

10 February, 2021

## **Management commitment**

At Greenergy we are aware that our business management has to be in line with the needs and demands of society and, for this reason, we have undertaken the commitment to draw up our 1st EQUAL OPPORTUNITIES PLAN FOR WOMEN AND MEN, following the guidelines set out in the legislation on the subject and, therefore, subject to the integration of the principle of equal treatment and opportunities, as set out in Organic Law 3/2017, of 22 March, for effective equality between women and men.

The company has always treated all employees fairly and equally regardless of gender, marital status, sexual orientation, race, colour, nationality or origin, religion, age or possible disability.

This policy is applicable to our recruitment and selection processes, to the terms and conditions of employment - including remuneration, wage policy, occupational health, working time and the reconciliation of personal and family life and the principle of co-responsibility between both parents, promotions, training, transfers and any other element of work, assuming the principle of equal opportunities between women and men, and any other element of work, assuming the principle of equal opportunities between women and men, paying special attention to indirect discrimination, understood as "the situation in which an apparently neutral provision, criterion or practice puts a person of one sex at a particular disadvantage compared to a person of the other sex".

In order to carry out the first Equal Opportunities Plan for workers, a Negotiating Committee will soon be set up, which will not only have the backing of the company, but also the representation of the most representative trade unions, UGT and CCOO, as well as the most representative trade unions in our sector, as required by law.

This Negotiating Committee will draw up equality measures that, through the implementation of the Equality Plan, will lead to evaluable improvements with respect to the current situation, and will set up the corresponding monitoring and evaluation systems in order to make progress in achieving real equality between women and men in the company and, by extension, in society as a whole.

We face the implementation of the Equality Plan as a modernisation of our business management system that will give rise to an internal structure and relations with society in which our actions are free of discrimination based on sex, contributing to progress towards a society in which equality is real and effective.

With regard to communication, both internally and externally, all decisions taken in this respect shall be reported and an image of the company shall be projected in accordance with this Principle of Equal Opportunities between women and men.

David Ruiz de Andrés

CEO

Greenergy Renovables S.A