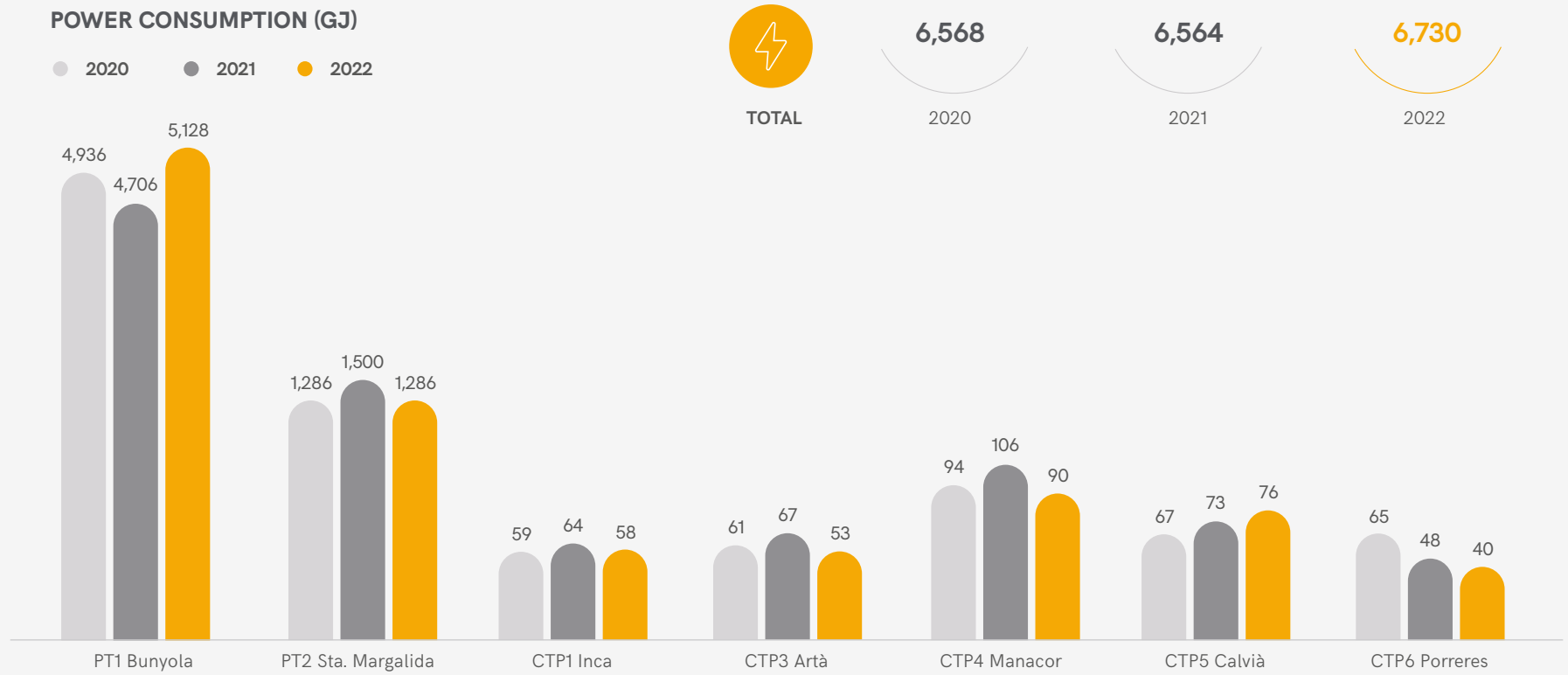






## POWER CONSUMPTION (GJ)

● 2020 ● 2021 ● 2022





## WE ARE COMMITTED TO EFFICIENT FUEL CONSUMPTION

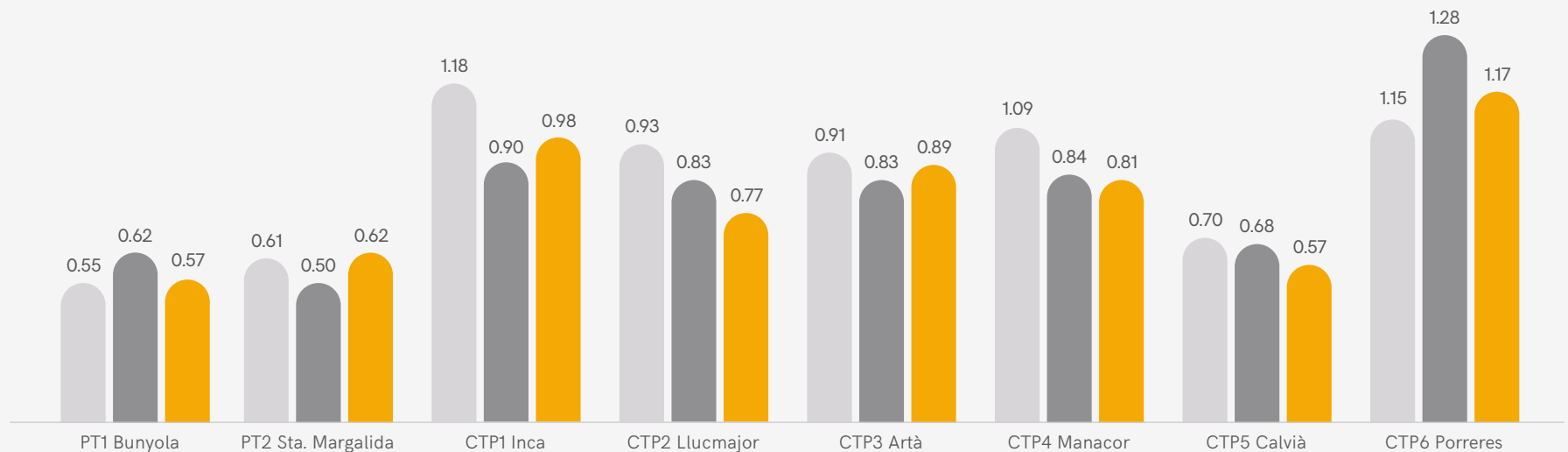
Fuel consumption is inherent to our activity due to the machinery we use for waste management and treatment. For this reason, we analyze this consumption in detail for each plant and centre,

in order to know the ratio between the waste we manage, and the fuel used to identify the measures we are effectively applying to reduce them. In addition, we can detect areas for improvement.

**Greater efficiency translates into lower fuel consumption at the plants and transfer centres for each ton of waste we manage. By 2022, we have reduced this consumption by 1.27%.**

RELATIVE FUEL CONSUMPTION OF MACHINERY PER PLANT (l fuel/t waste managed)

● 2020 ● 2021 ● 2022







## WE USE WATER RESPONSIBLY

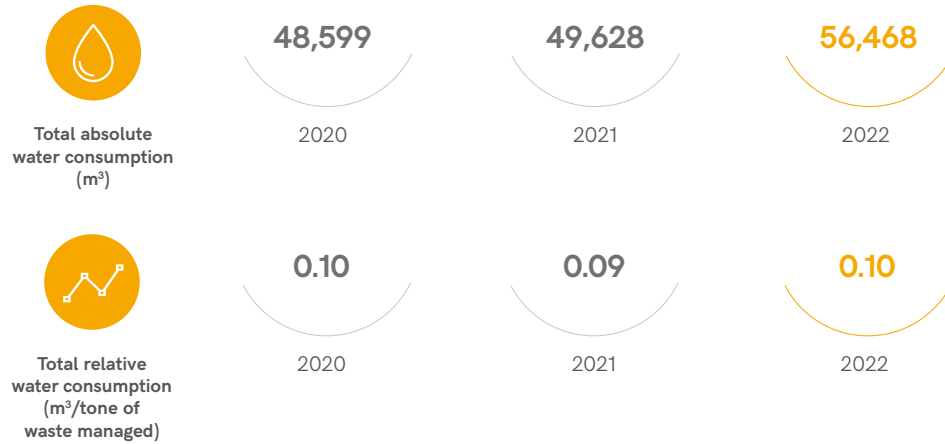
Water is a very valuable resource and, at the same time, very limited, even more so on an island such as Mallorca, which makes it an area with very high-water stress. For this reason, we **control and monitor our water consumption** in our facilities.

In 2022, we detected a slight increase in water consumption, due to the need to irrigate the plant floor as a corrective measure to avoid dust dispersion. This results in an increase in waste inputs leading to a greater need for irrigation.

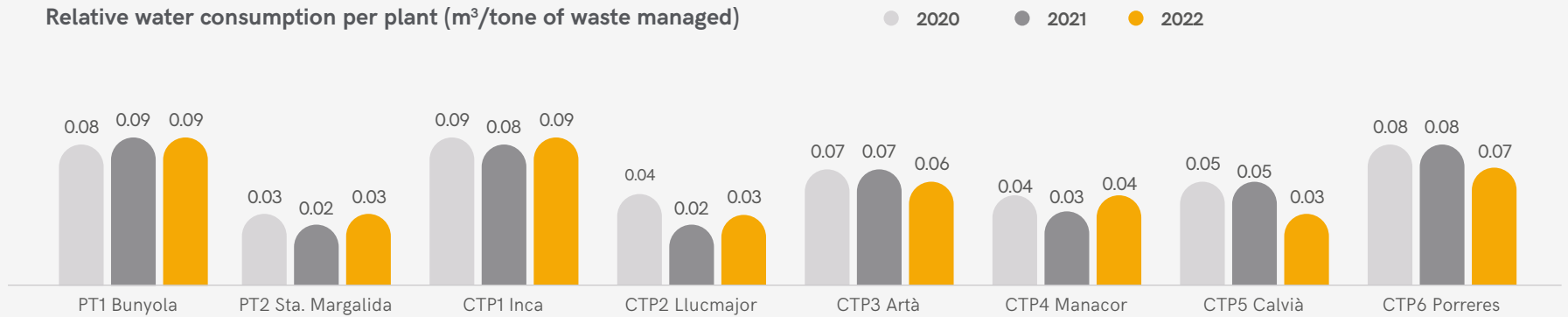
**Optimizing the use of water is essential to preserve its availability and quality.**



## WATER CONSUMPTION (m<sup>3</sup>/tone of waste managed)



## Relative water consumption per plant (m<sup>3</sup>/tone of waste managed)







## WE MANAGE THE WASTE GENERATED IN OUR ACTIVITY

In addition to treating all the waste that arrives at our facilities, we also **manage hazardous waste due to our activity**, which are those derived from maintenance operations, printer toners, waste electrical and electronic equipment (WEEE), batteries and nickel-cadmium (Ni-Cd) batteries, among others.

The most frequent wastes are absorbents and rags, used mineral oil, oil filters replaced during the maintenance of fixed and mobile machinery, PPE that may contain asbestos and vegetable absorbent as a containment measure against spills.

In 2022, the generation of used mineral oil and vegetable absorbent, due to the increase in machinery maintenance tasks.





# 04

## PEOPLE

We continually work to improve our working conditions.



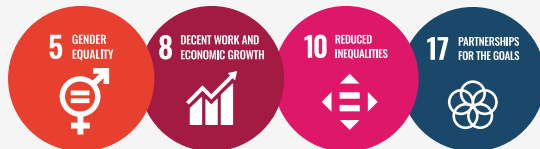




# PEOPLE

## Managing our people

Our team, made up of 81 of our own professionals and complemented by 135 subcontracted workers, is one of the key pillars of MAC Insular's good work.



**38% of our own staff are female.**





## MAC INSULAR'S STAFF AT THE END OF EACH FISCAL YEAR (December 31)



**81** of our own  
professionals



**135** subcontracted  
workers

		2020		2021		2022	
		Men	Women	Men	Women	Men	Women
<b>MAC INSULAR STAFF</b>		<b>53</b>	<b>33</b>	<b>51</b>	<b>33</b>	<b>50</b>	<b>31</b>
<b>Contract</b>	Fixed	50	31	48	32	49	30
	Temporary	3	2	3	1	1	1
<b>Ages</b>	Under 30	4	1	2	1	2	1
	Between 30-50	24	27	25	26	25	21
	Over 50	25	5	24	6	23	9
<b>Academic background</b>	Bachelor's Degree/ Engineering Degree	5	4	5	4	4	4
	Technical Engineer/ Degree	5	3	5	3	5	2
	VET and Baccalaureate	29	19	27	19	29	18
	ESO/ High School Graduate	9	5	9	5	7	5
	No education	5	2	5	2	5	2
<b>SUBCONTRACTED STAFF</b>		<b>118</b>	<b>9</b>	<b>122</b>	<b>12</b>	<b>126</b>	<b>9</b>





To ensure the application of equal opportunity and gender equality principles, we have developed an **Equality Plan**, which has been approved by the MAC Insular Equality Commission in its final draft in March 2022.

This **Equality Committee**, formed by a joint composition of company representatives and social representatives, carried out a preliminary diagnosis to learn about the reality of our workforce, detect needs and define objectives for improvement. Thus, the results of this diagnosis have been integrated into our Equality Plan, in order to be consistent with the reality of our teams.

**The main objective of our Equality Plan is to guarantee real and effective equality of opportunities between women and men within the company, avoiding any type of discrimination.**

## MAIN OBJECTIVES OF OUR EQUALITY PLAN



Improve the gender perspective in selection processes and **increase the number of women to at least 40%.**



Improve the **work life balance of the workforce.**



Handle the complaints that are presented in the **conflict protocol** and in the **compliance complaint channel** with responsibility and objectivity.



Improving **staff training** on equality issues.



**Reducing female underrepresentation.**



Ensure that MAC Insular's **image and communication** are not sexist.



Enhancing possibilities for **career advancement.**



Maintain and **further improve the remuneration policy** for jobs of equal value.

**The salary audit rates our salary record positively, where in most categories women are paid more or the same as men, and where this is not the case, the differences are small and there is an objective justification.**

Work continues to be done to make further improvements in this regard, despite the fact that the inspection has validated our compensation system. We are therefore committed to carrying out a review of the compensation system at the end of each year in order to make the necessary adjustments to improve the situation.

In line with the objectives set out in our Equality Plan, we have carried out a **specific campaign on "Equality Awareness"** for middle management. In this initiative, we explained the importance of talking about equality in organizations and basic concepts, as well as the Equality Plan itself and how to use inclusive communication.

We have also conducted **basic training on the subject** for the entire workforce, in order

to raise awareness of the fundamental concepts of equality.

These initiatives were complemented by an information campaign of a total of six **videos related to specific sections of the Equality Plan**, with the aim of raising awareness about work-life balance, equal opportunities, etc.

On the other hand, at MAC Insular, we want to **protect the right to personal, family and work life**. To this end, we have implemented a series of measures aimed at promoting work-life balance.

As a result of all our efforts and the respectful behaviour of our team members, we are able to maintain an **inclusive and respectful working environment**. Thus, no cases of discrimination were recorded in 2022.





## MEASURES TO IMPROVE THE CO-RESPONSIBLE EXERCISE OF PERSONAL, FAMILY AND WORK LIFE RIGHTS



### Family assistance

Granting an additional aid for school supplies in the amount of 100 euros per dependent minor son or daughter.



### Reduction of accumulated working hours

Aimed at people who must take care of a family member on the peninsula or abroad, being able to accumulate the reduction period in full days.



### Improvements in licenses and permits

Granting one-day paid leave for official examinations related to the job.



### Improvements in leave of absence

Establishing a new leave of absence for staff, with a minimum seniority of one year, of between one and six months with job reservation in the event of national or international adoption, and another of between one and three months in the event of the death of a first-degree relative.



### Disability benefits

Extending, as far as possible, flexible working hours to people who have disabled relatives in their care and giving priority to any request for a change of job position in order to take care of minors or other family members with disabilities.



### Aid to victims of gender violence

Providing psychological assistance to victims, for which we assume the cost of up to 10 therapy sessions; and protecting them through an adapted working day, with shift changes and priority on requesting a change of center when possible, as well as with paid leave for any administrative, medical and/or judicial procedures related to their condition.



## Promoting talent

At MAC Insular, we value training as a fundamental element in the professional development of the people in our team, considering it as a continuous process adapted to the company's business strategy. With this objective in mind, each year we implement a **Comprehensive Training Plan**, specifically designed to improve the expertise and training of our talent.

In this sense, we constantly adapt to the needs of both the team and the company, taking into account the evolution of new trends and demands within the sector. Our ambition, therefore, is to **invest in the growth and development of every professional** who is part of the MAC Insular team, in order to ensure that their skills, abilities and knowledge are kept up to date so that they are able to face present and future challenges successfully.

During 2022, we carried out a total of **20 training actions**, including the Compliance and equality awareness training mentioned above. We can also highlight the participation of 77 people, which translates into almost the entirety of our staff.





## FORMED TEMPLATE



**77**  
workers



**46** men



**31** women

We maintain a high level of satisfaction on the part of our staff with regard to the training received, being rated with a 4.55 out of 5 in 2022.

## TRAINING AREA (No. of trainings carried out)

● 2021 ● 2022





In addition, we have conducted **three seminars/information campaigns**. Two of them related to human resources issues, both focused on different issues relating to absenteeism. The third, aimed at management, focused on the circular economy in public and business strategies.

Our commitment to promoting talent is reflected in the **investment we make in staff training every year our team**.

During the year, we allocated **more than 11,000 € to training**, focusing on providing our staff with the

resources and knowledge they need to grow and excel in their roles.





## Health and safety

The health and safety of our team is an unassailable priority, and we are committed to **ensuring the best working conditions** for our entire workforce.

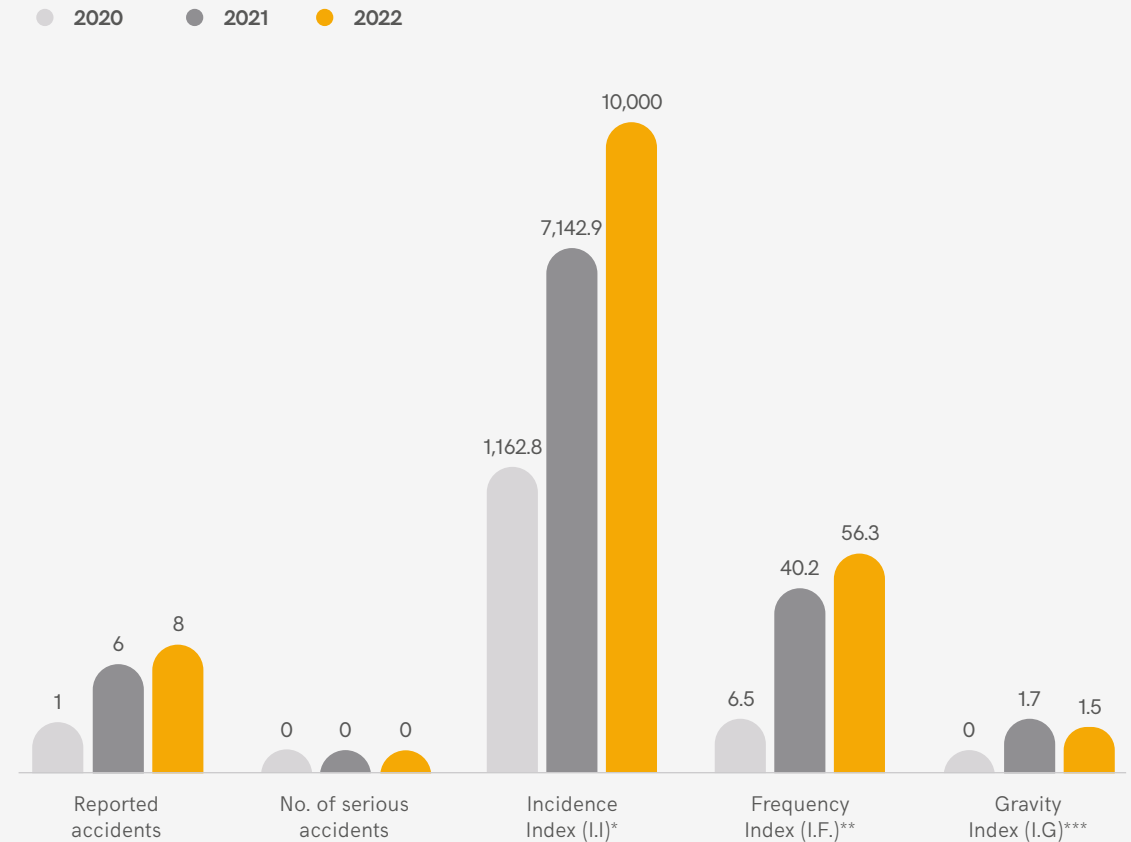
To this end, we have two highly qualified external prevention services and a prevention coordinator. These resources enable us to implement and maintain effective occupational risk prevention measures, **promoting a safe and healthy environment** in all our operations.

With a total of 1,776 hours worked per person, all the accidents that occurred during the year were of a minor nature, two of them *in itinere*, resulting a total of 213 days of sick leave. However, although there has been an increase in the incidence and frequency rates, there has been a slight reduction in the severity rate.

In order to minimize the accidents that occurred during the past year, in 2023 we will carry out an accident prevention campaign.



### TEMPORAL EVOLUTION OF THE ACCIDENT RATE



\* I.I.: Workday accidents with sick leave\*100,000/ Number of workers.

\*\* I.F.: Workday accidents with sick leave\*1,000,000/ No. of workers\*h worked.

\*\*\* I.G.: No. of days not worked due to accidents with sick leave\*1,000/ No. of workers\*h worked.

05

SOCIAL  
COMMITMENT







# SOCIAL COMMITMENT

## Local community support

**We deeply value our connection to the local community to Mallorca. As part of our commitment to the island, we actively participate and collaborate in various activities and initiatives that allow us to strengthen our ties to our society.**

During 2022, we were able to get involved in various different initiatives such as the following:

- We have **renewed the collaboration contract we have with the Deixalles Foundation** for the provision of the peonage service. Since the beginning of our collaboration with this entity, as well as with Arca, we have contributed to the labour insertion of close to 600 people.
- We **participated in EMallorca Experience Week**, a pioneering initiative and benchmark in the world of sustainability that aims to promote and accelerate sustainable development.

### PEOPLE AT RISK OF SOCIAL EXCLUSION WHO ARE SOCIALLY AND OCCUPATIONALLY INTEGRATED

	2020		2021		2022	
	Men	Women	Men	Women	Men	Women
Deixalles Foundation	41	5	35	6	40	5
Arca	4	2	15	4	20	2



**In 2022, we facilitated the socio-labour integration of 67 people, 11.7% more than in 2021.**



## Responsible supply chain

In line with our relationship with our local community, we strive to contribute to its progress. For this reason, we contribute as much as possible to the Balearic economy, for which we rely on **local suppliers in most of our operations**.

This also allows us to reduce our environmental footprint by reducing emissions associated with transportation.

### SUPPLIER ORIGIN IN RELATION TO INVOICING VOLUME

	2020	2021	2022
<b>Local</b>	<b>87.94%</b>	<b>91.52%</b>	<b>93.61%</b>
<b>Spain</b>	99.80%	99.15%	99.79%
<b>Foreign</b>	0.20%	0.85%	0.21%



**We increased spending on local suppliers by 2.08% in 2022 compared to 2021.**







06

## ABOUT THIS REPORT



# ABOUT THIS REPORT

**This Sustainability Report corresponds to MAC Insular S.L.'s 2022 fiscal year. This is a publication that we prepare on an annual basis to inform our stakeholders of the sustainability objectives we have set, the progress we have made and the challenges we face and must address in order to continue improving.**

For the preparation of this report, we have taken into account the indications established in the GRI indicators, in order to guarantee the veracity and accuracy of the information provided, although with certain omissions as we are in the process of completing all the necessary indicators, which we will be incorporating in progressive reports in the coming years.

In addition, throughout the document we reflect how our initiatives are aligned with the **United Nations Sustainable Development Goals (SDGs)**, so we try to make our small contribution to the achievement of these global challenges.

With respect to the information reported, it has not been necessary to make any corrections or updates in relation to the reports presented in previous years.

This report has not been externally verified.

If you have any **questions about this Sustainability Report and the information provided**, please contact us by e-mail:



[info@mac-insular.com](mailto:info@mac-insular.com)





07

GRI  
INDEX



# GRI INDEX

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2-1 Organizational details.	1.1. We are MAC Insular.
2-2 Entities included in sustainability reporting.	5. About this report.
2-3 Reporting period, frequency and point of contact.	5. About this report.
2-4 Updating information.	5. About this report.
2-5 External verification.	5. About this report.
2-6 Activities, value chain and other business relationships.	1.4. Our value chain.
2-7 Employees.	4.1. Managing our people.
2-8 Non-employee workers.	At MAC Insular we do not have people in this type of work.
2-9 Governance structure and composition.	1.6. Good corporate governance.
2-23 Commitments and policies.	1.3. Responsible and sustainable business model.
2-29 Approach to Stakeholder Engagement.	1.5. Dialogue with our stakeholders.



#### GRI 204: Sourcing practices 2016

204-1 Proportion of spending on local suppliers.

4.2. Responsible supply chain.

#### GRI 302: Energy 2016

302-1 Energy consumption within the organization.

2.3. Reduction of our environmental footprint.

302-3 Energy intensity.

2.3. Reduction of our environmental footprint.

302-4 Reduction of energy consumption.

2.3. Reduction of our environmental footprint.

#### GRI 303: Water and effluents 2018

303-5 Water consumption.

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#### GRI 305: Emissions 2016

305-1 Direct GHG emissions (scope 1).

2.3 Reduction of our environmental footprint.

305-2 Indirect GHG emissions (Scope 2).

2.3. Reduction of our environmental footprint.

305-4 Intensity of GHG emissions.

2022 in figures.

#### GRI 403: Occupational health and safety 2018

403-5 Occupational health and safety training for workers.

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3.3. Health and Safety.

#### GRI 404: Training and education 2016

401-1 Average hours of training per year per employee.

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#### GRI 405: Diversity and equal opportunity 2016

405-1 Diversity of governing bodies and employees.

1.6. Good corporate governance.

3.1. Managing our people.

#### GRI 406: Non-discrimination 2016

406-1 Cases of discrimination and corrective actions taken.

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