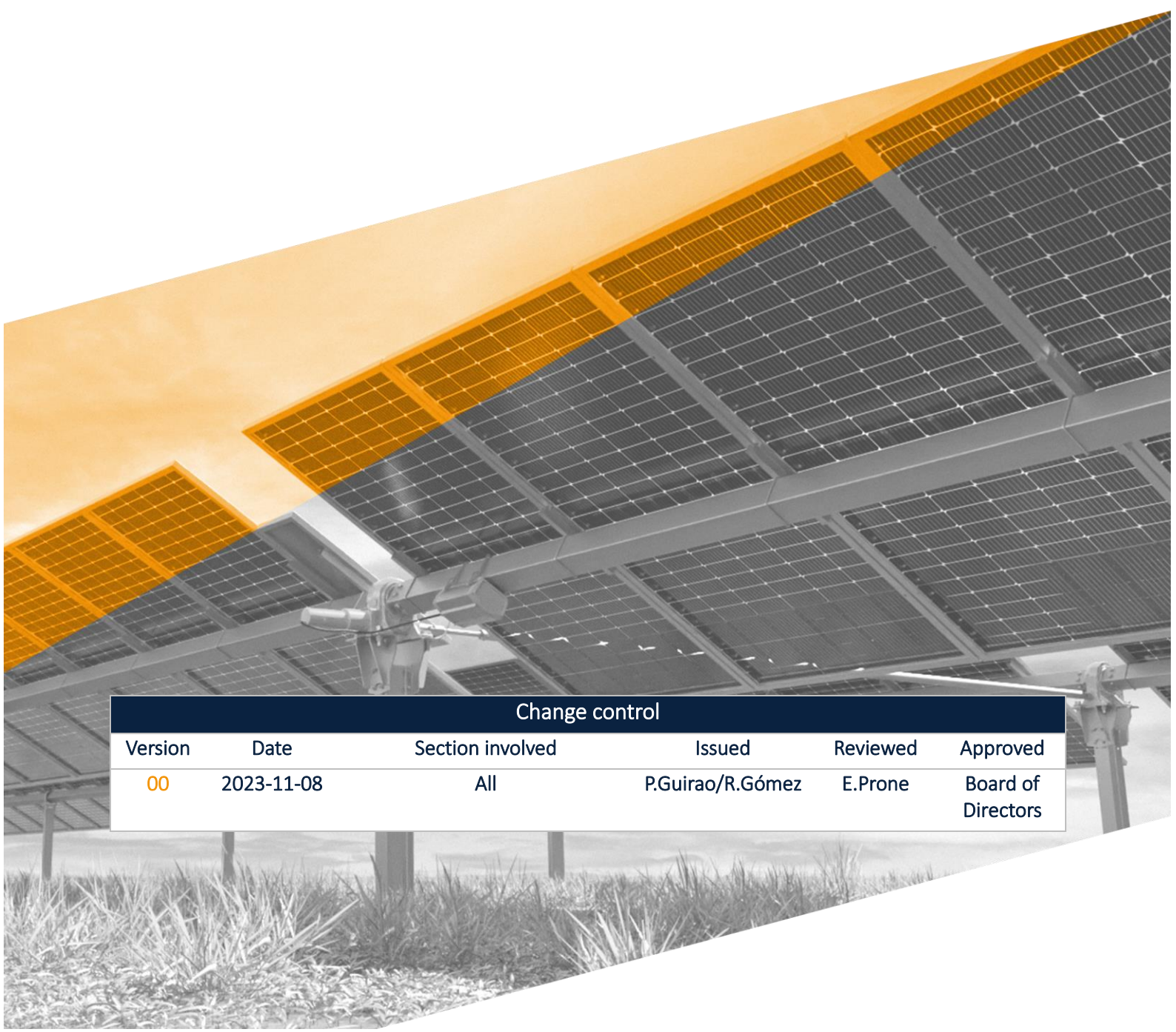




# Human Rights Policy

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Change control					
Version	Date	Section involved	Issued	Reviewed	Approved
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## 1 Objective

With this Human Rights Policy (“the Policy” hereinafter), Soltec Power Holdings business group (“the Group” hereinafter) wants to formally express its commitment to respect for Human Rights (“HR” hereinafter) recognized in national and international legislation. Additionally, with this Policy, we want to define the principles that will govern HR due diligence practices throughout the Group.

These principles are aligned with the following frameworks: the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the principles of the United Nations Global Compact, the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, the International Labour Organization conventions (including Convention 169), the United Nations Sustainable Development Goals (SDGs), the Compliance Program, and in particular our Group’s Code of Conduct, as well as any other document or text that may replace or complement the aforementioned.

## 2 Human rights normative framework

In addition to this Policy, the Group’s regulatory framework on respect for human rights also includes:

1. Social policies that address certain needs and expectations of the Group’s stakeholders, which, in particular, cover various issues directly related to human rights, such as occupational safety and health, equal opportunities, work-life balance, and quality; and
2. The personal data protection policy, which guarantees the right to the protection of the data of all natural persons who are related to the Group’s companies ensuring in particular the respect of the right to honor and privacy in the treatment of different types of personal data; and
3. The procurement policy, which includes the Group’s companies’ perspective on shared responsibility with their suppliers regarding respect for human rights, to increase the number of suppliers subject to sustainable development policies and standards with a human rights strategy.

## 3 Specific commitments for the different stakeholder groups of Soltec Power Holdings regarding Human Rights

### 3.1 Employees

Soltec Power Holdings has a set of internal policies and regulations that ensure the rights of people working in the Group. Therefore, it respects and internally promotes the observance of the following rights:

- The right to freedom of opinion, information, and expression, respecting the diversity of opinions in the company and promoting dialogue and communication.

- The right to freedom of association and collective bargaining of its employees, as well as the role and responsibilities that correspond to workers' representation in accordance with the current legality in each country.
- Rejects child labor, forced or compulsory labor, and any form of modern slavery, ensuring and promoting the elimination of these types of situations both in its suppliers and in their supply chain.
- The right to data privacy and intimacy.
- The right to have a safe and healthy work environment.
- The right to have dignified working conditions, with adequate remuneration, and equal treatment, avoiding that people are treated differently or less favorably due to characteristics that are not related to their merit or the inherent requirements of the job.
- The right to have a work environment free of harassment or contrary to the respect for the rights and dignity of people, guaranteeing that, if such conduct were to occur, the appropriate procedures are available to report, treat, and correct it with total confidentiality and diligence, as well as with due consideration and promptness.

Soltec Power Holdings will ensure that working people, within their scope of action and responsibility, respect Human Rights and contribute to fulfilling the commitment acquired by the group through this Policy.

### 3.2 Suppliers

Soltec Power Holdings will encourage the suppliers with whom it interacts to equally show strict respect for Human Rights recognized in the international and national legislation of each of the countries in which they operate.

In this sense, the Group has homologation systems that integrate the analysis of Human Rights and assistance procedures so that the suppliers with whom contractual relationships are established assume, within their competencies, the defence and protection of Human Rights.

### 3.3 Partners

Soltec Power Holdings will promote alignment between its partners' and associates' policies and this Policy.

### 3.4 Customers

The Group is committed to avoiding any unjustified discrimination in the recipients of its product and/or service offerings, respecting their data privacy and intimacy at all times.

### 3.5 Commitments in relation to the environment and local communities

The Group is committed to protecting local communities and the environment, contributing to the conservation of resources and habitats in all its operations, and respecting the rights of communities to live in a clean and healthy environment under reasonable living standards. Local

communities are considered to be individuals and groups in society who may see these rights affected by the Group's activity.

To this end, Soltec is committed to developing its activities in accordance with:

Respect for the rights of minorities and indigenous peoples in the places where they carry out their activity, and promoting open dialogue that integrates different cultural frameworks.

Respect for the right to the environment of all communities in which it operates, considering their expectations and needs.

Responsible taxation and rejection of corruption and bribery practices.

Ensuring access to energy as a right related and linked to other human rights, collaborating with public institutions in the implementation of systems to protect vulnerable clients and in plans to extend service to communities that lack access to energy.

#### **4 Reporting and channel for complaints and inquiries.**

The Group is committed to ensuring wide dissemination of this policy, both internally and externally, to ensure that it reaches the knowledge of all different stakeholder groups.

In addition, the Group has a specific channel for consultations and complaints, designed to incorporate and manage complaints related to the principles and rules of conduct mentioned in this Policy, whose operating rules are the Protocol on the Complaints Channel and the Internal Complaints Policy and Investigation, Management, and Response Procedure.