



# Equal Opportunity and Reconciliation Policy



15 December 2020

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The Board of Directors of IBERDROLA, S.A. (the “**Company**”) has established the development of employment relationships based on equal opportunity, non-discrimination and respect for diversity and inclusion declared in the *Diversity and Inclusion Policy* as a strategic objective. In particular, it regards the achievement of gender equality as one of the essential values of the organisation. The Group also promotes the reconciliation of personal and working life as an indispensable complement to fostering the full development of its professionals.

For these purposes, and in accordance with the provisions of the *Human Resources Framework Policy*, the Board of Directors has approved this *Equal Opportunity and Reconciliation Policy* (the “**Policy**”).

## 1. Purpose

This *Policy* seeks to create a favourable environment that, in harmony with the *Diversity and Inclusion Policy*, facilitates equal opportunity, non-discrimination and the reconciliation of personal and working life of the professionals of the Company and of the other companies belonging to the group of which the Company is the controlling entity, within the meaning established by law (the “**Group**”) and, in particular, gender equality, all the foregoing in compliance with applicable law in each country and following best international practices, including the provisions in this area of goal five of the Sustainable Development Goals (SDGs) approved by the United Nations.

## 2. Main Principles of Conduct

To achieve this purpose, the Group adopts and promotes the following main principles of conduct that must govern its labour relations:

- a. Guarantee the quality of employment as a fundamental means to promote equal opportunity and non-discrimination, fostering the maintenance of stable and high-quality jobs, with occupational contents that guarantee a continuous improvement in the abilities and skills of professionals.
- b. Further develop the principle of equal opportunity in the workplace, the observance of which is one of the basic pillars of professional development, and which entails the commitment to provide and show equitable treatment that promotes the personal and professional progress of the Group’s workforce in the following fields:
  1. Promotion, professional development and remuneration: value such knowledge and skills as are required to perform a job, through the evaluation of goals and performance.  
In particular, both when making individual proposals for goals as well as in performance assessment and any salary increases, standards of equal opportunity, non-discrimination and respect for diversity shall be taken into account, promoting equal treatment that encourages the personal and professional progress of the Group’s workforce in a way that recognises the knowledge and skills required for each job, the contribution of professionals to the creation of value, as well as dedication and responsibility in the performance of their duties.
  2. Selection: recruit the best professionals by means of selection tools and systems based on the merits and abilities of the candidates.
  3. Hiring: refrain from establishing discriminatory differences in salary.
  4. Training: ensure the education and training of all professionals in the knowledge and skills required for the proper performance of their work.
  5. Support for professionals with different abilities, promoting their effective employment.
  6. Promotion of transparent communications, encouraging innovation and providing professionals the independence they need in the performance of their duties.
  7. Elimination of any actions contrary to equal opportunity.
- c. Promote gender equality within the Group as regards access to employment, professional training and promotion, and working conditions, as a manifestation of social and cultural reality, and in particular, to:
  1. Reinforce the commitment of the Group to gender equality both within the organisation and in society, and raise awareness on this topic in both spheres.
  2. Guarantee the principle of equal opportunity in professional development, removing any obstacles that may hamper or limit a professional career by reason of gender.
  3. Analyse affirmative action measures in order to correct inequalities that appear and to promote access by the less represented gender to positions of responsibility in areas in which it is underrepresented or not present.
  4. Strengthen mechanisms and procedures for selection and professional development that facilitate the presence of the less represented gender with the required qualifications in all areas of the organisation in which it is underrepresented, particularly including the implementation of specific training and professional development monitoring programmes for women that promote the Group having a significant number of female senior managers.
  5. Strive to achieve a balanced representation within the various decision-making bodies and levels, guaranteeing participation in all consultative and decision-making areas of the Group on the basis of equal opportunity.
  6. Promote the organisation of working conditions with a gender perspective, allowing for the reconciliation of the personal and working life of all professionals employed by the Group, ensuring the elimination of all gender-based discrimination.
  7. Protect pregnancy and childbirth as specific situations of the female professional group, avoiding negative repercussions thereof on their professional career.

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8. Promote programmes of collaboration with educational institutions to encourage the presence of the less represented gender in careers and training programmes relating to the businesses of the Group in which the presence of one of the genders is substantially lower than that of the other.
  9. Collaborate in the fight against gender violence through the establishment of specific programmes that include measures of protection, support and information, in order to accompany and protect the victims of gender violence.
- d. Standardise working conditions and the benefits received by part-time and full-time professionals.
  - e. Implement measures for adaptation of working conditions and reconciliation measures that promote respect for the personal and family life of its professionals and facilitate the achievement of an optimal balance between the latter and work responsibilities regardless of gender, particularly emphasising those intended to foster respect for rest periods and to avoid professional communications outside of working hours, when possible, allowing for adequate and effective digital disconnection from work obligations, as appropriate.
  - f. Establish effective ways to make flexible the conditions for providing services, especially with regard to time and place of work, and which allow for the better adjustment thereof to the various situations that may arise in the private life of professionals.
  - g. Maintain commitments to external institutions, making an effort to honour the commitments assumed in order to obtain and maintain all certifications and awards given to the Group in connection with reconciliation and equality.
  - h. Favour the hiring of those suppliers with internal measures on reconciliation and gender equality for their personnel that comply with the provisions of this *Policy*.

### 3. Instruments

The Company and the Group have the management responsible for achieving the objectives established in this *Policy*, which management reports to the Company's Human Resources Division, which is in charge of implementing, monitoring and verifying compliance with this *Policy* and the *Diversity and Inclusion Policy*.

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This *Policy* was initially approved by the Board of Directors on 16 December 2008 and was last amended on 15 December 2020.