

HUMAN RIGHTS STATEMENT



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1. Introduction

At **SÓLIDA ENERGÍAS RENOVABLES**, we are committed to promoting and respecting Human Rights in all our operations and activities. We recognise the importance of Universal Human Rights and strive to integrate these principles into our corporate culture and daily practices.

The following are the fundamental pillars of our commitment:

1.1. Respect and Dignity

We respect the inherent dignity of all people and treat all employees, customers, partners and communities with respect and fairness. We strongly oppose any form of discrimination, harassment or abuse in our workplace and in all our business interactions.

1.2. Fair working conditions

We are committed to providing a safe, healthy and fair working environment. This includes ensuring fair wages, reasonable working hours and working conditions that respect the physical and mental integrity of our workforce. We promote the professional and personal development of all our professionals through training and growth opportunities.

1.3. Workers' rights

We support and respect the rights of individuals to freedom of association and collective bargaining. We strive to maintain an open and constructive dialogue with all our employees and their representatives to foster positive labour relations and resolve any disputes in a fair and transparent manner.

1.4. Environmental protection

We recognise that protecting the environment is a fundamental human right. We are committed to operating in a sustainable manner, minimising our environmental impact and promoting the use of renewable energy. We strive to continuously innovate and improve our practices to contribute to a cleaner and more sustainable future.

1.5. Engagement with communities

We strive to be a good neighbour and a responsible member of the communities where we operate. We work in partnership with local communities to support their economic and social development, respecting their

rights and cultural traditions. We are committed to conducting our operations in a way that benefits communities and reduces any negative impacts.

1.6. Transparency and Accountability

We value transparency in our operations and decisions. We are committed to clear and accurate reporting on our human rights practices and performance. In addition, we promote accountability at all levels of our business, ensuring that our human rights commitments are understood and respected by our employees and business partners.

1.7. Reporting Mechanisms

We have established accessible and confidential mechanisms for our professionals and other stakeholders to report any human rights violations. We are committed to investigating all complaints in a fair and timely manner, and to taking the necessary corrective action to remedy any adverse situations.

This statement reflects our unwavering commitment to the promotion and protection of Human Rights in all aspects of our operations. At **SÓLIDA ENERGÍAS RENOVABLES**, we believe that our success is intrinsically linked to the well-being of people and respect for our planet.

Executive Team



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Renewables

