



Sustainability Report

2021

Executive Summary



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A COMMON SUSTAINABLE FUTURE



Leisure is a fundamental part of our lives.

In Parques Reunidos, we work as a team to provide authentic memorable experiences and happiness to our guests across generations contributing to the growth of our communities and partners.

Serving this purpose means that we commit to make today's memorable experiences possible tomorrow by actively protecting the planet, and we genuinely care for people by supporting the teams we work with and strengthening the communities we bring together everyday.

PASCAL FERRACCI

Parques Reunidos CEO





01

Parques
Reunidos at a
glance

Who we are

01



Parques Reunidos aspires to remain a global benchmark in the leisure sector, in which it is distinguished by offering safe, educational, and sustainable leisure experiences.

Sustainability is a fundamental pillar in our business strategy, ensuring performance in the long term and reinforcing the trust of our stakeholders.

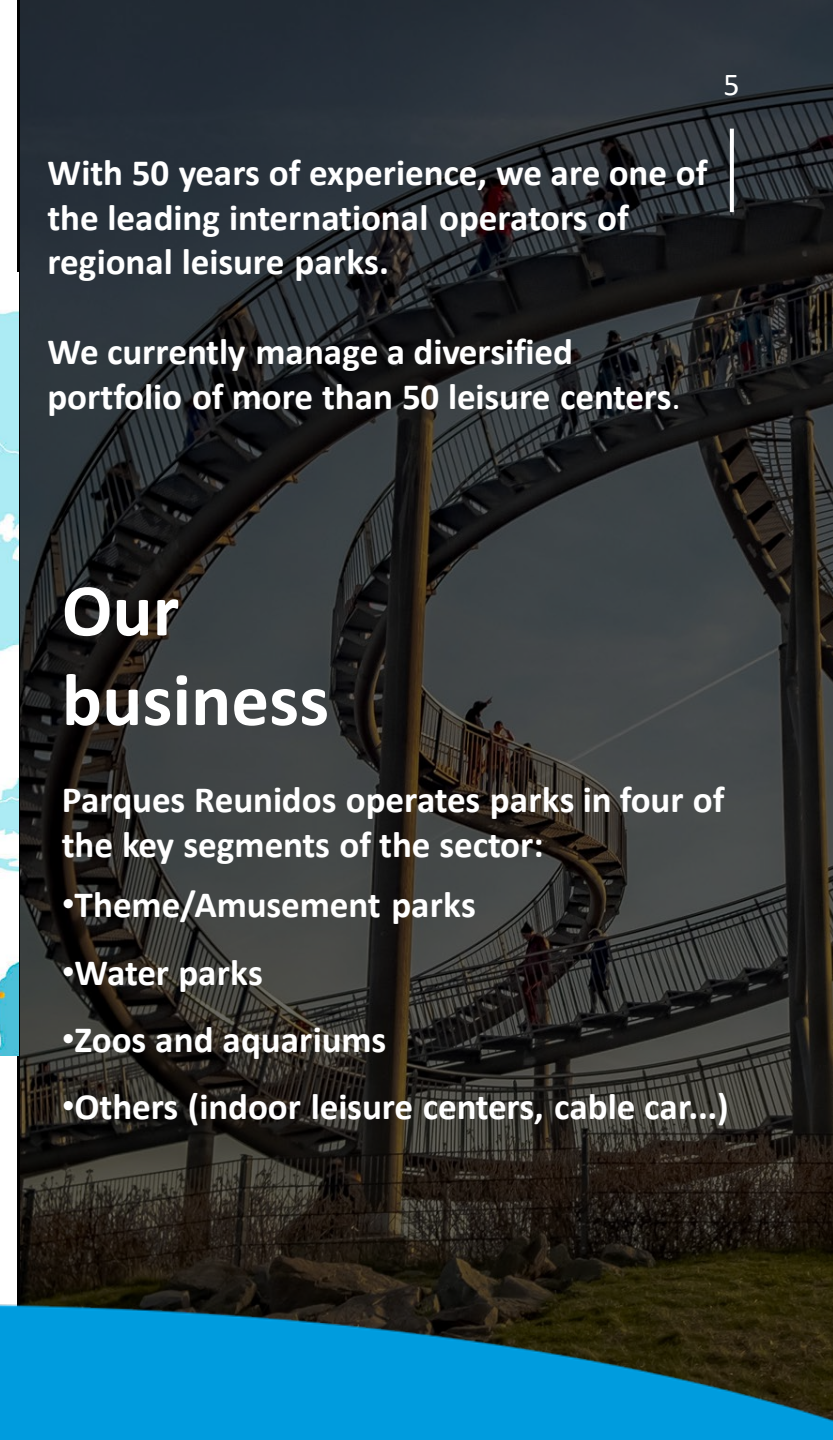
With 50 years of experience, we are one of the leading international operators of regional leisure parks.

We currently manage a diversified portfolio of more than 50 leisure centers.

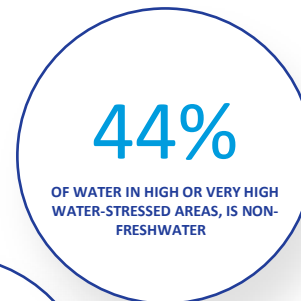
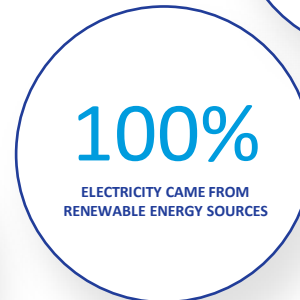
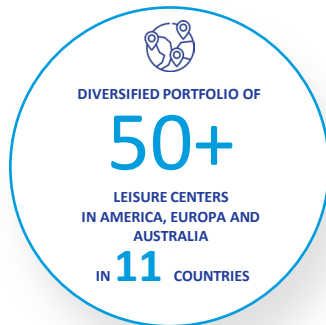
Our business

Parques Reunidos operates parks in four of the key segments of the sector:

- Theme/Amusement parks
- Water parks
- Zoos and aquariums
- Others (indoor leisure centers, cable car...)






























What we are proud of



02

Our Strategy



PILLAR	AREA	SUSTAINABLE DEVELOPMENT GOALS
 <p>PLANET Making today's memorable experiences possible tomorrow by actively protecting the planet and its biodiversity</p>	Climate change and energy management	 
	Circular economy and zero waste	 
	Water management	
	Education and awareness	
	Conservation of biodiversity and animal welfare	 
 <p>PEOPLE Safely bringing people together everyday and strengthening communities</p>	Health and safety (workers and guests)	 
	Accessibility and Inclusion (workers and guests)	
	Diversity	
	Commitment of our employees	 
	Social impact projects	     
 <p>PRINCIPLES OF GOVERNANCE Committing ourselves to operate ethically, with integrity and responsibility as the foundation for all business practices</p>	Ethics and anti-corruption	
	Supply chain	  

Planet

Climate change and energy management

Circular economy and zero waste

Water management

Education and awareness

Conservation of biodiversity and animal welfare



Climate change and energy management



While we are confident in our current climate strategy, we understand that we must continue to anticipate the possible impacts of climate change on our activity, the possible new regulations and demands from our stakeholders, and prepare for future compliance challenges.



OBJECTIVES

1. Manage our energy consumption by promoting energy conservation and reduction of greenhouse gases (GHG).
2. Address the current and potential demands of our stakeholders related to GHG emissions and the possible impacts of climate change on our operations.



Reducing environmental impact in Movie Park (Germany)

[Learn more in our Sustainability Report 2021]

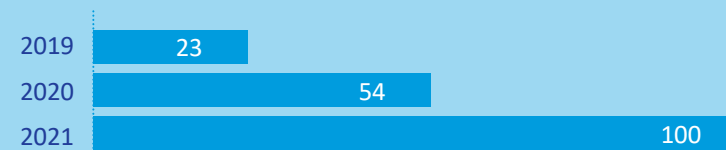


INDICATORS

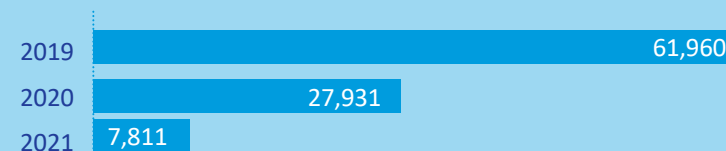
100%

of the **electricity used** in 2021 in our parks comes from **renewable sources**

Electricity from renewable sources (%)



Greenhouse Gas Emissions (GHG) (Ton CO2 Equiv- Scope 1+ Scope 2) (*)



(*) Scope 1 are direct greenhouse (GHG) emissions that occur from sources that are controlled or owned by Parques Reunidos (e.g., emissions associated with fuel combustion) and Scope 2 are indirect GHG emissions associated with the purchase of electricity



One of our main challenges is to increase the awareness and participation of our visitors for an adequate segregation at source of waste.



OBJECTIVES

1. Minimize the amount of waste generated, and promote proper segregation at source through environmental awareness of our employees and guests.
2. Reduce the use of single-use plastics.
3. Reduce food waste in catering activities.
4. Minimize the amount of waste sent directly to landfill.



Tusenfryd ”Food recycling is essential” (Norway)

[Learn more in our Sustainability Report 2021]

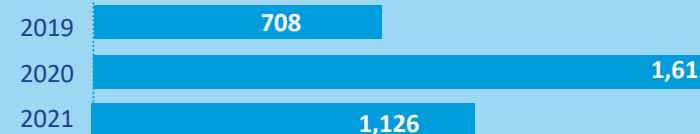


INDICATORS

Waste generated (Ton)



Waste generation intensity (Kg/10³ visitors)





We recognize that the activities of some of our parks are water intensive and are committed to a rational use of water resources through effective water management practices.



OBJECTIVES

1. Minimize the use of water.
2. Increase the use of non fresh water, with special focus on parks located in areas classified as high or very high water-stressed areas.



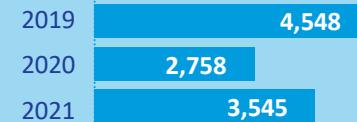
Water reuse in Weltvogelpark Walsrode (Germany)

[Learn more in our Sustainability Report 2021]

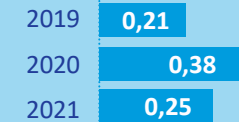


INDICATORS

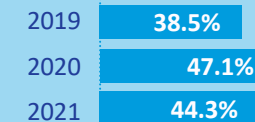
Total water consumption
(1,000 m³)



Intensity of water consumption
(1,000 m³ / 10³ visitors)



Non-freshwater water (recycled water from third parties and groundwater) in high or very high-water stressed areas
(% vs total consumption)





We are committed to publicize environmental challenges, educate the public on how to alleviate the deterioration of nature, disseminate the knowledge of experts and veterinarians on threatened species, and raise awareness about the importance of actively contributing to protect biodiversity.



OBJECTIVES

1. Promote education.
2. Educate the public on segregating and reducing waste generation.
3. Raise awareness about the role of zoos in conservation.



Climate terror landscapes (Spain)

[Learn more in our Sustainability Report 2021]



INDICATORS

Number of initiatives: **110**

Our zoos and aquariums are hubs for the conservation of biodiversity. The visit to our zoos raises awareness about the challenges faced by nature and foster environmentally friendly attitudes in our guests.

During their visit, our guests enjoy a direct approach to the animals, can attend educational talks and have access to a wealth of information about each species. Additionally, the parks organize guided tours, exhibitions, lectures, workshops and children's camps to foster awareness around those topics.

Conservation of biodiversity and animal welfare



We work to guarantee the future of biodiversity, both in the wild, with programs for endangered species, and in the zoos, through education, raising conservation awareness and participating in research projects in collaboration with different research entities, and universities. As part of the continuous improvement process, an Animal Welfare Program is being carried out in collaboration with ZAWEC (the Zoo Animal Welfare Education Center)



OBJECTIVES

1. Promote the protection of the environment, biodiversity, and the conservation of natural heritage.
2. Promote knowledge of the different animal species, the different ecosystems and their conservation, as well as the conservation and protection of threatened or endangered species.
3. Achieve high standards of animal welfare by providing environments that focus on animal's physical and behavioral needs.



Naturascan to assess the presence and distribution of marine megafauna in the Pelagos Sanctuary. Marineland (France)
[\[Learn more in our Sustainability Report 2021\]](#)



INDICATORS

Births, rescue, rehabilitation and release of endangered animals:

2 giant twin pandas were born

68 monk seal pups were born as part of in-situ conservation program

39 marine turtles were rescued and **33** were returned to the wild

22 manatees were rescued and **16** returned to the wild

1 eagle-owl chick and **2** barn owl chicks were reintroduced in nature

People

Health and safety (workers and guests)

Accessibility and inclusion (workers and guests)

Diversity and equality

Commitment of our employees

Social impact projects



Health and safety (workers and guests)



We work to prevent and mitigate possible impacts related to health and safety through the inclusion of criteria related to health and safety in all Parques Reunidos work centers and all activities. The Group's commitment to safe leisure starts from the design of activities, facilities, and equipment and is based on rigorous operation and maintenance.



OBJECTIVES

1. Provide safe and healthy workplaces for our employees and collaborators.
2. Provide a safe and inclusive leisure to all our visitors.
3. Zero harm.



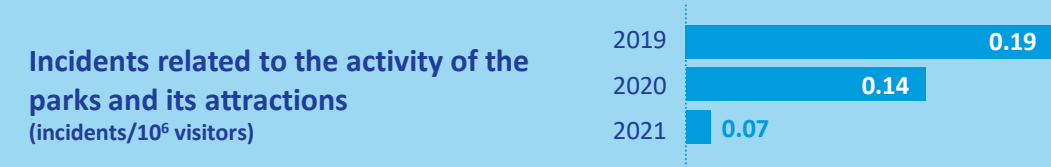
“Safe tourism” Risk prevention certification (Spain) [Learn more in our Sustainability Report 2021]



INDICATORS



Occupational illnesses 0 illnesses in 2021
(0 in 2020 and 2019)



Accessibility and inclusion (workers and guests)



Parques Reunidos facilitates access to leisure for people with functional diversity.

For this purpose, our parks have discounts and preferential access, as well as information and accommodation services for guests with special needs.



OBJECTIVES

1. Being a place of entertainment for people with functional diversity
2. Provide information to consumers adapted to each target audience.



Your disability, our secret – Bosommarland (Norway)

[Learn more in our Sustainability Report 2021]



INDICATORS

80% of our parks offer discounts for guests with disability and/or their companions



Our Code of Conduct foresees that everyone who works for Parques Reunidos Group must be treated with the utmost dignity and respect and may not suffer physically or psychologically as a result of their work. It also establishes that no employee may be discriminated.



OBJECTIVES

1. Promote equal opportunities.
2. Promote talent without gender distinctions.
3. Promote the inclusion of minority groups.
4. Support diversity, promoting the principle of equal treatment among all our workers, guaranteeing the same professional opportunities in recruitment, employment, compensation, training, development, promotion, and working conditions.



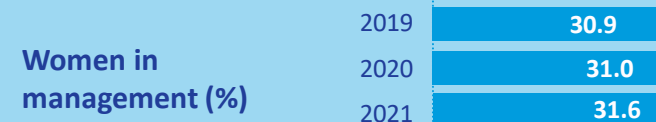
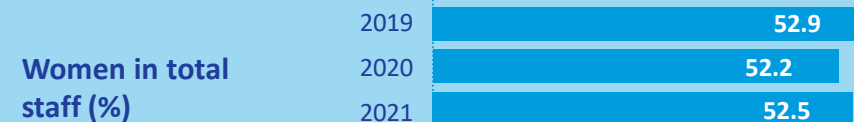
Job placement in Parque de Atracciones de Madrid (Spain)

[Learn more in our Sustainability Report 2021]



INDICATORS

Distribution by gender



Commitment of our employees



We promote the satisfaction and commitment of our team members. Our employees' personal and professional development is key to achieving Parques Reunidos' objectives.

We guarantee the right to effective equal opportunities and treatment of all workers, which allows them to develop personally and professionally, without exception.



OBJECTIVES

1. Promote the selection of talent based on gender-free, inclusive and non-discriminatory criteria.
2. Respect the rights of employees and contractors to decent working conditions, including minimum wage, working hours, health and safety, and the right to collective bargaining
3. Improve the performance of our teams through an increase in their knowledge and skills.
4. Promote work-life balance



Personal management in the Covid context

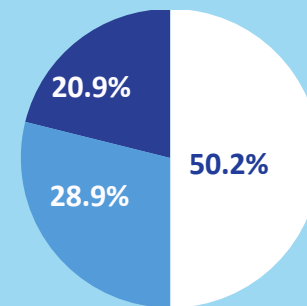
[Learn more in our Sustainability Report 2021]



INDICATORS

Distribution by age

- <25
- 25-45
- >45



Hours of Training (hours/worker)



Social impact projects



The “Parques Reunidos Spirit” acts as an umbrella program for all the social, educational, environmental awareness and biodiversity promotion and conservation actions carried out by the parks, central offices and Parques Reunidos Foundation.



FOUR PILARS

CHILDHOOD AND HEALTH

Bring leisure to children and adults with serious or chronic childhood illnesses. Promote healthy habits to avoid the emergence of illnesses.

SOCIAL INCLUSION

Facilitate access to leisure for families with scarce resources or at risk of social exclusion, as well as to people with disabilities.

EDUCATION AND AWARENESS

Develop programs and activities to give visibility to our environmental commitment and involve visitors in efforts to generate awareness.

CONSERVATION AND RESEARCH

Create original programs and participate in international projects in situ and ex situ for the conservation of biodiversity, ecosystems, and threatened species.



Street Soccer Cup in Tropical Islands (Germany)

[Learn more in our Sustainability Report 2021]



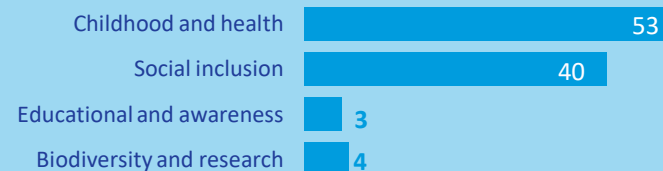
INDICATORS

In Spain, all the actions and projects mentioned are carried out with the coordination of the [Parques Reunidos Foundation](#).

Total number of Initiatives



Weight of total economical valuation (% vs total valuation)*

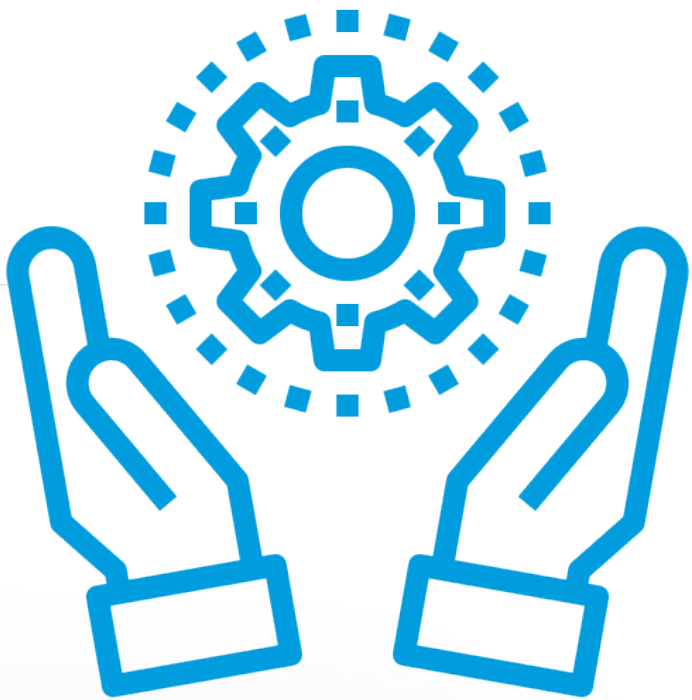


* It includes the value of tickets and other goods donation, as well as direct financial contributions. Due to the characteristics of the Education and awareness and Biodiversity and research projects, it may not always be possible to value their economic impact so only those in which there is a ticket donation, or a direct financial contribution are included.

Principles of Governance

Ethics and anti-corruption

Supply chain





Prevent corruption and bribery Combat money laundering

Ethics and anti-corruption

We are firmly committed in the fight against unethical behavior and have a zero tolerance to it.



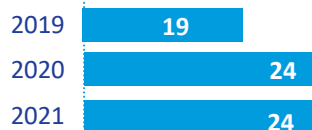
OBJECTIVES

Prevent corruption and bribery
Combat money laundering

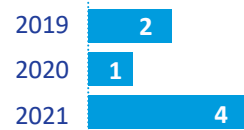


INDICATORS

Complaints received *



Serious ethical breaches proved



Training sessions for criminal risk prevention



* through regional whistleblowing channels

Supply Chain

We ensure sustainable management of the supply chain and the use of products and services with low environmental impact.



OBJECTIVES

Consideration of the relations with suppliers and subcontractors regarding their social and environmental responsibility.

The inclusion of social, gender equality and environmental issues on the procurement policy.

Supervision and audit systems and their results.



INDICATORS

Criteria of social and environmental sustainability of the purchased good or service: Nº of merchandising purchased in 2021 from countries with high risk in human rights, according to the HDI and FH indexes is 5.5%, lower than the previous year.



03

Creating value
for stakeholders

03

03 Creating value for stakeholders

Creating value for stakeholders

We have a commitment — to our employees, customers, suppliers, investors, shareholders and local communities, and to the environment and the society in general— to operate our business in a way that balances our social, environmental and economic objectives.



Provide safe and healthy workplaces, promote equality and diversity and team development

Employees



Offer quality services and products guaranteeing inclusive, safe, and healthy leisure

Customers



Ensure sustainable management of the supply chain and the use of products and services with low environmental impact

Suppliers



Generate value and profitability through responsible and sustainable management.

Shareholders



Contribute to the development of the communities in which we operate and of the society in general

Local Communities



04

A common
sustainable
future

A common sustainable future

“In 2022 we continue working to reaffirm our commitment to sustainability, meet our objectives and goals, and transparently communicate the difficulties encountered and the achievements made.”

Sustainability Report 2021



Making today's memorable experiences possible tomorrow by actively protecting the planet and its biodiversity

TARGETS 2025

- 100% electricity from renewable sources
- 0 tons greenhouse gas emissions scope 2
- 50% non-freshwater (vs total consumption) in areas of high or very high water stress
- 10% waste (vs total waste) sent directly to landfill



Safely bringing people together everyday and strengthening communities

TARGETS 2025

- 50% women in total staff
- 40% women in management
- 0 injuries/10⁶ hours worked
- 0 incidents/10⁶ visitors; related to the activity of the park and its attractions
- >1 % of sales contributing to Social Impact Projects



Committing ourselves to operate ethically, with integrity and responsibility as the foundation for all business practices

TARGETS 2025

- 0 serious breaches of code of conduct

