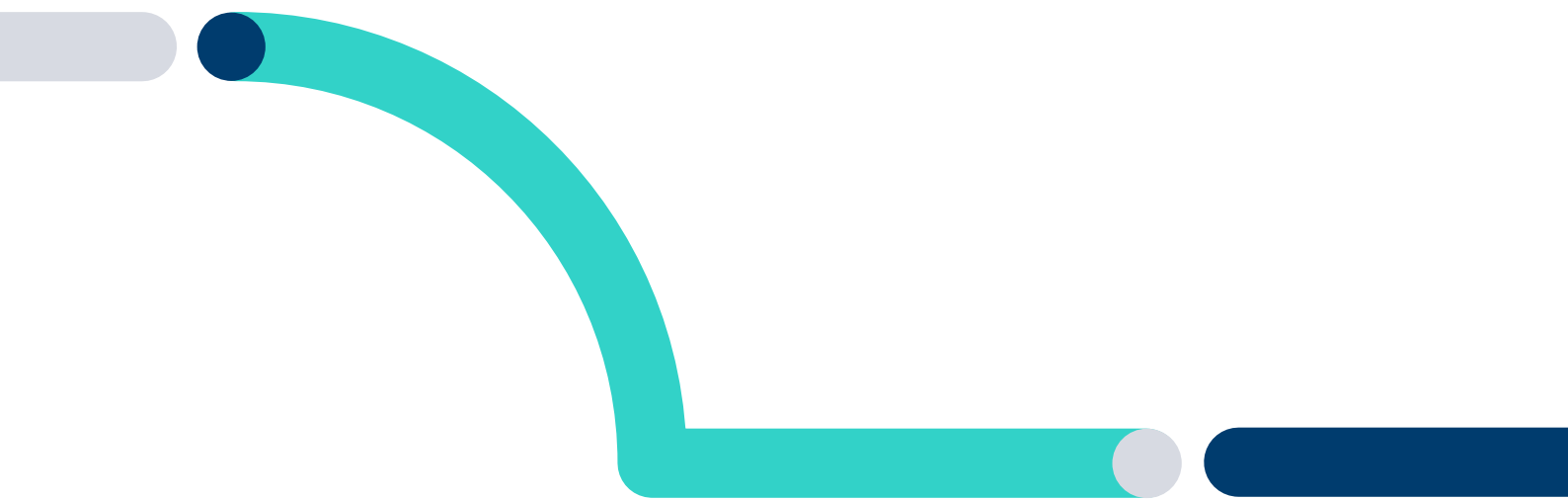


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Commitment to the
promotion and respect
of human rights of
Redeia.

DEFINITION

According to the United Nations, “Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status”.

First set out in the Universal Declaration of Human Rights in 1948, they are the international standard guaranteeing the recognition of individual freedoms and decent living conditions for all people around the world. They are governed by the basic principles of universality, interdependence and indivisibility; equality and non-discrimination, and the fact that their possession bestows both rights and obligations on holders.

BACKGROUND

In 2017, Redeia formalised its **Human Rights Management Model** that structures and systematises its actions to protect, respect and remedy any risk in this area. This Model, approved by the Sustainability Steering Committee, follows the methodology defined by the Guiding Principles on Business and Human Rights (UN).

The company maintains an explicit and public commitment to support human rights in the development of its activity in all the territories in which it operates, with special attention to vulnerable groups, such as women, children, people with disabilities, LGBTI groups, ethnic minorities, indigenous populations and migrant workers, among others, and promotes the extension of this respect to its relations with third parties.

This consideration is present in all the company's activities and is established in the Group's **Code of Ethics and Conduct**, approved by the Board of Directors in May 2020, which includes the obligation to respect and promote the principles of the Universal Declaration of Human Rights and the conventions that develop it. Likewise, the **Sustainability Policy** promotes the protection of human rights in the sphere of influence of the company's businesses, acting with due diligence and adequately managing the impacts of its activity or the activities of third parties with which it has a relationship, while also establishing appropriate reparation mechanisms.

Human rights are one of the ten principles underpinning the Group's **2030 Sustainability Commitment** and therefore a key aspect considered in the company's decision making, helping to contribute to the achievement of the United Nations Sustainable Development Goals (SDGs).

Furthermore, in order to extend its sustainability principles throughout the supply chain, the **Supplier Code of Conduct** establishes the duty of this stakeholder to respect human rights. By accepting the General Terms and Conditions of Business, all suppliers commit themselves to their compliance, which can be verified by means of social audits.

Thus, with human rights being a fundamental pillar on which the Redeia's values are based, as well as an aspect linked to the 2030 Agenda of the United Nations for Sustainable Development, the company considers it necessary to make public its **Commitment to the promotion and respect of human rights** through this document.

PURPOSE

Redeia makes this high-level public statement to outline its commitment to human rights as recognised in national and international legislation and benchmark standards¹, setting out the **ten principles** that govern all company activities and defining the basis for human rights due diligence to follow.

This Commitment, which is assessed at least once a year, will be updated whenever new principles of respect for human rights emerge.

SCOPE OF APPLICATION

This Commitment is binding on all employees and members of the governing bodies of the companies that form part of Redeia in the exercise of their functions and responsibilities and applies to the companies in which the Group has a majority shareholding, regardless of their geographical location and activity.

In those companies in which the share capital of Redeia is not a majority shareholder, or in which there is no control in the administrative body, the assumption or adaptation of this Commitment to their circumstances will be proposed.

It shall also apply to Joint Ventures or any other equivalent association, where the Group assumes its management.

PRINCIPLES OF RESPECT FOR HUMAN RIGHTS

Redeia's Commitment to the promotion and respect of human rights is made up of ten principles of conduct that govern the company's culture.

1. Rejection of all forms of forced or child labour and trafficking of human beings

Redeia prohibits any forced service or labour imposed on any person under the threat of a penalty and for which said person has not offered himself voluntarily (ILO Convention No. 29), as well as any kind of slavery or human trafficking, in all its forms.

Similarly, it opposes child labour that deprives children of their childhood, potential and dignity and is detrimental to their physical and psychological development, requiring that the minimum age of employment be higher or equal to that set by ILO Convention No. 138.

¹ UN Universal Declaration of Human Rights; UN Guiding Principles on Business and Human Rights; OECD Due Diligence Guidance for Responsible Business Conduct; International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work; ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy; European Convention on Human Rights; European Union Social Charter; Ten Principles of the Global Compact; Sustainable Development Goals (SDGs); Group's Code of Ethics and Compliance, as well as documents and texts that may replace or complement all of the above.

2. Support for freedom of association, unionisation and collective bargaining

Redeia guarantees the right to freedom of association and promotes the unionisation of all its employees, allowing them to form and join organisations whose purpose is to defend and protect their interests and refrain from any intervention intended to limit or hinder their legal exercise (ILO Convention No. 87).

Furthermore, the company promotes the right to unionise, upholds collective bargaining as a necessary means of defining the working conditions of the workforce and ensures that workers are protected against any act of discrimination that seeks to undermine their freedom of association in relation to their employment (ILO Convention No. 98).

3. Commitment to equal pay, fair hiring and decent work

Redeia is committed to the reconciliation of personal and professional life as an accelerator of true equality and offers stable and quality jobs to its employees, actively ensuring that there is equal pay for men and women in positions of equal value (ILO Convention No. 100).

The company is committed to ethical, legal, and responsible recruitment that promotes equality, diversity and inclusion of all groups, and transfers this commitment to the employment companies with which it collaborates.

4. Respect for individuals, fair treatment and prosecution of discrimination and harassment in the workplace

Redeia treats people with dignity and loyalty. It believes in diversity as an integrating and enriching element and favours the plurality of perspectives and opinions as a source of growth.

For this reason, it does not tolerate and takes disciplinary measures against any type of discrimination in the professional sphere, associated with gender, race, age, religion, sexual orientation, ideology, nationality, social origin, or disability. Likewise, it opposes any conduct that constitutes moral, sexual, or gender-based harassment and establishes the basis for the prevention and redress of such conduct.

5. Guaranteeing safety, health and well-being in the working environment

Redeia considers it essential to promote the implementation of best practices in the areas of safety, health and wellbeing, in all its aspects (physical, psychological and social wellbeing), positioning itself as a benchmark of healthy companies.

It promotes safe and healthy working environments, aligned with the most demanding standards and maintains a culture of zero tolerance towards non-compliance with occupational risk prevention regulations, with special relevance being given to compliance with health and safety requirements by suppliers, which is reflected in the Suppliers Code of Conduct.

6. Defending the rights of vulnerable groups and minorities

Redeia protects human rights, paying special attention to vulnerable groups that inhabit the territories in which it operates, such as children, women, the disabled, indigenous peoples, migrants and ethnic minorities, among others.

It encourages the establishment of relationships of trust and continuous communication to reach solutions that integrate the needs of each local community, under a solid commitment to the protection of human rights. It respects the land rights of these groups and avoids unwanted relocations, with a commitment to minimize the impact where this is not possible.

The company upholds the identity and social, cultural and economic rights of indigenous peoples, as well as their institutions, and grants them the full right to participate effectively in decisions that may affect them (ILO Convention No. 169). Where the existence of these populations is identified, their right to prior and informed consultation is respected.

7. Preserving people's right to a healthy environment

Redeia is committed to the protection and improvement of the environment and the health of the population by minimizing the undesirable effects of its activities, paying special attention to the fight against climate change and the preservation of biodiversity. It also promotes the development of a more prosperous and sustainable environment, favouring the integration of its activities into the territory.

The company demonstrates this involvement by integrating environmental management into its strategy, defining guidelines, recommendations and procedures aimed at ensuring legal compliance and the dissemination of best practices for the preservation of the environment.

8. Protection of the right to privacy and intimacy

Redeia is committed to secure and responsible management of the information to which it has access in the performance of its functions, to guarantee its confidentiality in accordance with the data protection laws in force at any given time and the commitments assumed voluntarily, and to follow the compliance systems established by the company.

9. Ethical and responsible management

Redeia undertakes ethical values and commitments that define a position of zero tolerance towards corruption. The organisation rejects and pursues any conduct related to corruption in its different manifestations, understanding that only strict compliance with the applicable regulations and the commitments assumed voluntarily for its prevention, together with awareness-raising against such conduct, can contribute to achieving ethical and responsible management in the development of its functions and responsibilities.

10. Responsible business

Redeia sees sustainability as the company's commitment to durability, creating shared value for all its stakeholders in the responsible development of its activity.

Redeia is an active agent in the energy transition towards an emission-free model, committed to the electrification of the economy and the efficient integration of renewable energies, through a robust and better-interconnected grid and the development and operation of energy storage systems.

It also contributes to the economic and social progress of the environment in which it operates through the proper functioning of the electricity system and of the electricity, and telecommunications, fibre optic and satellite infrastructures, operating them safely and efficiently, promoting people's quality of life and social well-being and involving local communities, so as to generate mutual benefit.

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