



SUSTAINABILITY
REPORT
2021





Sustainability Report Gestair Group

2021



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A photograph of an airplane wing against a sunset sky, with a large orange number '01.' overlaid on the left side.

01.

Letter



» Carlos Gericó

CEO

It has now been 45 years since the Gestair Group performed its first flight and all throughout this time, our team of people has strived to make sure that the experience of our services is unique in each area. Our customers, suppliers and those who are part of our company are the driving force of the business, as we would be unable to move forward without them.

2021 has been a year of momentum and an important year for us. We have secured projects such as the new Gestair Aeroplanning department and the Malta AOC. Furthermore, we have set new projects in motion such as the Horizon Programme, which represents our commitment to flying sustainably and gives rise to the opening of a new hangar in the Madrid-Barajas Airport where Gestair MRO boasts a hangaring area of over 23,000 sqm.

In our company's philosophy, privacy, transparency and safety have always been important, and these are elements which form a commitment now more than ever. The Gestair commitment. I count on all of you to keep contributing to the growth of a better future, of a future which is more committed and sustainable.



Carlos Gericó



» Anabel Azor

GENERAL COUNSEL

Today's world is in the process of changing towards more transparent, sustainable and responsible business models. Factors such as climate change, the 2030 Agenda and Sustainable Development Goals, as well as new consumer behaviour from customers who are much more conscious, are setting the trend for the coming years. This gives rise to a greater commitment at a social level and in particular for the Gestair Group with regard to its business models.

At the Gestair Group, the aim of this document has been to set out our strategic plan as a brand to help create an ethical, social, environmental and economic value and to keep making progress in our commitment to being a more sustainable company.

Our companies are and will be ready to continue with this approach, committed to our human capital, customers, suppliers and the environment; within an ethical and socially responsible work environment. I am certain that we can expect an exciting 2022 with significant challenges and also great opportunities to show that we want to do things properly.



Anabel Azor

A photograph of a dense forest with a lake in the foreground, split diagonally by a white line. The forest is composed of various types of trees, including tall evergreens and deciduous trees with green foliage. The lake is calm, reflecting the surrounding greenery. The sky is overcast and grey.

02.

Simply
Gestair



At Gestair, we are fully aware of the future of our planet and all aspects related to sustainability. This is why we are so willing to develop solutions within our sphere of activity that have a positive impact on these elements.

A business approach which aims to leave a positive mark on the lives of people and the planet.

Simply Gestair

The **Gestair Group** is the Spanish leader and European reference point for Business Aviation. It offers a premium 360° service in the aeronautical sector in addition to operating and rendering services around the world. Throughout 2021, in its desire to become a more sustainable group of aeronautical companies, the Group has optimised the performance of its Environmental Management System with ISO 14001:2015 certification, which guarantees the organisation that the environmental management is fully integrated with its business strategies.

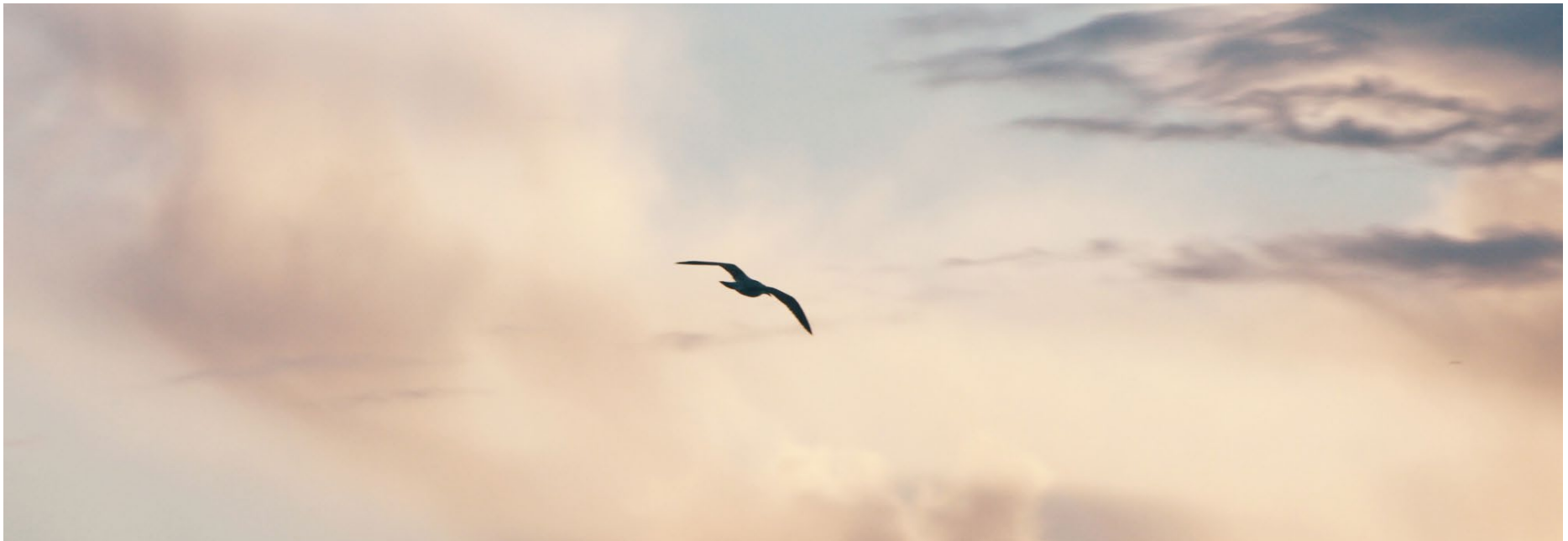
A full customer focus is one of the mainstays of the Group. The aim is to keep being the best alternative for air travel and for aircraft management and maintenance. The Gestair Group companies are focused on ensuring that our service is the safest, most flexible and versatile on the market with a cabin and ground service like no other. Ultimately, for flying to be straightforward: *Simplify. Simply, fly.* In order to achieve this, the company has divided the Group into three strong business areas which work towards these goals together:



Gestair Aviation

Company specialised in the operation of business aircraft, Spanish leader and European reference point. Its areas of expertise cover the integral management and marketing of aircraft, and design of tailor-made flights, technical and operational support, airworthiness management and advice about buying and selling aircraft in line with the needs of each customer. With a fleet of over 30 aircraft distributed in various cities and countries, Gestair Aviation always offers its customers a solution.

In 2021, while firmly aware of the environment and conscious that action against climate change is everyone's responsibility, the company has developed the HORIZON Programme, as a result of which the emissions of all flights sold are offset. This programme symbolises a clear commitment to a more sustainable outlook for the future. With a commitment which is getting stronger and stronger each day, Gestair Aviation chooses each project carefully in order to offset CO₂.

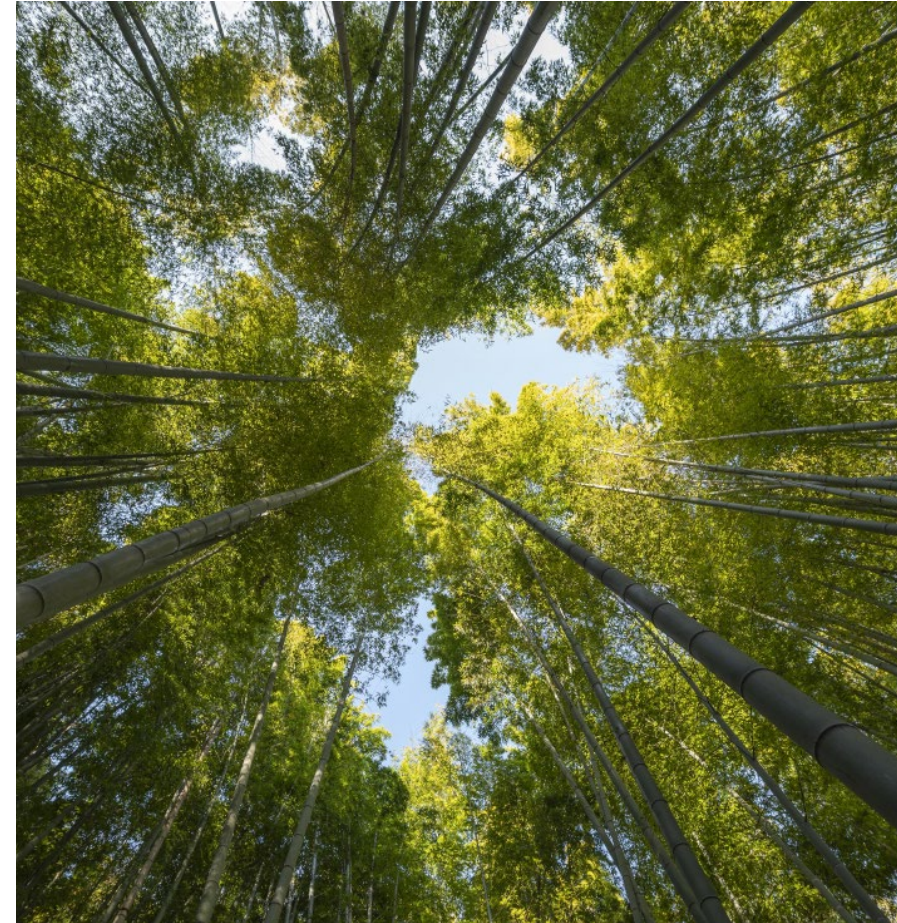


Gestair MRO

This unit is specialised in aeronautical maintenance and is located in the Adolfo Suárez Madrid-Barajas Airport, where it has 2 hangars covering a total area of 23,000 sqm with heating in order for personnel to be able to carry out their work. The unit is divided into four large areas of expertise: base maintenance, logistics, hangaring, and avionics that cover 360° of aeronautical maintenance.

The Gestair Group maintenance company boasts an Integrated Management System (IMS) certified pursuant to ISO (9001:2015 and recently 14001:2015) and PECAL standards which has been designed to manage the multiple aspects of our operations in accordance with quality and environmental management.

Likewise, Gestair MRO guarantees that there is no significant impact on **biodiversity** that may result from the company's airport facilities, where aircraft are maintained and held, in accordance with the environmental recognition project presented before the Ministry for Environment, Town and Country Planning and Sustainability.



Gestair Aeroplanning

This area of the Gestair Group boasts the best technicians and professionals in flight coordination in the sector, who provide ground and flight support to companies and individuals while always seeking the best solution for all operational and technical requirements of aircraft for business or private use or for regular airlines. From the Flight Planning Centre, the Gestair Aeroplanning is ready to act in the most efficient and flexible way possible in terms of planning, dispatch and tracking of any flight, while guaranteeing maximum safety anywhere in the world at any time, 365 days of the year.



As in other areas of the Group, the company is closely involved in processes and development which gives rise to an improvement in our relationship with the environment. In 2021 specifically, Gestair Aeroplanning has driven actions which are highly focused on reducing paper usage and encouraging efficient electricity consumption. For example, it has set the EFB (Electronic Flight Bag) Project in motion to get rid of the majority of printed manuals on board all the company's aircraft.



03.

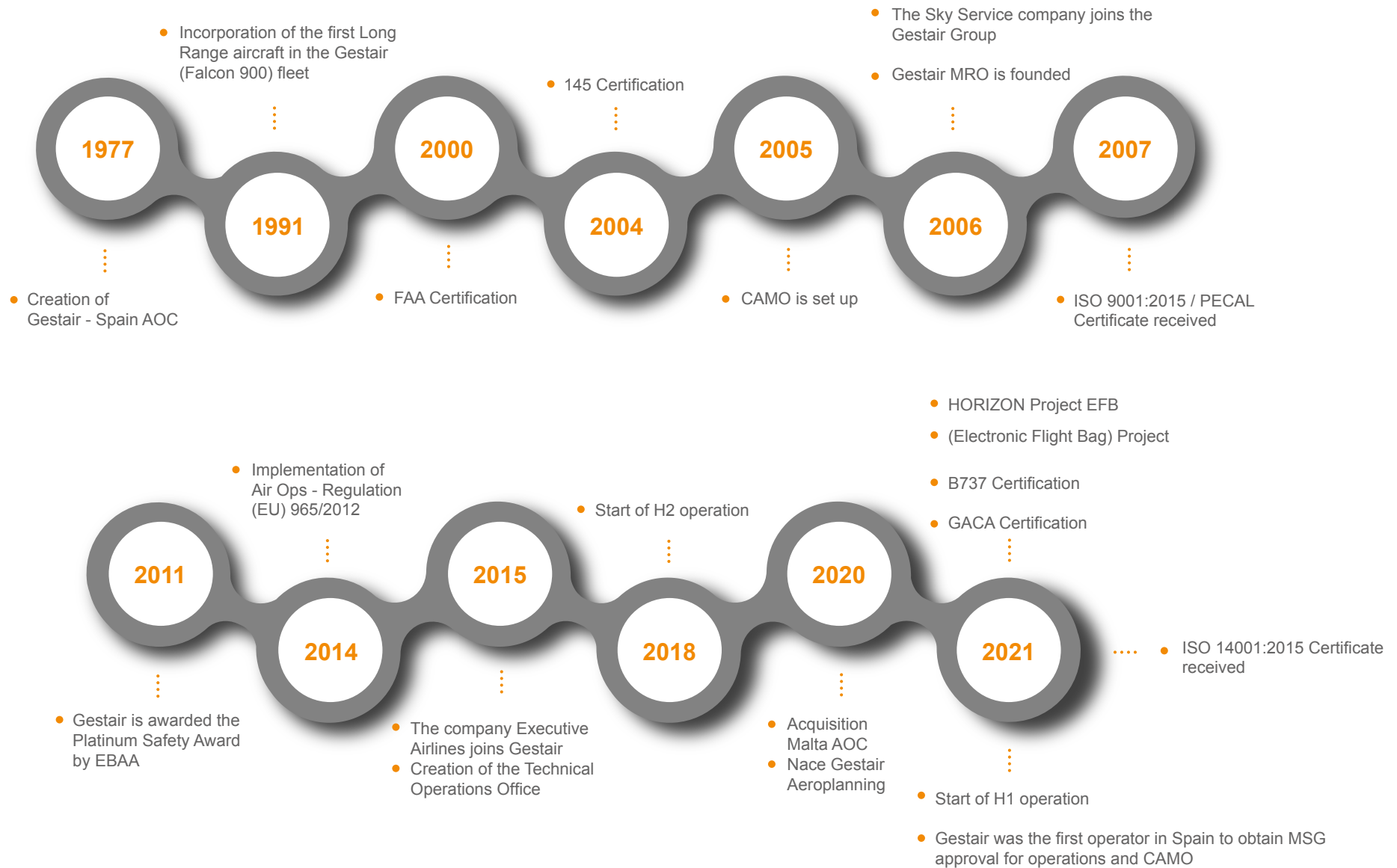
Gestair Group
in figures



Gestair Group in figures

For Gestair and for the aeronautical sector in general, 2021 came full of uncertainty as a result of the health situation around the world and due to flight restrictions. However, as the year went on, thanks to the effort and energy of each and every person involved in the Gestair Group, it gradually managed to reinforce its presence across Europe and carry out new and significant.

Timeline



Data we can be proud of

The Gestair Aviation fleet flew over 11,200 hours and executed more than 6,300 flights around practically the whole world in 2021.

Gestair MRO performed over 40,000 hours of maintenance on more than 36 aircraft in 2021. There were also 212 cases of technical assistance in the same year.

At Gestair Aeroplanning, over 7,000 flight plans were filed in 2021 and more than 51 customers were attended to around the world.



+11.200 h/flight

Gestair Aviation



+40.000 h/maintenance

Gestair MRO



+ 7.000 plans/flight

Gestair Aeroplanning

04.

About
this report



About this report

This Report is published by the Gestair Group in order to make information available on environmental and social matters and any details related to personnel which are important. It also includes any issues related to human rights and the fight against corruption and bribery which are relevant to the Group while executing activities as part of its business.

This report is based on the Non-financial Information Statement verified by an external company as required by the appropriate standards and in accordance with the requirements stipulated by Law 11/2018 of 28 December 2018 on Non-financial Information and Diversity. The report is issued on an annual basis and refers to information on the following companies of the Group:



- » GLOBAL AVIATION INVESTMENT, SL
- » GESTAIR SAU
- » GESTAIR SERVICES, SLU
- » GESTAIR MAINTENANCE, SLU
- » GESTAIR AVIATION MALTA, LTD

Trading vs corporate company organisation chart

The Gestair Group is made up of four trading companies established in Spain and a fifth company established in Malta, whose Board of Directors (at the Spanish companies, Global Aviation Investment, S.L., Gestair S.A.U., Gestair Services, S.L.U. and Gestair Maintenance, S.L.U.) or the Sole Director (at Gestair Aviation Malta Ltd, previously called Pontair Ltd), are the Administrative Body, in other words, the supervisory and control body which validates and approves the strategic policies of each one of them.

At an operational and business level, it is the Steering Committee, made up of the Director General of the Group/CEO, the General Counsel of the Group, the CFO of the Group, the Director General of Gestair Aviation and the Director General of Gestair MRO, which takes decisions on the most relevant matters of each Business Unit of the Group (Gestair Aviation, Gestair MRO and Gestair Aeroplanning) which are not reserved for the Board of Directors.



*“Our companies,
our future”*



05.

CSR at Gestair,
a mainstay
of the group



CSR at Gestair, a mainstay of the group

It is considered that Corporate Social Responsibility (CSR) is any decision which favours the positive interaction of an organisation with the social, economic or environmental area in which it operates. The Gestair Group is therefore certain that each and every one of the people involved in its companies must set out to take these decisions and develop a solid vision of CSR.

This means that various commitments (the “Gestair Commitments”) must be made, which in 2021 have been focused on:



Commitment to regulatory compliance

All managers of the Gestair Group strive to faithfully observe the regulations in force at all times. Nonetheless, all personnel of the Group must comply with the regulations which are highly essential in the aeronautical world and this is considered an in built value.



Ethical Commitment

The Group has a value and mission statement Code of Ethics for the company which is used as a guide in relationships formed with suppliers, customers, administrations and personnel belonging to any firm where any of the Gestair Group companies render their services.

The human quality of individuals in the organisation forms the foundation of companies which, like the Gestair Group, render services. Ethical and sustainable behaviour therefore supports the values of our team.



“Committed to what we do”

These foundations of the Gestair Group give rise to the following **list of values** that we develop and apply to all our spheres of influence, both inside and outside the group:

- Credibility
- Transparency and social and legal responsibility
- Faithful compliance with all regulations in force; control and self-control of internal and external collaborators
- Ethical and moral commitment
- Caring for and protecting the environment
- Free competition
- Honesty
- Confidentiality
- Privacy
- Equal opportunities, training and decent and reliable working conditions
- Fairness
- Integrity



Commitment to the Environment:

At the CSR department of the Gestair Group, and integrated into the General Counsel Department together with Compliance and the Internal Control Office, a road map has been created so that, in collaboration with other departments and also thanks to external collaborators, Gestair can continue to drive key projects that define it as a business aviation company which is firmly committed to sustainable development.

This road map includes ambitious projects and goals such as the launch of the Horizon Programme in 2021, thanks to which all flights sold at Gestair Aviation are carbon neutral, the 2021 Equality Plan based on a culture driven by results and which seeks high customer satisfaction, encouraging the influx of both male and female talent and striving for this to stay, or ISO 14001:2015 Certification received in 2021, which certifies the good practice of the companies of the Group in environmental policies.

In a bid to consolidate these projects and goals, in 2021 all personnel in the organisation have received ongoing training in Corporate Criminal Liability, Code of Ethics and Data Protection. This is because it is fundamental for Gestair to have a team which is trained and well-informed, and this is also a view and responsibility that is shared by managers.

It is stressed in the content of this training that transparency must be part of the basis of activity and professional relationships. All collaborators must be committed to maintaining and demonstrating ethical, transparent and upright conduct. In the event that any situation occurs which may potentially involve unethical behaviour, there is a protocol and communication channel which guarantees that any possible claims, queries or comments will be managed properly.

Interest groups and outward appearance

In accordance with the GRI standards, the Non-financial Statement report must deal with matters that reflect a significant impact on economic, environmental and social aspects of the organisation and which influence the judgements and decisions of the interest groups. The interest groups for the Gestair Group are:



Customers

Without them, the Gestair Group would not be what it is. One of the main goals in relation to customers is excellence in working to ensure that they are fully satisfied. Day in day out, work is carried out in order to meet all the requirements and needs of customers. Areas of control and new products have therefore been developed which meet customer requirements. Transparent communication with them is undoubtedly one of the company's keys to success.



Suppliers

These are a key element in the Gestair value chain. The relationship with them is based on trust and working together. The main foundation is formed by transparency and continuous improvement by both parties. Without good suppliers, Gestair would not be able to keep moving forward.



Employees

Made up of a group of excellent professionals who are motivated to grow professionally and personally, these individuals are essential to the company. With a drive to be trained, they are capable of fitting into and have the ability to adapt to new situations, and are always ready to grow alongside the company.



Society and other social

Gestair bases its relationship with society on a commitment to collaborate with all social groups, the business and academic world, public sector, etc. Regular and free-flowing communication takes place with all of them, which means we are able to report any aspects related to the activity that we carry out.

06.

Gestair, committed
to what we do



Gestair, committed to what we do

6.1 Our commitment to the environment

Climate change is real and humanity is facing changes to society and the economy, which are taking place at lightning speed. Foreseeing and devising long-term strategies is a challenge for everyone. The European Green deal has set a goal to turn Europe into the first climate-neutral continent by 2050, and Gestair is doing its bit by introducing clear environmental policies, which are published and implemented in its organisation.

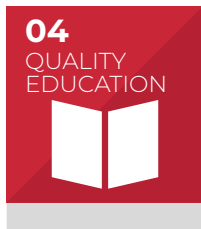
Corporations are considering the need to minimise their environmental and social impact more and more, and the Gestair Group, as has already been stressed, as part of its Strategic Plan, has really got behind establishing a strong and solid CSR awareness. In this regard, it boasts an Environmental Management System (EMS) and ISO 14001:2015 Certification.

The most significant projects carried out by the Gestair Group in 2021 as part of its commitment to the Environment and to the overall goal of reducing the environmental impact of its aeronautical activity are summed up below. These have been very popular, both internally and externally, among groups which are involved in activities of the Gestair Group companies.

Horizon Project

There are a wide variety of options for airlines to offset their carbon footprint and Gestair has got behind the development of a long-term project, the Horizon project, which is the commitment to sustainable flying. In turn, this programme helps many of the company's customers in their commitment to the environment, as the CO₂ emissions generated when they travel can be measured in order for their trips to be carbon neutral.

The carbon offset system chosen by Gestair is to buy carbon credits in markets. Through Horizon, in all of its flights sold, the company offsets the carbon footprint by withdrawing these credits from the market by means of investing in sustainable projects. The aim of these projects, in turn, is to reduce greenhouse gas (GHG) emissions. All projects are based on producing energy by means of clean technologies, waste management or reforestation programmes which are located in developing countries and are directly connected with the integration of Sustainable Development Goals (SDGs). The Gestair projects are carried out in line with the Carbon Offsetting and Reduction Scheme for International Aviation (CORSIA), based on the following SDGs:





In each flight, Gestair measures the carbon footprint, in other words the CO₂ emissions that have been released into the atmosphere as a result of the distance travelled (one carbon credit is equivalent to 1 tonne of CO₂) and buys carbon credits to offset it. Carbon credits are controlled by regulatory and voluntary bodies, regulated by international bodies such as UNFCCC -Clean Development Mechanism (CDM) Projects, Verified Carbon Standard (VCS-Verra) and Gold Standard. When requested, the companies or individuals who fly with Gestair receive an official certificate indicating the tonnes of CO₂ that have been offset.



EFB Project

Set out as an environmental goal for 2021, the aim of the EFB (Electronic Flight Bag) system is to include all the manuals required for operating aircraft and almost all the documentation needed for each flight on a tablet device. Every Gestair pilot has a tablet at their disposal with necessary information for flying.

This system has called for specific operational approval to be given by AESA (Spanish Aviation Safety and Security Agency) and an operational trial period to be completed which has validated the equipment and software chosen, guaranteeing a level of safety which is the same as or better than traditional papers. The involvement of crews, baggage handlers and operations personnel has made it possible for this project to be carried out successfully.

Thanks to the approval of the new EFB system, 79% of flights executed by Gestair in 2021 were paperless. This has led to a reduction in the weight of aircraft as a result of getting rid of manuals on board, which in turn saves fuel and cuts emissions of CO₂ and other greenhouse gases, in addition to significantly minimising paper consumption.

This percentage must increase up to just about 100% in 2022, following the path towards saving paper and fuel while cutting emissions.



Energy consumption

In 2021, the consumption of resources such as electricity and gas has also been a clear objective for improvement in order to honour the commitment to good environmental practices. Following a study on consumption and environmental impact, the procurement department has selected external suppliers that meet the environmental requirements and which are led by the methodology established by Gestair to control these requirements.

Total electricity consumption of the Group

474,765.18 kw/h
170,915,468.000 joules

The group boasts a guide to good environmental practices which is given out to all members of the organisation to help raise awareness about the impact on the environment. Some of the measures that have been taken in 2021 include: regulating temperature in common office and hangar areas, periodic maintenance of air conditioning equipment, replacing conventional lighting with LED lighting and configuring energy saving in computers and printers by defect.



Waste management

Waste management is one of the most widely practised environmental initiatives in the company. At the Gestair Group, with good reason given its maintenance activity of aircraft in its Hangars in the Adolfo Suarez Madrid-Barajas Airport, proper management of the aforementioned is required by specialised and authorised companies.

The company has set out specific actions to minimise the environmental impact on the most significant aspects analysed according to the life cycle of its activities: use of recycled paper, reduction in waste generation, etc.

At Gestair MRO and Gestair Aviation, there is exhaustive waste management treatment which has been established and made a reality by authorised external companies.



Noise control

The aeronautical environment also strives to combat noise pollution, which is a major challenge faced by airlines and administrations. Each aircraft operated by Gestair has a noise certificate in accordance with what is required by Civil Aviation.

The company's crews, aware of how important this aspect is with regard to the environmental impact, firmly apply what has been established by the Spanish Aviation Safety and Security Agency and, in addition to other measures, limited use is made of auxiliary engines in airports. The use of brakes is also reduced and the routes established by air traffic control entering and leaving airports are followed.

Gestair Aviation, Gestair MRO and Gestair Aeroplanning set each one of the initiatives in motion according to the goals set out.

6.2 Our human capital

Gestair's team of people is the engine that drives the Group's business. Recognition, stability and training form part of the basic work carried out each day. Without these fundamental elements, customer service would not be possible. Gestair is a group of companies committed to the development of their employees, who are undoubtedly one of the key factors of their success.

In 2021 the Group has gone out of its way to take actions which are aimed at driving, implementing and monitoring the Equality Plan, as well as bridging the pay gap, finding a balance between work and family life, and training and accessibility to the work environment for people with disabilities.





Equality plan

The managers of the Gestair Group take on the challenge of being a committed company, placing equal opportunities among the strategic values of the culture of the organisation, providing the group's companies with the necessary resources and measures to introduce these opportunities.

The plan is mainly designed to integrate the principle of gender equality into the company, while promoting and maintaining a safe and respectful work environment with dignity, individual freedom and fundamental rights of all individuals who are part of the company and this requires all personnel to be involved.

Organic Law 3/2007, of 22 March, stipulates that all organisations must promote improved working conditions for their employees and protect the health and safety of these individuals, not only ensuring the prevention and protection against any risks that may cause damage or injury, but also against any risks that may give rise to a deterioration in mental health. This is the context in which Gestair's commitment to developing procedures is found in cases where there are claims of moral, sexual and/or gender-based harassment.

The commitments that Gestair has to both its male and female employees guarantee equal treatment and opportunities for all, made by the organisation and particularly by management. Company mandates include: treating all individuals while respecting their dignity and their fundamental rights, avoiding behaviour, attitudes or actions that may be offensive, humiliating or degrading and taking action where appropriate, while providing support to anyone who is a victim of these issues.

The involvement of all men and women and particularly the Managers of Gestair, who have made their commitment public, is focused on the aim of making it possible for Gestair to state that any attitudes of sexual and gender-based harassment symbolize a serious offence against the dignity of individuals and their fundamental rights.

Total number and distribution of types of employment contract

CATEGORY	Total contracts 1/1/2021	Total contracts 31/12/2021	Average					
				Average men	Average women	Average <30 years	Average 30-50 years	Average < years
TOTAL	289	267	278	189	89	28,5	179,5	70
Indefinite	284	257	270,5	182,5	88	25,5	175,5	69,5
Temporary	5	10	7,5	6,5	1	3	4	0,5
Part-time	4		2	1,5	0,5	0,5	0,5	1

Pay gap, work life balance and training

As the well-being of those who are part of Gestair is important, the HR department drives actions which help to bridge the pay gap, find a balance between work and family life, as well as prepare a training plan for male and female employees to boost their professional and personal development. Disconnecting from work, as well as the organisation of working hours are reflected in the Digital Disconnection policy which is promoted by the company. The observance of work and rest times is stipulated and these are essential to those who are part of the organisation.



Some measures that have been introduced in order to find a balance between work and family life include flexible working hours, intensive working days (with reduced breaks) on Fridays and in August, as well as working from home.

Employee training is inherent to our business, crews, maintenance technicians, engineers, etc. These roles require ongoing training, however in addition to this mandatory training which is regulated by Civil Aviation, all Gestair Group employees can sign up to training programmes which are promoted by the HR department. The total number of training hours in 2021 has been 10,692. A well-trained team is a sure sign of success on the path towards a modern, flexible and forward-thinking company.

Introducing and informing of these measures internally allows all employees of the Gestair Group to be involved in guaranteeing a work environment in which people's dignity is respected.



6.3 Human rights

One of Gestair's responsibilities is the commitment to ensuring that the human rights of those who are in our sphere of influence are protected. The company therefore has the following policies which influence and regulate the observance of these rights:



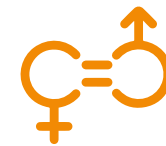
Code of Ethics

Value and mission statement of the company.



Anti-harassment Protocol

Promoting and maintaining a safe and respectful work environment with dignity, individual freedom and fundamental rights of all individuals who are part of the Gestair Group.



Equality Plan

Principle of equal treatment and opportunities for men and women and non-discrimination.



Crime Prevention Plan, Corporate Criminal Liability

Auditing and supervision of departments and structures of the organisation in relation to corporate crime prevention.



Protection of Personal Data Manual

Regulation of all matters regarding the protection and processing of personal data and the free movement of such data. Adaptation to Regulation (EU) 2016/679 of the European Parliament and of the Council is certified externally.



Social action

Gestair collaborates with non-profit organisations and foundations which are devoted to society and cooperation, in line at all times with our values of transparency, honesty, etc.

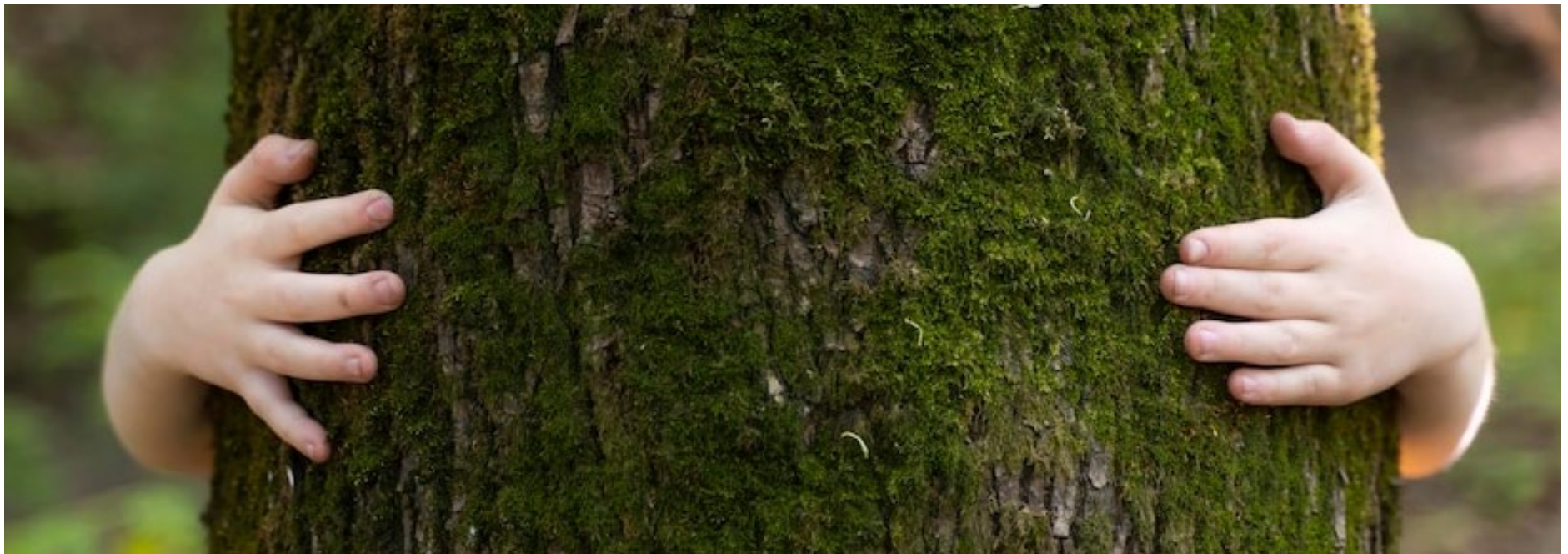
Several actions brought forward by members of the Steering Committee are analysed by the aforementioned on a yearly basis. After being debated, these actions are then taken to the Board of Directors to be approved. In 2020 and 2021 we have made contributions to the Spanish Aeronautical and Astronautical Foundation, AVA Foundation and Food Banks.

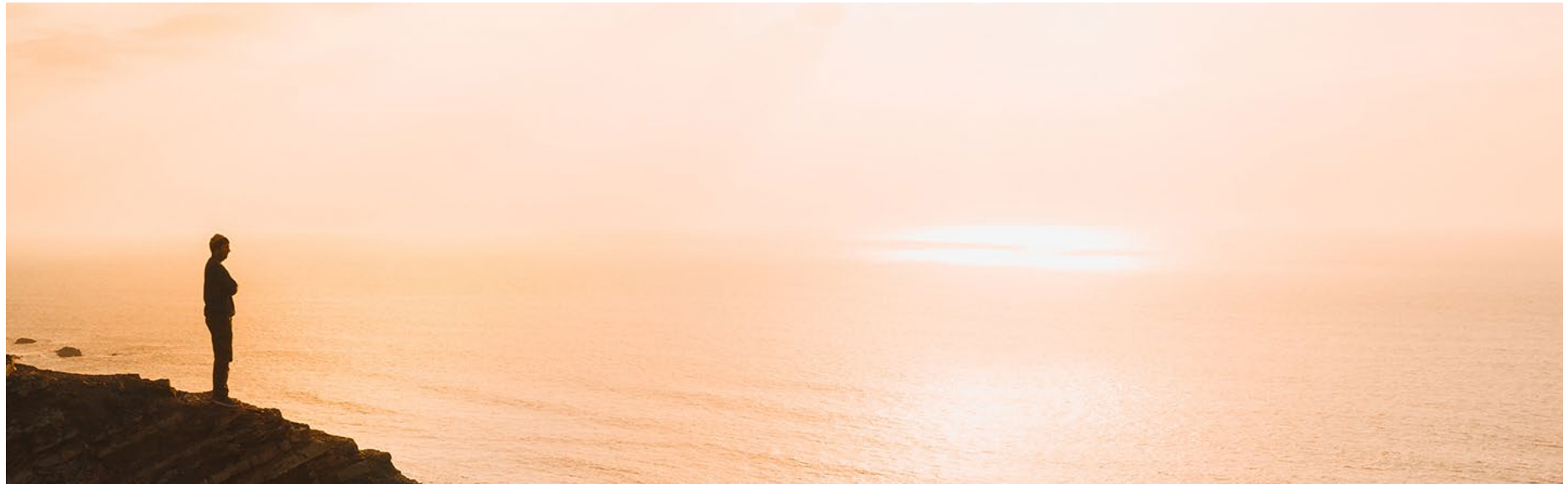
6.4 Fight against corruption and bribery. KYC

The business culture of the Gestair Group involves promoting professionalism, responsibility and ethical behaviour among workers and suppliers. In order to prevent Corporate Criminal Liability, the Group has a Crime Prevention Plan which detects and minimises crime risks.

After analysing the structural risks and in order to avoid any situation digressing from the general framework of good governance of the organisation, the figure of Compliance Officer was appointed. This is the party responsible for the due observance of regulatory compliance externally and internal control which are included in the corporate and regulatory conduct and ethical policies which an organisation requests from its employees.

The anti-corruption policies and procedures approved by the governing bodies have been communicated to all employees and collaborators of the Gestair Group and periodic training actions are carried out to ensure their knowledge and compliance.





2021 has seen no cases of corruption or situations in which it has been necessary to cancel or not renew contracts with business partners.

Given the nature of Gestair's activity, certain controls have been included in its crime risk analysis which are linked to money laundering and financing of terrorism crimes through a double internal control (KYC questionnaires are required to be filled out) and external control (by obtaining personalized reports on natural persons and legal entities through a World-Check Risk Intelligence System). In 2021 there has been no record of goods coming from illicit activities, nor has any type of organisation or natural person been detected infringing the stipulated protocols and controls.

6.5 Tax report

Gestair bases its everyday work on good practice and transparency. Ensuring economic profitability, soundness and reliability, while strictly observing the tax regulations reflected in the financial account statements of each one of the Group's companies.

PERIOD	JURISDICTION	COMPANY	TURNOVER 1)	INTRA-GROUP INCOME OTHER JURISDICTIONS	EBT	ASSETS 2)	CORPORATION TAX PAID 3)	CORPORATION TAX P&L	DIF EFFECTIVE LEGAL RATE 4)
2021	SPANISH	GESTAIR	109.675.447	1.586.795,50	2.324.807	2.486.049	370.322	476.163	210.880
2021	SPANISH	GESTAIR SERVICES	8.394.161		756.633	2.507.916	87.769	147.252	101.389
2021	SPANISH	GESTAIR MAINTENANCE	19.090.498		-780.155	534.164	0	-193.796	0
2021	SPANISH	GLOBAL AVIATION MALTESA	165.496		-243.407	66.270	0	0	0
2021	MALTESE	PONTAIR	7.566.765	120.069,99	7.516	65.989	0	2.850	0



07.

GRI
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32	6. Gestair committed to what we do	Equality	GRI 103-2
		HUMAN RIGHTS	
36, 38, 39	6. Gestair committed to what we do	Applicable policies and outcome	GRI 102-16
36, 38, 39	6. Gestair committed to what we do	Risk prevention	GRI 102-15
38, 39	6. Gestair committed to what we do	Claims	GRI 103-2
32, 36	6. Gestair committed to what we do	Promotion and observance of regulations and agreements; getting rid of discrimination in the workplace	GRI 103-2
36	6. Gestair committed to what we do	Elimination of forced labour	GRI 409-1
36	6. Gestair committed to what we do	Effective abolition of child labour	GRI 408-1
		FIGHT AGAINST CORRUPTION AND BRIBERY	
36, 38, 39	6. Gestair committed to what we do	Measures taken against corruption and bribery	GRI 205-1, GRI 205-2, GRI 205-3
36, 38, 39	6. Gestair committed to what we do	Measures to fight against money laundering	GRI 205-1, GRI 419-1
37	6. Gestair committed to what we do	Contributions to non-profit foundations and organisations	GRI 205-1
		INFORMATION ABOUT THE COMPANY	
18, 19, 20, 21	5. CSR at Gestair, a mainstay of the group	Commitment to sustainable development	GRI 413-1, GRI 415-1, GRI 103-2
22	5. CSR at Gestair, a mainstay of the group	Outsourcing and suppliers	GRI 308-2, GRI 414-2
22	5. CSR at Gestair, a mainstay of the group	Consumers	GRI 416-2, GRI 103-2
40	6. Gestair committed to what we do	Tax information	GRI 207-4



GESTAIR SUSTAINABILITY REPORT

2021



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