



RESPECT FOR HUMAN RIGHTS POLICY

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REVISION CONTROL

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1. PURPOSE

The Human Rights Policy aims to define and establish the commitments and guidelines set by the company to ensure the absolute respect for Human Rights and Labor Rights throughout the value chain.

2. SCOPE OF APPLICATION

This Policy applies to all companies within Prosolia Energy Group, as well as to other equivalent forms of joint collaboration, when the company assumes operational control. Likewise, the organization will make every effort to ensure behavior aligned with this Policy among its stakeholders.

3. COMMITMENTS

For the development of this Policy, the fundamental values of International and European Law and the reference business norms and standards have been taken into account. Additionally, it is aligned with the reference frameworks on the subject, regulations and standards of reference at national and international level, including:

- The United Nations International Bill of Human Rights.
- The Declaration and fundamental conventions of the International Labor Organization (ILO).
- The European Convention on Human Rights.
- The United Nations Convention on the Rights of the Child.
- The United Nations Guiding Principles.
- The OECD Guidelines for Multinational Enterprises.
- The OECD Due Diligence Guidelines.
- The UN Global Compact Principles.
- The UN Sustainable Development Goals.
- The International Finance Corporation's Performance Standards.

- The Government of Spain's National Action Plan on Business and Human Rights.
- The Modern Slavery Act of the United Kingdom ("Modern Slavery Act").

Prosolia Energy carries out its commitments regarding human and labor rights by applying the following principles:

- Identify, prevent and monitor risks related to possible violations of human and labor rights prominent in our sector of activity;
- Reject and denounce any form of forced labor, human trafficking or use of child labor;
- To ensure fair and safe working conditions that guarantee the well-being and dignity of employees, while promoting work-life balance;
- Ensure respect for optimal and safe occupational health and safety conditions in the workplace;
- Provide a living wage through a compensation system that ensures fair remuneration and an equal opportunity environment;
- Eliminate discriminatory behavior based on gender, age, ethnic origin, race, religion, disability, political or union affiliation, sexual orientation, nationality, marital status, socioeconomic origin or any other personal distinction, thereby promoting a culture of diversity;
- Support freedom of association and collective bargaining, recognizing the right to participate in or form organizations aimed at defending and promoting employees interests;
- Protect the right to freely express and disseminate thoughts, ideas, and opinions, respecting freedom of opinion, information, and expression;
- To ensure the right to privacy of all individuals who interact with the company, treating their personal information according to the highest standards and respecting the confidentiality of such information;

- To respect the human rights of local communities, contributing to their socio-economic development and maximizing shared value creation, with proper management of natural capital and minimization of environmental impact;
- To exercise responsible business activity, extending control throughout our value chain, ensuring the respect for human rights by our suppliers;
- To provide communication channels and reporting mechanisms to report any non-compliance.

4. RESPONSIBILITIES

Prosolia Energy's Management is responsible for supervising and guaranteeing the incorporation of the commitments of this Policy in the company's business operations. It is also responsible for providing the necessary resources for the correct implementation of this policy.

5. DISCLOSURE AND FOLLOW-UP

Prosolia Energy's Management approved this Policy on 01/29/2024.

This policy is documented and implemented, and is periodically reviewed for adequacy and amended as necessary. It will also be disseminated within the organization and among stakeholders, and will be published on the company's website.

