

## COMPLUSORY CLAUSES

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## 1. Ethical principles applicable to Suppliers, Contractors and Collaborators and the Ethical Channel.

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When ACCIONA became a signatory of the UN Global Compact it took on the challenge of gradually implementing the Ten Universal Principles on which the Pact bases its day-to-day activities. It also committed to keeping the Company's stakeholders up-to-date, in a totally transparent and objective manner, on the headway made in this process

As a result, ACCIONA urges its suppliers, contractors and collaborators in general to become signatories of the UN Global Compact ([www.unglobalcompact.org](http://www.unglobalcompact.org)) and to provide regular information on the progress it makes in this sphere.

ACCIONA's aim is to extend its commitment to its suppliers, contractors and collaborators in order to establish stable and long-lasting co-operative commercial relationships underpinned by honesty, transparency and trust, capable of minimizing the risk of violating human and social rights, and ensuring strict compliance to laws and regulations, especially regarding issues related to the Company's environmental footprint. All of this must ensure the supply of goods and services.

ACCIONA applies a range of fair, objective and non-discriminatory criteria when it comes to choosing suppliers, contractors and collaborators. It promotes competition and fair treatment and avoids any kind of conflict of interest in an effort to become a yardstick in compliance to codes of ethics and the fight against fraud and corruption.

This way, ACCIONA commits to making a positive contribution to society through its activities and it expects that the Company's suppliers, contractors and collaborators cooperate by adopting these same principles in their own activities, in their parent company, subsidiaries and affiliates, as well as in all groups with which they have a commercial relationship, such as employees, subcontractors and third parties.

ACCIONA also encourages suppliers, contractors and collaborators to conduct their activities in accordance with best practices, and to meet all internationally recognized standards on Corporate Ethics and Transparency, Human and Social Rights, Health and Safety, and Quality and Environment.

### 1.1. Transparency and Ethics

For ACCIONA, corporate transparency, integrity and ethics are key to maintaining sustainable commercial relationships. Subsequently, it undertakes the commitment to carry out all its business and professional activities in accordance with the current law and regulations in the places and countries in which it operates, maintaining the highest standards of ethical behavior.

Subsequently, ACCIONA expects the following of all its suppliers, contractors and collaborators:

- Respect for current law, rules and regulations of the countries where they operate.
- Avoid all non-ethical conducts and behaviors; even though they may not entail violation of the law, they may be enough to damage ACCIONA's reputation.
- Do not take part in actions and activities that compromise or jeopardize legality and basic ethical principles.
- Display transparency and integrity when communicating financial, commercial or corporate information.
- Show the utmost respect for confidentiality; do not use or share information obtained confidentially by virtue of their commercial relationships unless they have been expressly authorized by ACCIONA, or owing to legal obligation or in compliance with legal or administrative rulings.

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- Have the necessary means for guaranteeing the privacy of personal data to which they have access thanks to their activities.
- Adhere to the strictest ethical and moral standards, refraining from practices that involve all forms of corruption, including extortion and bribery.
- Do not offer, directly or indirectly, ACCIONA, its employees or other entities payments in cash or in kind with the intention of obtaining or maintaining illicit business or other advantages.

Subsequently, ACCIONA urges its suppliers, contractors and collaborators to have their own policies and codes of conduct in place aimed at guiding behavior in accordance with these fundamental ethical principles and to their stakeholders.

### 1.2. Human and Social Rights

ACCIONA respects and embraces the values expressed in the Declaration of Human Rights, the Resolutions of the International Labor Organization (aimed at respecting the dignity of the individual) and the UNICEF Convention on the Rights of the Child.

Thus, ACCIONA expects all its suppliers, contractors and collaborators to:

- Uphold and respect the protection of universally recognized fundamental human rights, within their scope of influence, and make sure they are in no way complicit in human rights abuses or violations.
- Reject all types of physical, psychological or moral harassment or abuse of authority, or any other conduct that is intimidatory or offensive to a person's rights.
- Maintain an environment of dignity and respect for all workers, free of threats of violence, exploitation or sexual abuse, verbal and psychological abuse or maltreatment.
- Uphold the elimination of all forms of forced and compulsory labor, and adopt employment practices in accordance with ILO agreements on this issue.
- Comply with all laws and regulations concerning wages and working hours, respecting all the rights of workers: minimum wage, payment of overtime, breaks and vacations.
- Refuse to accept any action that entails discrimination in respect of employment and occupation on grounds of age, race, color, gender, religion, national extraction, sexual orientation, social or ethnic origin, physical ability, pregnancy, health, public opinion, union membership or marital status. And they must respect the legal obligation to hire people with disabilities in accordance with the law applicable in each country.
- Uphold the freedom of association and the effective recognition of the right to collective bargaining
- Uphold the effective abolition of child labor, refusing to hire minors for any kind of work. The minimum age for work should not be below the age for finishing compulsory schooling, according to local law. Young people should not engage in work that may be dangerous, interfere with their education or be harmful to their health or physical, mental, social or moral development.

ACCIONA urges its suppliers to put in place policies and practices that respect the abovementioned international standards, ensuring respect for the human and social rights of people related to their company's activities.

### 1.3. Health and Safety

ACCIONA fosters the adoption of the workplace health and safety policies laid down by law in each country where it operates, and provides a working environment that respects the health and safety of its employees.

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ACCIONA works continuously to apply its workplace health and safety policies and expects its suppliers, contractors and collaborators to:

- Provide a safe and healthy workplace, and commit to meeting international safety standards.
- Ensure, at the very least, access to drinking water and sanitation facilities, fire prevention measures, industrial hygiene, sufficient lighting and ventilation and the right safety levels for each activity.
- Have the necessary safety measures in place to avoid workplace risks, and the right means of responding to accidents in the workplace.
- Give their employees the right training to ensure that they are familiar with these measures and know how to apply them in order to take care of their own safety and that of other employees, customers, suppliers, contractors and collaborators, and, overall, anyone affected by the company's activities.

Therefore, ACCIONA urges all its suppliers, contractors and collaborators who have workplace health and safety policies in place to provide all the aforementioned conditions and measures for their employees.

#### 1.4. Quality and Environment

Conservation and respect for the environment make up a fundamental pillar of ACCIONA's activities and this is mirrored in the best environmental practices that the Company applies to all its activities and in its commitment to fostering initiatives that seek to combat climate change and preserve biodiversity.

In accordance with this philosophy and practice, ACCIONA expects all its suppliers, contractors and collaborators to:

- Have an efficient environmental policy in place, compliant with current environmental protection laws and regulations.
- Make prevention a priority and encourage initiatives aimed at increasing environmental responsibility, and greater efficiency in their company's activities, facilities equipment and resources.
- Design production processes aimed at using available resources efficiently and reducing environmental impacts.
- Favor the development and spread of environment-friendly technologies.
- Have efficient systems in place for identifying, controlling and dealing with the main environmental impacts caused by their activities as regards consumption of natural resources, the management of emissions, waste, toxic substances and effluents.
- And, in the event of environmental damage, use all the necessary means for returning to the situation and conditions prior to the impact.

ACCIONA urges its suppliers, contractors and collaborators to have quality and environmental policies in place, ensuring a respectful and sustainable relationship and interaction with the environment.

These principles are applicable to all suppliers, contractors and collaborators of all ACCIONA companies.

ACCIONA reserves the right to terminate the contractual relationship with suppliers, contractors and/or collaborators who breach the ethical principles laid out herein.

Furthermore, suppliers, contractors and collaborators have a channel at their disposal, the ACCIONA Ethical Channel ([canal-etico@acciona.es](mailto:canal-etico@acciona.es)), enabling them to report any actions that may be construed as a breach of the conducts and behavior laid down in this document. They should also use this channel for any queries on how to interpret these principles.

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## 2. Sustainable Purchase.

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Acciona supports, promotes and values positively any sustainable purchases it carries out. Thus, it has defined that a purchase can possibly be catalogued as sustainable if the product to be acquired possesses an ecological certificate, label, distinction or accreditation and/or if it is acquired through companies which promote the work of people with social exclusion risks.

If your company fulfills any of the requirements expressed above you must supply us the evidence documentation, such as:

- Eco-labels, distinctions or seals which indicate that the supplied products or services comply with certain environmental requirements.
- Environmental declarations for the product or services.
- Administrative qualification showing that the company promotes labor integration (Special Employment Center, Social Insertion Company...)

## 3. Confidentiality.

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The Parties expressly agree that all legal documentation, whether descriptive or otherwise and other information or documents submitted by the Customer to the Supplier in relation to this Contract, shall be confidential information (hereinafter referred to as "Confidential Information").

The Parties undertake to keep the confidentiality of the Confidential Information and only use it to fulfil their obligations pursuant to the provisions in this Contract and not to reveal said information to any person or entity (except for their advisers, employees and managers involved in this Contract who agree to submit to the terms thereof), without the prior consent given in writing by the other Party.

The provisions contained in the preceding paragraph shall not apply to (i) Confidential Information that becomes publicly known but not revealed by any of the Parties (or by any other person or entity who received the said information from the disclosing party), (ii) Confidential Information acquired by any of the Parties from a source that is not forbidden to disclose the said Confidential Information under a legal provision or under any contractual obligation, or (iii) Confidential Information which by law or court order or an order from a government or regulatory authority to any of the Parties hereto must be disclosed, and (iv) Confidential Information developed in an independent manner and legally by any of the Parties.

The obligations contained in this clause shall remain valid even after the termination of this Contract and shall be in force during the relevant statutory period according to the applicable legislation.

Notwithstanding the above, upon termination of this Contract, irrespective of the grounds therefor, the Parties undertake to mutually and immediately return to the other party the Confidential Information. Should this not be possible, the Parties shall destroy all the Confidential Information of the other Party, including any copies, which they had access to for the performance of their Services.

## ANNEX

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#### 4. Data Protection.

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The Parties undertake to comply with personal data protection mandatory regulations, applicable to the data owned by each party and/or to third parties.

For such purposes, the Parties shall be bound by the Law to which they submit the Agreement and to, as the case may be, there national Law.

**The breach by either Party of any of the above terms and conditions shall entail the other Party to automatically terminate the Agreement without prejudice to the claim of additional remedies.**