HUMAN RESOURCES AND OCCUPATIONAL HEALTH AND SAFETY POLICY

Statement of intent

- ACCIONA prioritizes ethical behavior and safety as hallmarks and differential values of its way of working and is also committed with the success and professional development of its employees, continuing to invest in them in order to have the best talent.
- ACCIONA ensures that Human Rights are upheld (reflected in ACCIONA's Human Rights Policy) and principles governed by the International Labour Organization, as well as the safety and welfare of all its employees.
- For ACCIONA, the prevention of occupational risks is a differentiator and an absolute requirement to ensure the safety and health of its employees and partners.
- ACCIONA is aware of the development of its activities in industries where occupational hazards are widely present and that is why it has declared its support for the objectives of the Seoul Declaration on Safety and Health at Work.

Principles

- High ethical standards — As one of the company's main operating catalysts, ACCIONA promotes ethical values of respect, cooperation, teamwork and behavior patterns contained in the Code of Conduct.
- Respect for people (rejection of forced labor, child labor and lack of freedoms) — ACCIONA, by adopting employment practices consistent with the conventions of the International Labour Organization, prohibits forced labor in all its forms. ACCIONA combats child labor through its employment requirements.
- Promotion of effective equality — ACCIONA promotes the recruitment of the best professionals, ensuring real equality of opportunity, recognition of personal skills and professional merit and rejecting any discrimination on the grounds of age, race, color, sex, religion, political opinion, nationality, sexual orientation, social origin or disability.
- Promoting competitive working conditions — ACCIONA provides fair and equitable remuneration, and professional competitive conditions. It also has talent detection and retaining plans, with development programs for its employees, to encourage the acquisition of new knowledge and management methods, as well as the development of new skills and competencies.
- Freedom of association and bargaining — ACCIONA promotes and respects freedom of association and collective bargaining rights in the workplace and stipulates so in its Code of Conduct.
- Promote work-life balance - ACCIONA promotes a balance between the professional and personal lives of its employees by offering flexible mechanisms that promote the welfare of workers and their environment according to best practices in the sectors where they work.
- Implementation of socially responsible procurement — ACCIONA boasts recruitment plans that encourage hiring groups at risk of social exclusion and people with disabilities.
- Value Creation — By promoting hiring local workers, preferably in the project's area of influence, ACCIONA seeks to create added value to societies within the area of operation.

- Ensure the best working conditions for employees — From compliance with laws and regulations on wages and working hours, respecting the rights of all workers in applicable standards and agreements, and ensuring a healthy work environment.

- Continuous Occupational Health and Safety improvement — ACCIONA promotes and disseminates its Prevention Management System in its own activities, as well as those of partner companies, in order to achieve the technical goal of zero accidents. ACCIONA also provides its employees and its partner companies with the education, training and material resources for the prevention of occupational hazards, so they can develop their activities safely and without risk to their health.

- Identification and analysis of risks — To prevent and/or reduce exposure to risks, ACCIONA undertakes specific studies in work centers and workspaces and implements preventive measures.

- Delegation of responsibilities — ACCIONA acts as facilitator of means and resources to ensure Health and Safety, with the commitment and responsibility of ACCIONA workers to ensure their own safety and that of others.

- Dissemination of best practices — ACCIONA publishes information on the risks associated with its centers and workplaces as well as the preventive and emergency measures to implement, especially in relation to its suppliers, contractors and collaborators.

- Accreditation development — ACCIONA promotes accreditation of all its activities in accordance with the highest health and safety standards, based on OHSAS 18001 standards.

- ACCIONA also promotes health and well-being through specific policies to promote healthy behaviors in terms of diet, exercise promotion, and development of preventive medical plans.

Sustainability Committee
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