

# HUMAN RESOURCES AND OCCUPATIONAL HEALTH AND SAFETY POLICY

## Statement of intent

- ACCIONA prioritises ethical conduct and safety as a hallmark and differential value of the company's way of doing things, while committing to the success and professional development of its employees, investing constantly to make sure it has the best talent.
- ACCIONA ensures that human rights are upheld (as reflected in the ACCIONA Human Rights Policy) and follows the most advanced principles on the protection of human and occupational rights governed by international bodies, as well as overseeing the safety and welfare of all of its employees.
- For ACCIONA, occupational health and safety is a differential element and an indispensable requirement for ensuring the safety of its employees and collaborators.
- ACCIONA is aware that it carries out its activities in industries where occupational risks are widely present, which 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 components, ACCIONA encourages ethical values of respect, cooperation, teamwork, and the behavioural guidelines outlined in the Code of Conduct.
- **Respect for people (rejection of forced labour, child labour and lack of freedoms)** – ACCIONA adopts employment practices in line with the conventions of the International Labour Organisation, prohibiting any kind of forced labour. ACCIONA fights against child labour through its recruitment requirements.
- **Promotion of effective equality** – ACCIONA promotes the hiring of the best professionals, ensuring real equality of opportunities, the recognition of personal skills and professional merit, and rejecting any kind of discrimination on the grounds of age, race, colour, gender, religion, political opinion, national extraction, sexual orientation, social origin or disability.
- **Promoting competitive working conditions** – ACCIONA offers fair and equitable remuneration and competitive professional conditions. It also has talent detection and retention plans in place with programmes for professional development through which workers can acquire knowledge about forms of management and develop new skills.
- **Freedom of association and bargaining** – ACCIONA promotes and respects the right to freedom of association and collective bargaining in the workplace in all countries it operates in through proactive measures in all legal entities in which it participates, developing mechanisms for detection, control and mitigation of the defined risks.
- **Fostering work-life balance** – ACCIONA promotes a balance between the professional and personal lives of its workers by offering flexible mechanisms that promote the welfare of workers and their surroundings in accordance with best practices in the areas and sectors in which it operates.

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- **Adopting the principle of socially responsible procurement** – ACCIONA has equality, diversity and inclusion plans in all aspects of people management and particularly in the area of procurement, seeking to incorporate groups at risk of social exclusion and people with disabilities into the workforce.
- **Value creation** – By promoting the hiring of local workers, preferably in the project’s area of influence, ACCIONA seeks to bring added value to the societies where it is operating.
- **Ensuring the best working conditions for employees** – Complying with the laws and regulations on wages and working hours, respecting all the rights of workers as stated in the applicable rules and conventions, and guaranteeing a healthy work environment.
- **Continuous improvements in Occupational Health and Safety** – ACCIONA promotes and disseminates its Prevention Management System in its own activities as well as those of partner companies in order to achieve the goal of zero accidents. ACCIONA also provides its employees and partner companies with the necessary training, skills and material resources for the prevention of occupational hazards so that they perform their jobs safely and without putting their health at risk.
- **Identification and analysis of risks** – To prevent and/or reduce exposure to risks, ACCIONA conducts specific studies at work centres and workspaces and looks at the preventive measures to be taken.
- **Delegation of responsibilities** – ACCIONA provides the means and resources to ensure Health and Safety, and ACCIONA workers are committed to and take responsibility for ensuring their own safety and that of others.
- **Dissemination of best practices** – ACCIONA disseminates information on the risks associated with its work centres and workspaces as well as the preventive and emergency measures to be followed, particularly with regard to suppliers, contractors and collaborators.
- **Encouraging accreditation** – ACCIONA encourages the accreditation of all its activities in accordance with the highest Health and Safety standards based on standards OHSAS 18001.
- **ACCIONA also promotes personal health and well-being** through specific policies that aim to encourage healthy attitudes towards food, physical exercise, and the development of preventive medical plans.