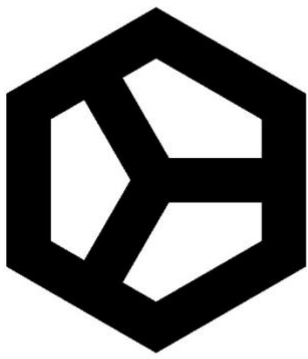




GENESAL **ENERGY**

Human Rights Policy

This document describes both the fundamental guiding principles and the rules governing the organisation's ethical behaviour and its relationship with stakeholders.

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1 Corporate Human Rights Policy

1.1 Objective

GENESAL ENERGY is committed to the human and labour rights of our employees. We are fully aware that our work must contribute to the well-being of people, and therefore we are concerned that rights are respected by all members of the company.

1.2 Scope of application

This code applies to members of the Board of Directors, managers, employees and any person acting on behalf of any of the companies forming part of the GENESAL ENERGY group (Genesal Energy Ib, Becover, Genesal Eng&Tech and all subsidiaries).

Likewise, it shall also extend to those people who maintain a permanent working relationship with the organisation, who shall adhere to this policy as a result of the development of our activities.

This policy is in line with the company's Code of Ethics and complements our corporate policies.

1.3 General Principles

GENESAL ENERGY recognises that human rights are an inherent part of all of us regardless of nationality, gender, ethnic or national origin, colour, religion, language or any other status (United Nations Human Rights).

We therefore support and respect the protection of fundamental human rights, as set out in the Declaration of Human Rights, and express our commitment and commitment to the rights recognised in national and international law in accordance with the Guiding Principles on Business and Human Rights, the OECD Guidelines for Business and Social Policy. We also adhere to and commit to the International Labour Organisation (ILO) Convention, the Sustainable Development Goals (SDGs) adopted by the United Nations (UN) and the 10 principles of the United Nations Global Compact.

We have therefore established principles to be considered for all our activities and business relationships, we are committed to respecting these principles and we extend them to our subsidiaries. Furthermore, we expect our suppliers to adopt them and to act according to their guidelines. These basic principles are:

- a. Conduct themselves fairly, respectfully, diligently and honestly.
- b. Respect the dignity of all people, their freedom and privacy at all times.
- c. Reject verbal, physical or visual conduct that violates dignity and respect.
- d. Commit to a work environment that condemns, prohibits and sanctions all forms of harassment, violence and bullying.
- e. Promote the inclusion and diversity of our employees, creating an environment of equal rights and duties.
- f. Reject discrimination against people for any reason, including origin, race, marital status, age, opinions, gender, creed, tribe, ethnicity, social class, pregnancy, gender identity, sexual orientation, health condition, disability or nationality.

Likewise, the company assumes the commitment to:

1. Reject child labour, forced or compulsory labour, or any form of modern slavery, promoting the elimination of these types of situations throughout its value chain.
2. To guarantee decent working conditions and a living wage for all employees, creating a dignified working environment where people feel they are treated fairly and valued.

3. Respect freedom of association and collective bargaining, protecting the right of employees to be part of organisations that are designed to defend and promote their interests.
4. Promote Occupational Health and Safety. We believe that all our employees should be assured of their health, safety, psychological, relational and physical well-being. Therefore, we promote a culture of occupational health and safety that reduces occupational risks within the company.
5. Encourage the professional development of all employees. We seek to ensure that all those who work in the company receive fair compensation for their work and equal remuneration in accordance with the applicable regulations, and we therefore promote the professional orientation and training of each of our employees.
6. Not to discriminate against employees, customers and/or suppliers based on any condition or characteristic.
7. Respect the rights of communities, generating a link with society, promoting initiatives of environmental, cultural and social value that foster inclusion through education.
8. Respect the United Nations Declaration on the rights of indigenous peoples and ethnic communities that may, directly or indirectly, be related to the operation of the company.
9. Respect the rights of the environment by promoting sustainability in all our actions, fostering innovative culture and working towards a just energy transition for people.
10. To reject corruption in all its forms, for which reason an anti-corruption policy has also been designed.

1.4 Follow-up

The department responsible will oversee the implementing of this human rights policy at GENESAL ENERGY and will promote it with all our customers and suppliers. In case an update is necessary, the corresponding modifications will be reviewed and submitted for approval by the board of directors.

1.5 Communication

GENESAL ENERGY undertakes to disseminate this policy to all employees of the organisation, including customers and suppliers.

In the event of any complaints or queries regarding the principles set out in this policy, please contact genesal@genesal.com.

1.6 Approval and updating

This policy was updated by the Board of Directors of GENESAL ENERGY on the 7th of January 2025.