



Human Rights Policy





Our commitment

Since its beginnings, the Elecnor Group has been fully committed to supporting, respecting and protecting human rights in all the areas in which it operates, in accordance with its ethical principles and corporate social responsibility.

All the companies of the Elecnor Group have a firm commitment to complying with and defending human rights in all their business operations in all of the countries in which they operate. Furthermore, compliance with this Human Rights Policy extends to all Elecnor's stakeholders, with the goal of sharing this commitment in all its relationships.

This policy is aligned with the Corporate Social Responsibility Policy and the Group's Code of Ethics, as well as with the United Nations Universal Declaration of Human Rights; the principles of the UN Global Compact and the Sustainable Development Goals; the International Labour Organisation's Declaration of Fundamental Principles and Rights at Work; and the OECD Guidelines for Multinational Enterprises.

Elecnor is committed to exercising due diligence to identify any risk that threatens human rights, to prevent possible violations and to mitigate any impact that may arise under the United Nations Guiding Principles on Business and Human Rights.

This commitment is fulfilled by publicly establishing actions to ensure that all its stakeholders are aware of the Policy so they can also uphold the aforementioned commitment.

Principles

Elecnor will not participate in actions that compromise the universal human rights recognised in national and international law.

The Group promotes the following principles in all its activities and areas:

- To demand respect for human rights from all its professionals and partners.
- To ensure that there is no discrimination on the basis of gender, age, race, disability or any other form of discrimination by promoting equal opportunities and respect for diversity.
- To reject forced labour in all its forms and any abuses of power, as well as the use of child labour.
- To protect the health and safety of its professionals by making safety a non-negotiable value and by undertaking a commitment to causing zero accidents and damage to the health of the people.
- To respect the rights of local communities with particular attention to more vulnerable groups, such as ethnic minorities and indigenous communities, by promoting initiatives and ongoing dialogue.
- To reject corruption in all its forms by committing to the highest ethical standards and compliance with the law and implementing a principle of zero tolerance towards malpractice.
- To have complaints procedures in order to deal with possible cases of human rights violations.
- To recognise the freedom of association and affiliation of their employees.
- To ensure the confidentiality and right to privacy of all persons who interact with the company and to use all the data it possesses appropriately.



Implementation and follow-up

This document is Elecnor's public commitment to human rights.

In order to implement the commitments contained in this document, the company will track its performance in accordance with the "United Nations Guiding Principles on Business and Human Rights". Implementation of the United Nations framework to "protect, respect and remedy".

November 2019