



2024

# SUSTAINABILITY IN ACTION

MLO ANNUAL REPORT



metroligero  
**oeste**

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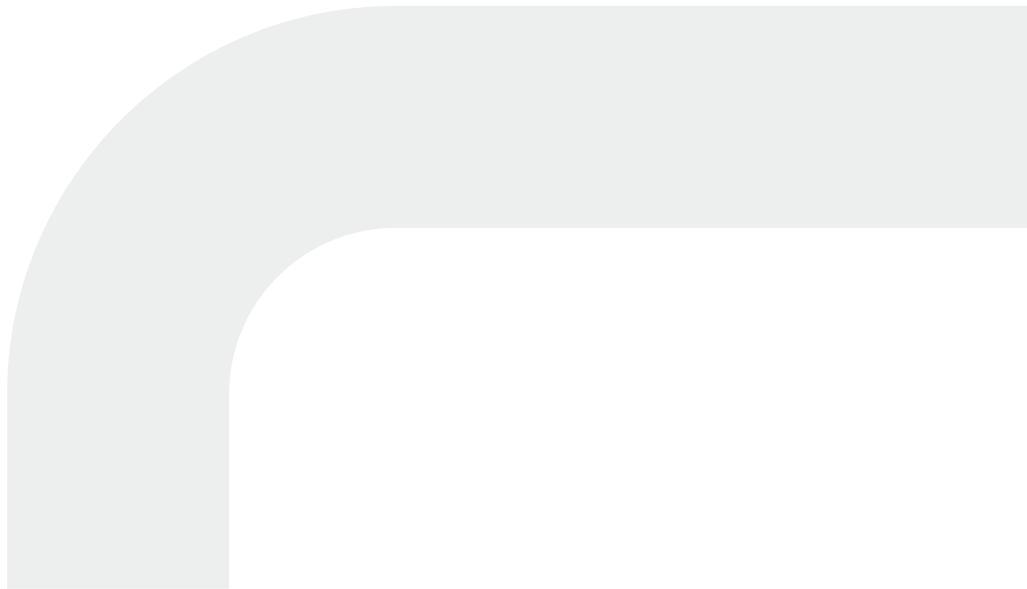
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## ABOUT US AND MLO PROFILE

Metro LigerO Oeste, S.A., known as “MLO”, operates as a concession holder responsible for the construction and operation of a light rail system that manages the ML2 and ML3 lines. These lines provide connections between the municipalities of Boadilla del Monte, Alcorcón, Pozuelo de Alarcón and Madrid, connecting to the transport network managed by the Madrid Regional Transport Consortium (CRTM), which includes the metro, suburban rail and city and intercity buses.

Since July 2007, MLO has been in charge of the system’s operation and comprehensive maintenance, covering both infrastructure and rolling stock, with a team of 235 people. Our headquarters is located in Ciudad de la Imagen, in the municipality of Pozuelo de Alarcón (Madrid).



**4939\*** CNAE

*\* CNAE Sectoral Classification Code(s)  
(Other types of land passenger transport not elsewhere included)*



**669 M €\***

**BALANCE SHEET**

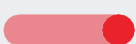
*\* balance sheet size (in euros)*



**75.8 M €\***

**LARGE COMPANY**

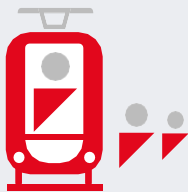
*\* turnover (in euros)*



**208\*** EMPLOYEES

*\* of the 235 employees there are 208 full-time employees and 27 part-time employees*





**6,391,702**

Total number of passengers transported in 2024

**+8.4%**  
from the previous year





## COMMITMENTS AND POLICIES

We are a responsible, sustainable mobility company that puts its day-to-day effort into providing its passengers with an efficient, high-quality service.

- We are firmly committed to sustainable development.
- We minimize the possible environmental impacts of our activity through a reactive and value-based approach.
- We care about all stakeholders involved in or affected by our project.
- We are committed to inclusive, transparent and sustained economic growth.

Metro Ligero Oeste has been producing its biennial Sustainability Report since 2017, in accordance with the GRI standards and the AccountAbility principles included in the AA1000APS standard. The fourth report covers calendar years 2022 and 2023. The practice of transparency supports our commitment to the information's authenticity, which is why we have produced this interim report, which covers calendar year 2024, in compliance with the voluntary European VSME standard (Voluntary Sustainability Reporting Standard for unlisted SMEs).



At Metro LigerO Oeste we have an Integrated Management System of various regulations and certification standards that provides us with a structured framework to comply with our strategic plan, promote efficiency, transparency and accountability:

- ISO 14001 Environmental Management Systems.
- ISO 45001 Occupational Health and Safety Management Systems.
- ISO 9001 Quality Management Systems.
- Royal Decree 311/2022, of 3 May, which regulates the National Security Framework.
- AENOR Operational Railway Safety Management System certificate.
- EFR 1000-2 model for managing the balance between personal, family and work life in small and medium-sized enterprises.



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## MISSION

Provide a safe, efficient and accessible public transport service to improve mobility and quality of life in the city.



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## VISION

To be a leader and main actor in the development and implementation of sustainable and technologically advanced urban and interurban transport in the municipalities where we are present.



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## VALUES

### EFFICIENCY

I use the resources that are sufficient and necessary to accomplish any task.

### CONTINUOUS IMPROVEMENT

I understand that any aspect of my work can be improved and I look for ways to achieve that.

### LIABILITY

I am committed to doing my work in an exemplary fashion.

### GENEROSITY

I help others without expecting anything in return.

### HONESTY

I act with sincerity and transparency; I am committed to the truth.

### RESPECT

I treat people as I would like to be treated.







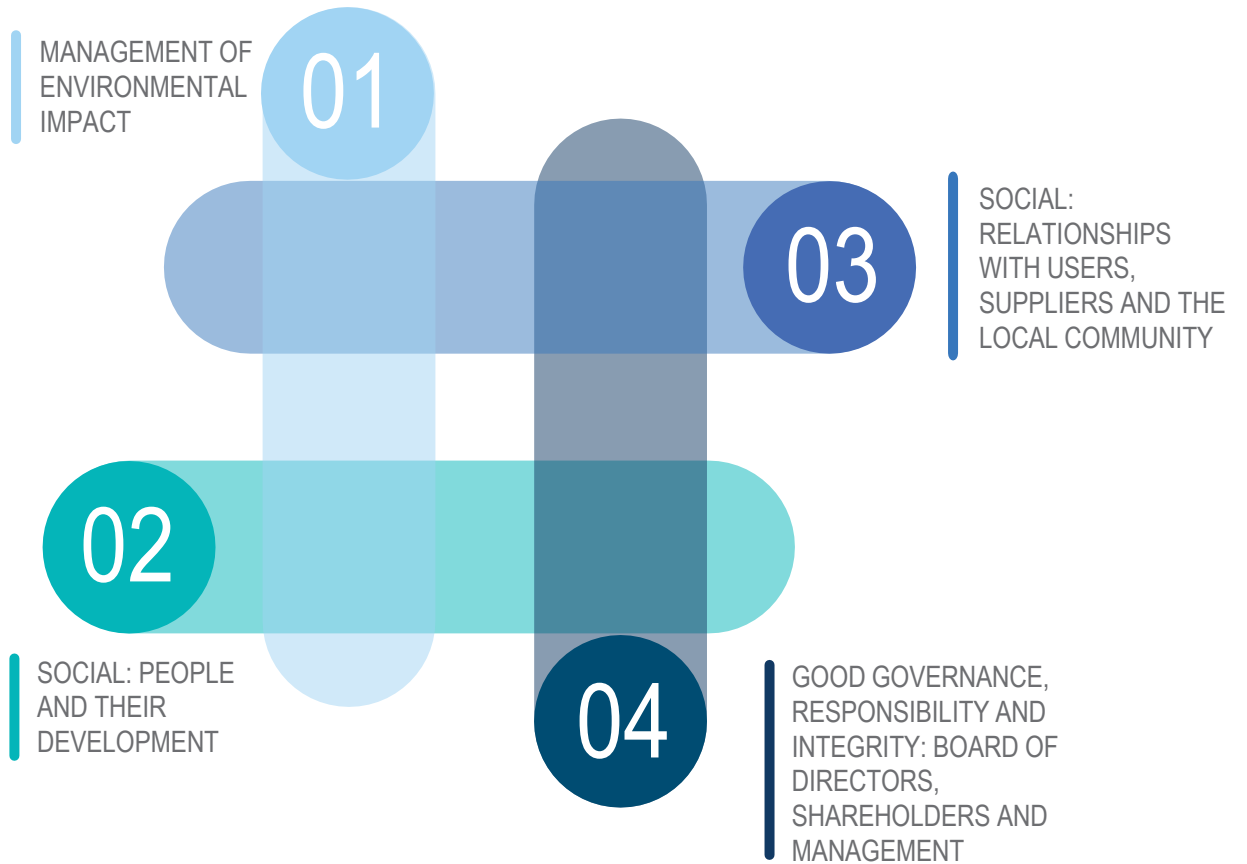
## MANAGEMENT APPROACH

We have a solid, comprehensive ethics management system that includes a code of ethics, declarations of values and principles, and conduct guidelines. This system is designed to guide us and direct our actions, establishing a clear framework of ethical and responsible behaviour for every member of our organisation and our suppliers.

Additionally, we have approved a new Strategic Sustainability Plan in line with our ESG policies, guided by the Board of Directors and shared with all our stakeholders. This plan is based on four pillars of action:



## PILLARS



The responsibility for the implementation and scope of the objectives outlined in this plan lies with our General Management and our Management Committee, responsible for carrying out the actions through the teams in their respective areas.

We provide the necessary information to ensure that our teams are properly trained and aligned with the ethical and sustainability principles established in this plan.

The strategic objectives set out in the plan for the current cycle can be consulted in the *Sustainability Report 2022/2023*.



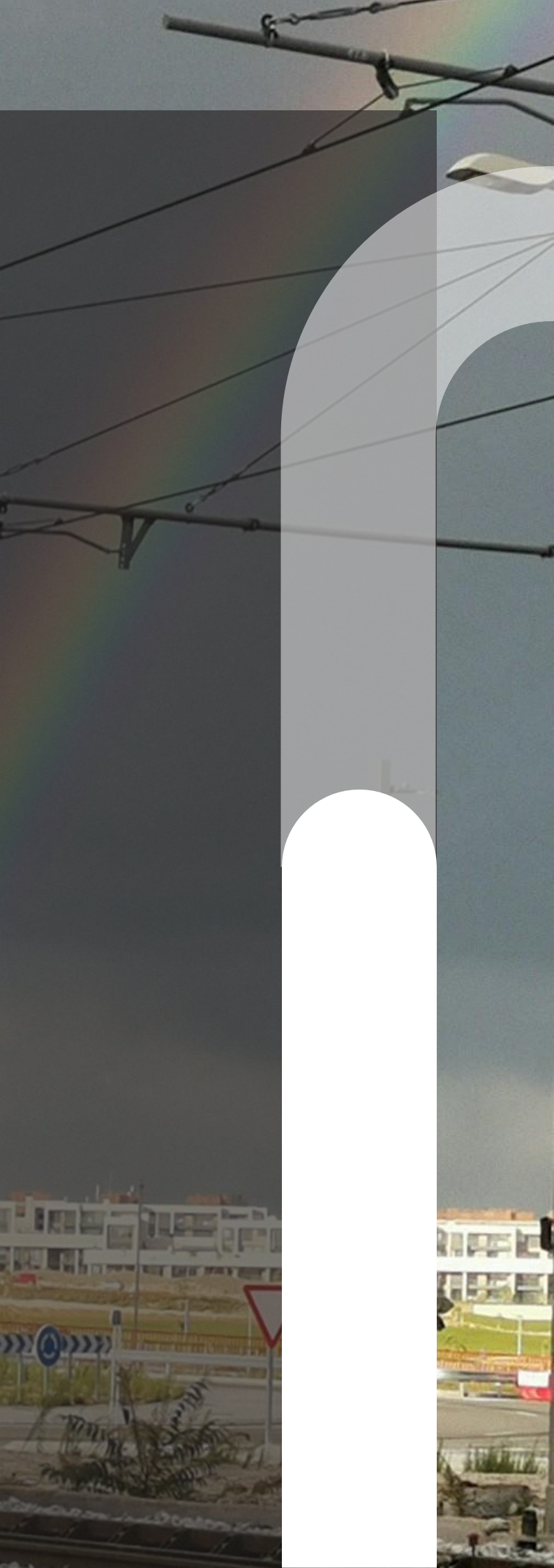
**GO TO THE SUSTAINABILITY REPORT 2022/2023**

A red and blue metro train is shown on tracks with overhead power lines. The train has the 'metroLigne' logo on its side. The background is a dark, overcast sky. A large blue circle in the top left corner contains the number '01'.

01

# ENVIRONMENTAL IMPACT MANAGEMENT

We continue to advance in energy efficiency and responsible use of natural resources, making the reduction of environmental impact a priority. With the restructuring of the strategic plan, we updated the way we present our environmental data and we are reinforcing a culture of environmental responsibility in all our operations.



**13.3** Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.



**6.3** Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.



**12.5** Substantially reduce waste generation through prevention, reduction, recycling and reuse policies.

## 1.1 ENERGY EFFICIENCY AND GREENHOUSE GAS EMISSIONS

Aware of the threat of global warming that we face, MLO is joining the greater challenge required by the Paris Agreement, necessary to reduce emissions by around 45% by 2030 and achieve net zero by 2050 so that the overall temperature increase does not exceed 1.5°C above pre-industrial levels.

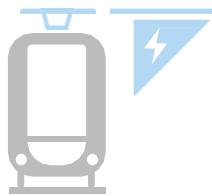
### MAIN INITIATIVES

- Set decarbonisation targets for both MLO and our suppliers and contractors, and review them periodically.
- Identify, calculate and minimize scope 1, scope 2 and scope 3 emissions.
- Monitor and verify the compliance of possible harmful emissions into the air (including NO<sub>x</sub>, SO<sub>x</sub>, etc.) from our direct operations and activities that could adversely affect living organisms.





## INDICATORS



**8,011.78** RENEWABLE MWh

**0.16** NON-RENEWABLE MWh

Total energy consumption in MWh.



**156.84** tCO<sub>2</sub>e

Corresponding scope 1 and 2 emissions

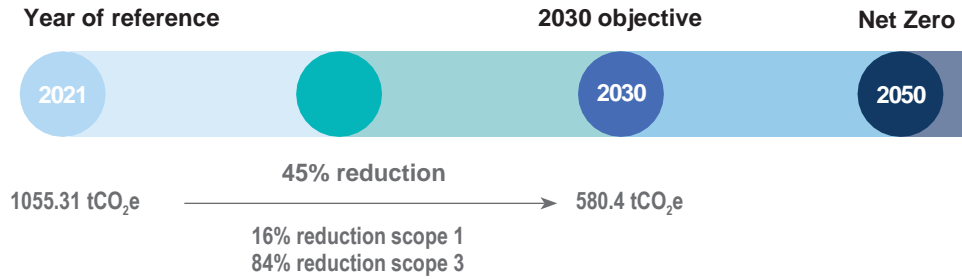


**2,07** tCO<sub>2</sub>eq/M€

Greenhouse gas emissions intensity (GEI).



Our absolute greenhouse gas emission reduction targets for scope 1, scope 2 and scope 3 emissions.



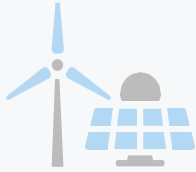
To achieve our goal we have planned the following measures:

- Reduction of the set-point temperature in warehouses.
- Replacement of gases in room AC (air conditioning) and permanent facility equipment.
- Transition to cleaner and more efficient fleets.
- Reduction of transport impact.
- Minimization of waste generation.



## EMISSIONS REDUCTION

2024 data



**99.99%** OF CONSUMPTION

Electrical energy with a renewable origin and a certificate of origin guarantee

## CARBON FOOTPRINT



Scope 1

**156.80** t CO<sub>2</sub>e

Scope 2

**0.04** t CO<sub>2</sub>e

Company participation in emissions reduction targets based on the short-term science SBTi (Science Based Targets initiative) is essential to meet Paris Agreement objectives and limit global warming to 1.5°C above pre-industrial levels.

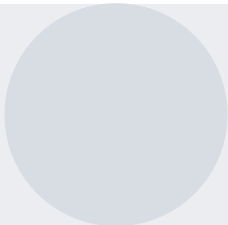
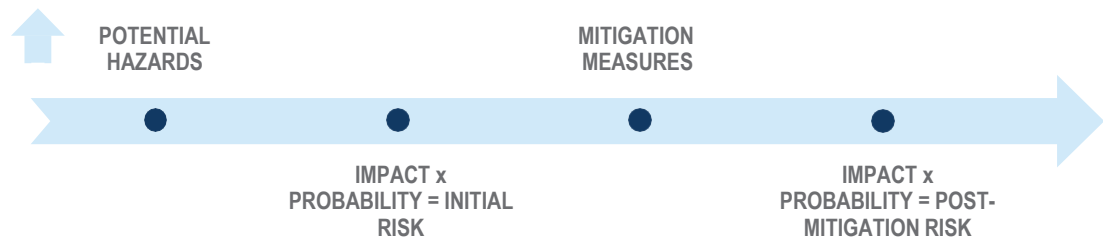
In line with this, the Board of Directors is strengthening governance and reporting mechanisms by developing new corporate policies related to sustainability and climate change, aligned with the strategic objectives, the Paris Agreement, and the Task Force on Climate-related Financial Disclosures (TCFD) recommendations issued by the Financial Stability Board (FSB). In line with our Net Zero policy, we have prepared a climate action plan as a roadmap of our goals and achievements in accordance with the United Nations Global Compact (UNGC).

In addition, in 2024 the Management Committee analysed the physical and transition risks associated with climate change, as well as the opportunities arising from its short, medium and long-term effects. This analysis was carried out in accordance with TCFD guidelines, assessing its impact on our stakeholders, with the aim of implementing the corresponding mitigation measures.



Regarding physical risks, we identify and evaluate the possible impact of weather events on the supply chain; operational, energy and resource costs; as well as the impact on employee health. There is a transition risk analysis done with regard to legal, technological, reputational and operating cost aspects.

The risk assessment is based on the following outline:







## 1.2 IMPACTS ON THE ENVIRONMENT

We continue to mature and advance in the effective use of natural resources, especially in water consumption, taking into account that we operate in a water-stressed area.

### TOTAL WATER CONSUMPTION



**3,359.97 m<sup>3</sup>**

This includes consumption in workshops and depots and outdoors

We manage all our waste in accordance with current regulations and by applying the waste hierarchy.

### MAIN INITIATIVES

- Replacing single-use cleaning cloths with a more sustainable alternative, minimizing waste destined for landfills, as well as its hazardousness.
- Replacing traditional paper for drying hands with paper of recycled origin.
- Reduction of paper consumption by digitizing internal records in the Rolling Stock area.



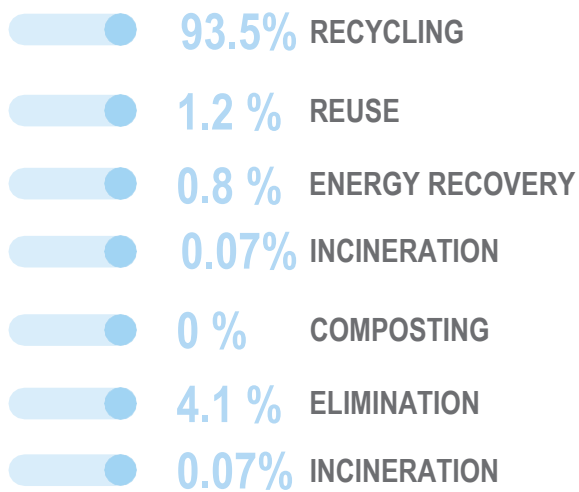


## INDICATORS

**TOTAL VOLUME OF WASTE GENERATED IN 2024 IN KG  
(HAZARDOUS OR NON-HAZARDOUS):**



**97% OF OUR WASTE RECEIVES SOME TYPE OF  
RECOVERY TREATMENT:**





02

## SOCIAL: PEOPLE AND THEIR DEVELOPMENT

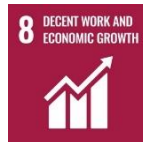
We promote the integral development of our human capital, prioritising their well-being, personal-work life balance and safety, to promote a work culture of excellence and collaboration. We strive to continually improve our labour practices, driving innovation and promoting open and constructive internal dialogue.



**3.4** Promote mental health and well-being.



**5.5** Ensure women's full and effective participation and equal opportunities for leadership.



**8.8** Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

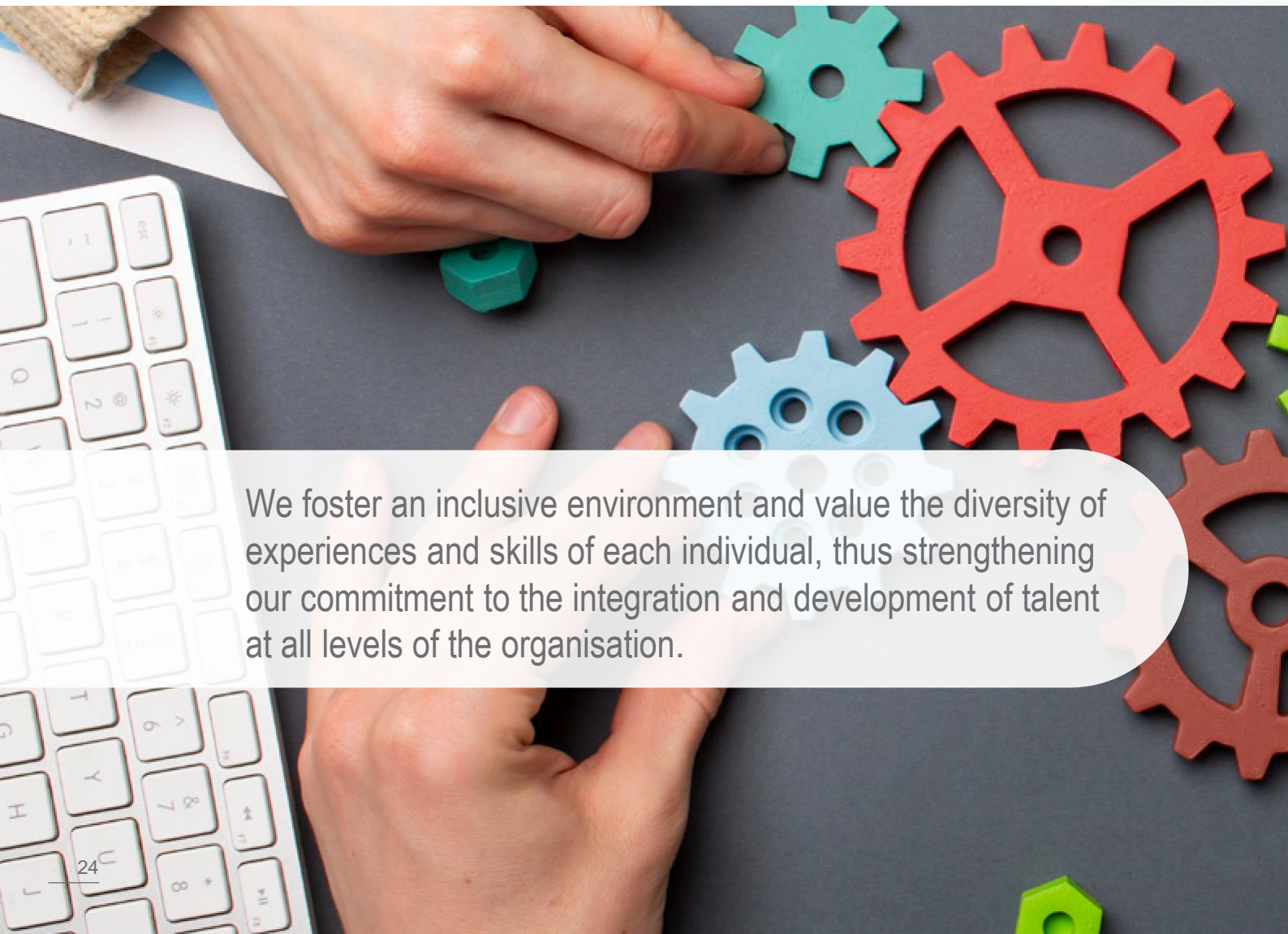


## 2.1. MANAGEMENT OF OUR TALENT

Our policy is based on constant assessment of present and future needs in training and agile, transparent communication, both vertically and horizontally, to achieve a close connection between the worker and the company.

### MAIN INITIATIVES

- We continue to promote organisational training on topics of interest such as cybersecurity, occupational risk prevention, defensive driving, conflict management, impact communication, etc.
- New notice for qualified driver course.
- Promotion of professional opportunities through internal promotion.

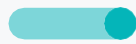


We foster an inclusive environment and value the diversity of experiences and skills of each individual, thus strengthening our commitment to the integration and development of talent at all levels of the organisation.

## HOURS OF TRAINING GIVEN



**24**  
COURSES



**3,955** TRAINING  
HOURS  
2024 Period



**25.37** HOURS/YEAR  
Women



**15.38** HOURS/YEAR  
Men





## 2.2 FAMILY - WORK BALANCE

Our goal is to facilitate the balance between employees' personal and work lives; the basis for stable, good-quality employment.

In 2023, the Másfamilia Foundation renewed our EFR certificate (the Spanish acronym for a Family-Responsible Company), maintaining our high C+ level. At MLO, we continue to implement policies and practices that encourage conciliation between our employees' work, family and personal lives. These measures are designed to promote a balance between work and family responsibilities, allowing our employees to satisfactorily fulfil their professional and personal commitments.

In 2024, we made significant progress on new measures resulting from the adoption of the Equality Plan.

### MAIN INITIATIVES

- Online training action for all MLO workers on gender equality and LGTBIQ+ inclusion.
- Training and awareness-raising on equality for persons involved in recruitment selection processes, in order to ensure process objectivity and avoid discriminatory attitudes.



## 2.3 OCCUPATIONAL HEALTH AND SAFETY

Our policy is based on ensuring that each worker thinks of occupational risk prevention (ORP) as a fundamental part of carrying out their job.

### MAIN INITIATIVES

- Implementation of improvements in work team supervision and management.
- Unification of assets related to the Prevention of Occupational Risks.
- Improved signage for FHR (fire hose reels), parking area, ATEX (explosive atmosphere) and MEWP (mobile elevated work platform) loading, emergency showers and emergency eye baths to maintain proper accessibility.
- Awareness raising about welding hazards.

### ACCIDENT RATE



**17\*** ACCIDENTS WITH MEDICAL LEAVE

Accumulated in the 2024 period



**9\*** ACCIDENTS WITHOUT MEDICAL LEAVE

Accumulated in the 2024 period

*\* All logged accidents were minor in nature*



**235** EMPLOYEES

Total number of workers



## 2.4. INTERNAL DIALOGUE AND LABOUR PRACTICES

We strive to continually improve our labour practices, driving innovation and promoting open and constructive internal dialogue. We made a strategic decision to maintain a transparent, constructive, sincere and collaborative relationship with the workers' legal representatives.

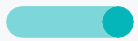
### MAIN INITIATIVES

- Participation of the Works Committee, Human Resources and Occupational Risk Prevention in the evaluation of the protocol on action and protection against harassment.



**1.2%** STAFF TURNOVER RATE

Average voluntary departures of employees in 2024

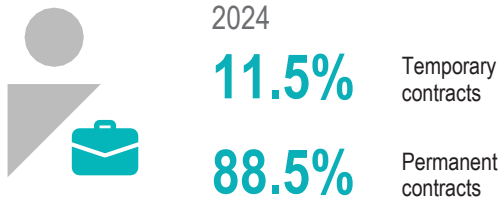


**18.19%** THE PERCENTAGE DIFFERENCE IN REMUNERATION

Between female and male employees



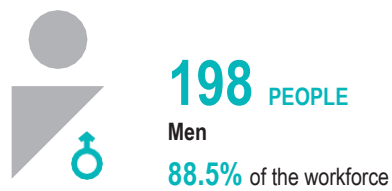
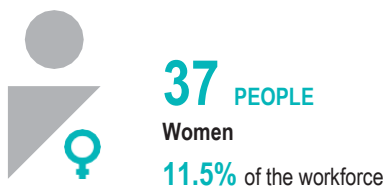
## QUALITY EMPLOYMENT



**15** PEOPLE  
Hired

**6.2%**  
Turnover rate

2024 (data as of 31 December 2024)



	2024
Women in Management	25.00%
Employees < 30 years	3.08%
Employees 30-50 years	54.63%
Employees > 50 years	42.29%
Male employees with disabilities	1.28%
Female employees with disabilities	0.85%

## SALARY EQUALITY

In 2024, the Interprofessional Minimum Wage (SMI in its Spanish initials) was set at €15,876. On the other hand, our lowest salary per the collective working agreement corresponds to the C operator category and is €18,750.60, which represents an increase of 20.88% over the SMI.

The wage-setting policy is based on the tables included in the current collective agreement, which establishes remuneration levels by categories, regardless of the characteristics of the individual.

We recognise the importance of open and constructive dialogue with the workers' legal representatives, as well as with all our employees, as a means to promote a fair, collaborative and productive work environment. 100% of our employees are covered by the Metro Ligero Oeste, S. A. company's collective working agreement (Code number 28100100012014).





03

## RELATIONSHIPS WITH USERS, SUPPLIERS AND THE LOCAL COMMUNITY

Our commitment goes beyond operational excellence; we work to improve the quality of life not only of our users, but also of our community, by promoting educational and social initiatives in addition to promoting sustainable mobility. We also guarantee safe, dignified and respectful working conditions throughout our supply chain.



**3.6** Halve the number of global deaths and injuries from road traffic accidents.



**4.4** Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

**4.7** Ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.



**11.2** Provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons.

**11.4** Strengthen efforts to protect and safeguard the world's cultural and natural heritage.



**12.8** Ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.



## 3.1 QUALITY AND TRANSPARENCY IN SERVICE DELIVERY. WE SEEK OPERATIONAL EXCELLENCE

We focus on user experience and operational excellence, with the aim of offering the Community of Madrid a safe, accessible, punctual, efficient and sustainable mobility service. We maintain a constant commitment to continuous improvement and proactive management oriented towards user well-being.

### MAIN INITIATIVES

A number of improvements have been implemented in infrastructure and maintenance. Outstanding among them are these:

- Project for landscape restoration actions and landscaping in outdoor spaces.
- Improved unit cleaning and visibility.
- Replacement of acoustic warning mechanisms on train passenger doors.
- Optimisation of maximum circulation speeds in certain sections of ML3 to improve punctuality.
- Improved access to the ATU (air treatment unit) in the paint booth, reducing risks for operators.
- Construction of a new outer wall to stabilize the track in ballast and improve electric conduits and catch basins.
- Installation of an expansion device to reduce discomfort due to track deformities caused by temperature changes.
- Improvements in drainage, with the extension of gutters and new systems to avoid flooding in the tunnel between Campus Somosaguas and Avda. de Europa.
- Refurbishment of rails and turn-outs with welding, extending their useful life and avoiding expensive replacements.

## USER SATISFACTION



**8.4/10**

Mark for the 2024 period

## CUSTOMER SERVICE DATA 2024



**3** DAYS

Maximum response time



**55**

Total number of official complaints






## 3.2 SUSTAINABLE MOBILITY IN CITIES (ROAD SAFETY AND ENVIRONMENTAL EDUCATION, AND PROMOTION OF SUSTAINABLE TRANSPORT)

Our strategy is to continue prioritising the educational area, achieving a greater impact on schoolchildren, families and professionals. In collaboration with local administrations and entities, we promote responsible mobility that benefits our environs.

### MAIN INITIATIVES

- Improvement of the Road Safety Project through collaborations with experts in this field in the Community of Madrid. Among other tools, we are considering the creation of a didactic microsite that addresses the topics covered, aimed at students from 6 to 18 years old, in order to serve as a complementary resource for road safety educators.
- Consolidation of the existing line of work with the town councils of Pozuelo de Alarcón and Boadilla del Monte.



We contribute to the transformation of cities, moving towards sustainable mobility through road safety education.

## TRANSFORMING CITIES IN THE FIELD OF EDUCATION 2024





## 3.3 SOCIAL ACTIONS WITH THE LOCAL COMMUNITY (SPORT, CULTURE, SOCIAL EXCLUSION, DISABILITY AND BRINGING STUDENTS CLOSER TO THE WORLD OF WORK)

Participation in social action initiatives that respond to the needs identified in contacts with local interest groups. Promotion, to the extent possible, of employment opportunities and bringing students closer to the world of work (in collaboration with educational institutions).

### MAIN INITIATIVES

We continue to promote existing social collaboration projects in our area.

### SOCIAL AND CULTURAL

With Pozuelo's **Environmental Education Classroom**.

With the inclusive basketball team of the **Gil Gayarre Foundation** in different areas thanks to the Veritas Basketball Club. Moreover, it supports the annual Veritas Tournament, which boasts participation of about 1,000 players.

With visitors to the depots (schools and elder care facilities).

**17** YEARS  
taking part in the Boadilla del Monte Three Kings Parade

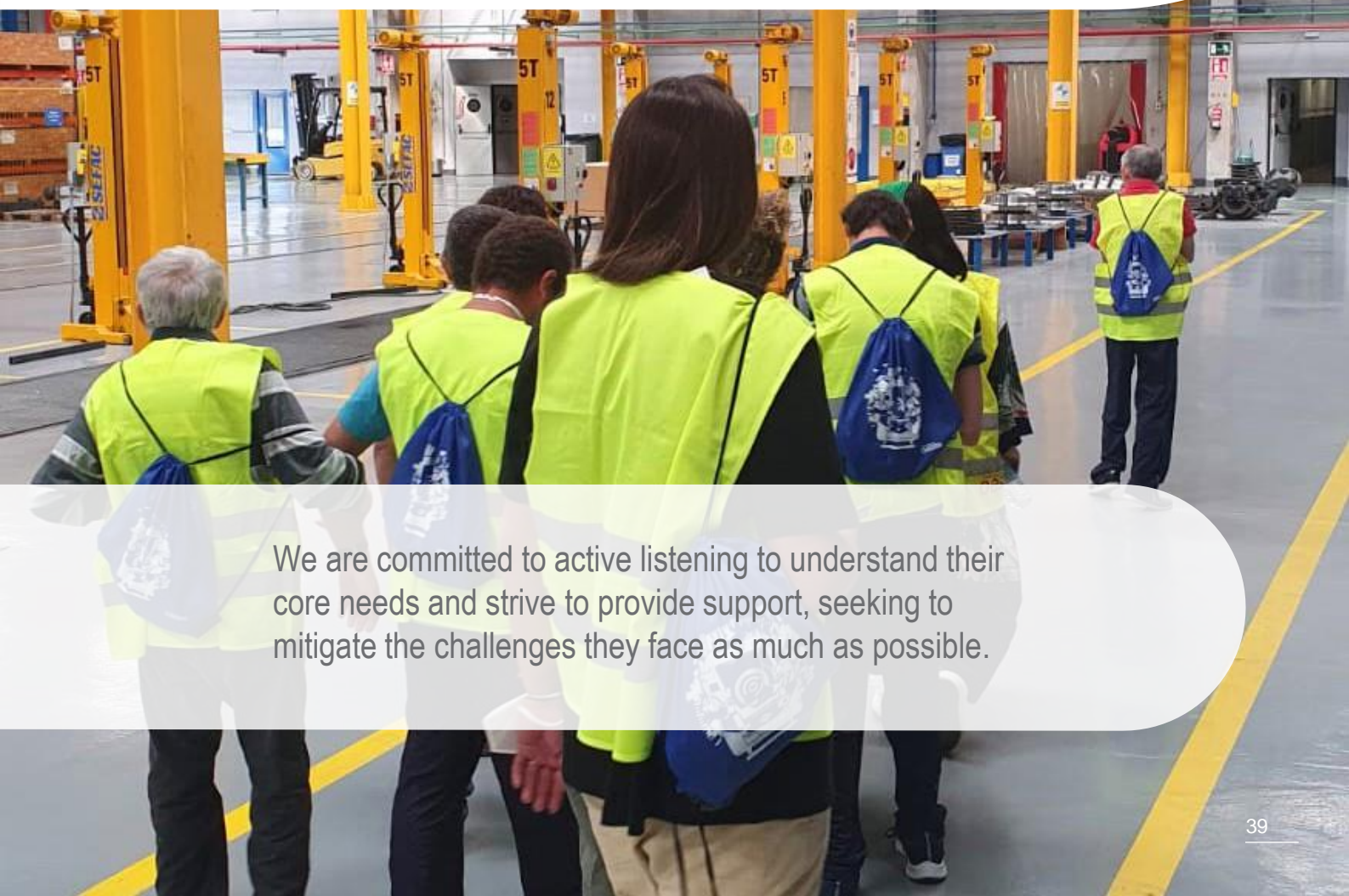


### DISABILITY AND SPORT

#### SOCIAL COMMITMENT



With the **Cal Pau Foundation**  
With the **Hogar Don Orione Foundation**  
With **Afanias**  
With the **ONCE-FOPG**  
With the **Boadilla City Council**  
With the **Pozuelo City Council**  
With **Aesleme, Cruz Roja**



We are committed to active listening to understand their core needs and strive to provide support, seeking to mitigate the challenges they face as much as possible.

## 3.4 RESPONSIBLE MANAGEMENT OF SUPPLIER RELATIONS

Our strategy is based on improving the management and monitoring of supplier operations, including social and environmental requirements in selection and evaluation, the introduction of procurement policies that minimise the risks of bad practices, and the promotion of dialogue and collaboration.

### MAIN INITIATIVES

- We have improved external communication with our suppliers, including offering a specific section of information of interest on our corporate website.
- We have created a business activities coordination committee to analyse security measures, compliance levels, etc.
- We have reduced the average payment period to 30 days.



## OUR SUPPLIERS



**82.90%**

Community of Madrid



**7.10%**

European Union (EU)



**9.03%**

Outside Madrid



**0.97%**

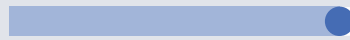
Outside the EU

## SUPPLIER PERFORMANCE

The criteria we evaluate in our suppliers' performance are the delivery method (understood as the impact of transport on the carbon footprint); incidents in the quality of the product/service; and the delivery time. These evaluations are available, upon request, by email at [proveedores@metroligero-oeste.es](mailto:proveedores@metroligero-oeste.es)



**Quality**



**99.65%**

**Deadlines**



**44.29%**

**Delivery method**



**95.07%**

*\* The delivery time is a fundamental requirement, as it directly affects service provision. In order to promote continuous improvement, it now has stiffer requirements. Therefore, the values have been significantly affected.*

A person is seen from behind, standing in a control room. They are looking at a large wall of security camera feeds. The feeds show various angles of a train station, including tracks, platforms, and buildings. The person is wearing a dark jacket. The overall scene is dimly lit, with the primary light source being the screens themselves. A large blue circle with the number '04' is overlaid on the left side of the image.

04

# GOOD GOVERNANCE, RESPONSIBILITY AND INTEGRITY:

BOARD OF DIRECTORS,  
SHAREHOLDERS AND MANAGEMENT

## GOOD GOVERNANCE FOLLOWING ESG CRITERIA

Our commitment to transparency, effectiveness and ethics, guided by ESG criteria, drives us to strengthen our business through good corporate governance practices and on-going dialogue with our stakeholders.

Our desire to continue improving our performance is reflected in our outstanding results in the Global Real Estate Sustainability Benchmark (GRESB). In 2024, we reached first place worldwide in the urban transport sector, with an outstanding mark of 95 out of 100. In addition, we improved our overall rating from three to four stars, thereby exceeding the industry average.

MLO has thus consolidated its commitment to service quality and is reaffirming its determination to advance toward a more sustainable future.



**9.4** Upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes.



**12.6** Encourage companies [...] to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

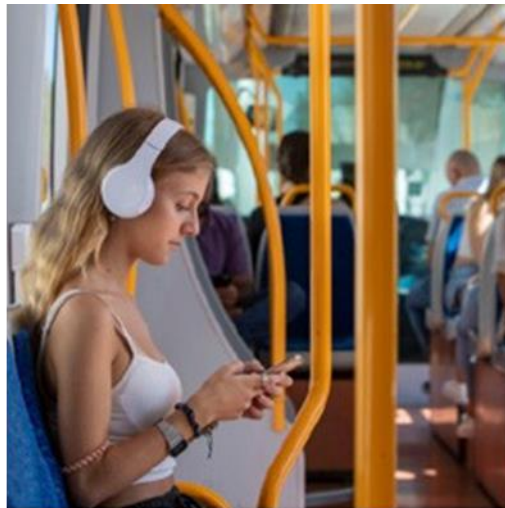


**16.5** Substantially reduce corruption and bribery in all their forms.



## 4.1 GOOD GOVERNANCE PRACTICES

Our policy seeks to improve the governance and management processes established in the organisation, including its Board of Directors (shareholders). Internal operational excellence - tracking of indicator scorecards.



METRO LIGERO OESTE,  
FIRST PLACE IN  
SUSTAINABILITY  
ACCORDING TO THE  
#GRESB2024 STUDY



### **MOST SUSTAINABLE URBAN TRANSPORT**

With **95 points out of 100** and **4 stars**, MLO has consolidated its position as the **most sustainable urban transport** operator, **improving** its position **compared to last year**.

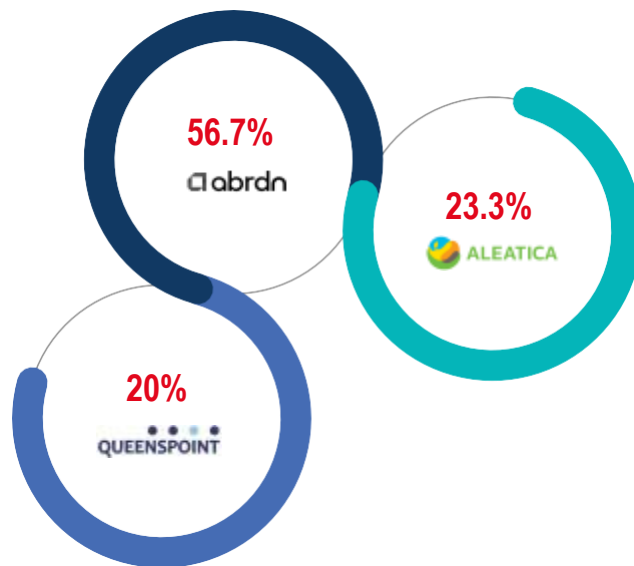
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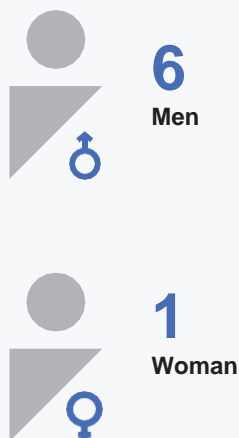
## GOVERNANCE STRUCTURE

Our governance structure, based on the General Shareholders' Meeting and the Board of Directors, oversees the impacts on society, the environment and on governance matters, supported by the diverse representation and accumulated experience of its members, with an executive approach led by our Managing Director.

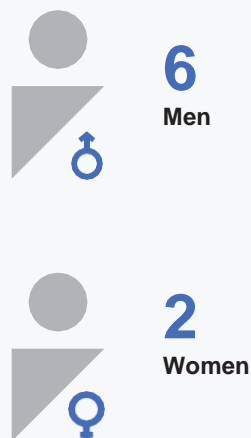
At present, our shareholders consist of three outstanding business groups, all recognised for their prestige in their respective areas of activity.



### BOARD OF DIRECTORS



### MANAGEMENT COMMITTEE

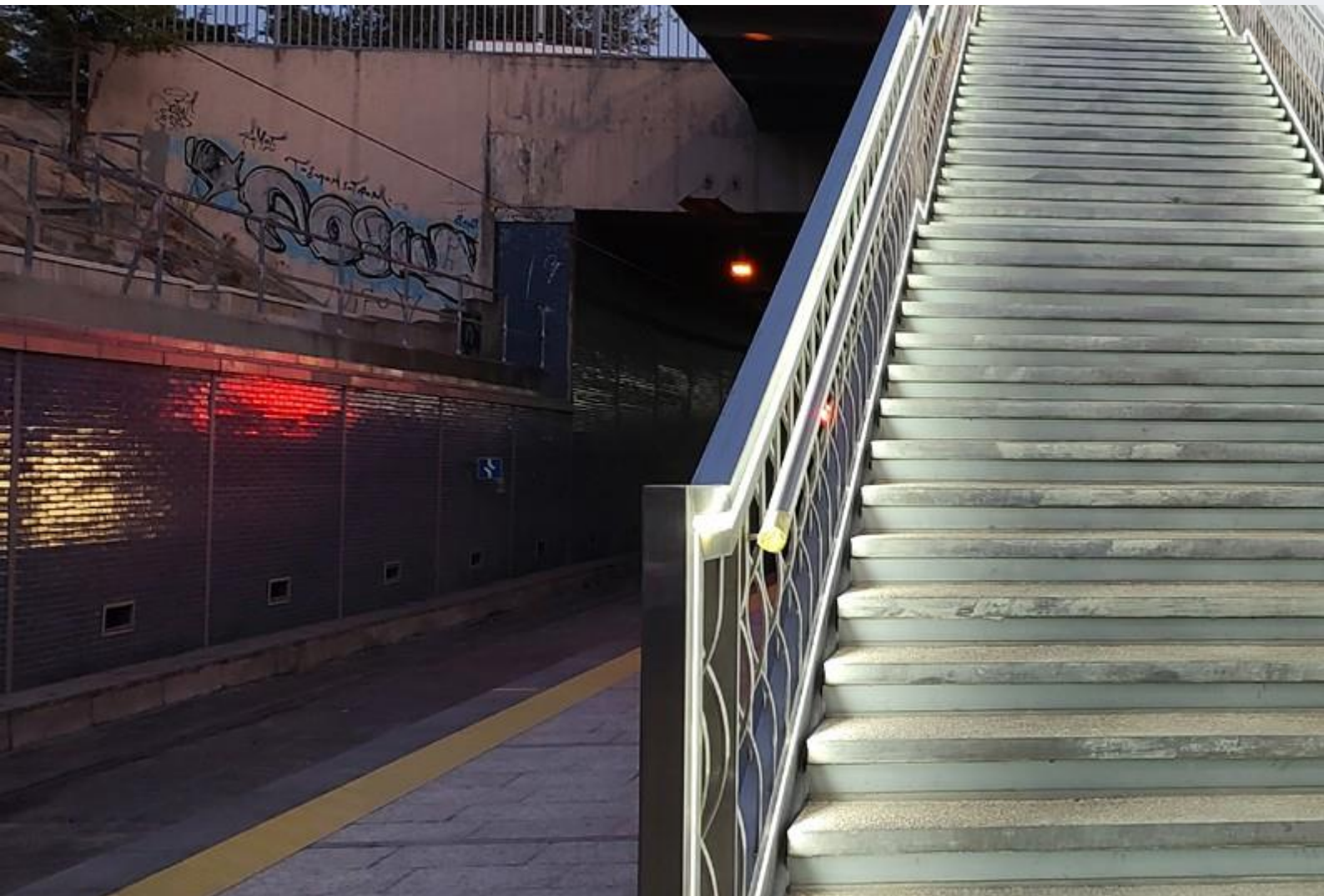




At MLO we have a specific protocol for prevention and action in situations of harassment, and an equality plan. Our Code of Ethics establishes the standards and principles of professional and ethical conduct that must be followed by all persons within the company in the execution of their functions, and establishes the mechanisms for reporting complaints and protecting the complainant. It includes clauses advocating respect for the labour standards of the International Labour Organization.

In order to promote a culture of transparency and accountability in all our actions, we have disseminated our Code of Ethics among all our stakeholders through our corporate website, which makes an accessible reporting channel available. This channel provides our employees, customers, suppliers and other stakeholders with a reliable means of reporting any conduct contrary to our values and ethical principles.

During the period covered by this report, we have not logged any incidents related to labour principles, nor have we been aware of any confirmed incidents affecting value chain workers, affected communities, consumers or end users.



## INDICATORS REGARDING HUMAN RIGHTS

- MLO has a code of conduct or a human rights policy for its own workers.
- MLO has a code of conduct covering child labour, forced labour, discrimination and accident prevention.
- MLO has a complaint processing mechanism for its own workers.
- MLO has no confirmed incidents in its own workforce related to child labour, forced labour, human trafficking, discrimination or others.
- In the absence of any incidents, no action has been necessary.





## 4.2 ETHICS AND INTEGRITY IN BUSINESS ACTIVITIES

Our policy is based on ensuring that people carry out the organisation's activities in an ethical and responsible manner, observing the Code of Ethics, the criminal behaviour prevention system and control mechanisms.





Our anti-corruption commitment is strong: after thorough analysis, we confirmed the absence of significant risks in our operations and we continue to strengthen our ethical and crime prevention systems to maintain this integrity.

Metro Ligero Oeste is reinforced through the Equality Plan 2023-2027, its commitment to equality and respect for diversity, going for an organisational model where equality between men and women, the work-life balance and co-responsibility must be an intrinsic reality.

## INDICATORS

- During the period covered in this report, we have not been fined or convicted for violating any anti-corruption or anti-bribery laws.



metroligero  
**oeste**