

Policy

Human Rights Policy

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1. HUMAN RIGHTS POLICY

The purpose of this policy is to set out Nabla Wind Power S.L.U.'s commitment to internationally recognised human rights, wherever the company operates and in relation to its stakeholders, as well as to adhere to the United Nations Guiding Principles on Business and Human Rights.

It also aims to follow the guidelines of international policies such as the United Nations Universal Declaration of Human Rights, the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, and the Conventions implementing it.

2. OUR PRINCIPLES

- Rejection of forced or compulsory labour (anti-slavery) and child labour: we reject the use of any form of forced or compulsory labour and all forms of slavery and human trafficking (as defined in ILO Convention No. 29). Nor do we confiscate money or identity documents to retain workers against their will.
- Respect for diversity and non-discrimination: we promote the principles of diversity, inclusion, equal treatment and equal opportunities. Furthermore, Nabla Wind Power S.L.U. is committed to creating a working environment in which everyone has equal employment opportunities and is treated equally, as set out in our Equality Policy.
- Freedom of association and collective bargaining: we support our employees' right to form or join organisations that defend and promote workers' common rights. Similarly, we also respect the choice to be represented by a trade union or similar organisation. Nabla Wind Power S.L.U. believes that collective bargaining is the most effective means of determining the working conditions for all employees.
- Health, safety and wellbeing: respecting the health, safety and psychological wellbeing of Nabla Wind Power S.L.U. employees is paramount. We therefore comply with legal requirements, always adopting the relevant and appropriate standards and policies.
- Fair and favourable working conditions: all those working at Nabla Wind Power S.L.U. are entitled to conditions that respect their health, safety, well-being and dignity, as well as a maximum number of weekly working hours, with rest periods during the day and the week.

Just as Nabla Wind Power S.L.U. is committed to human rights, we expect the suppliers and companies with which we have business relationships to also respect these internationally recognised rights, taking the necessary measures to ensure strict compliance, as well as that of their partners.

3. OUR COMMITMENT

- Identify and assess the human rights impacts resulting from our activities
- Implement measures to prevent such impacts and take corrective action
- Monitor the implementation and effectiveness of the measures adopted and periodically assess their efficacy
- Communicate the measures implemented to all company employees

These principles were approved by the Managing Director of Nabla Wind Power S.L.U., Alfonso San Emeterio, on 19 September 2023. They will also be reviewed annually to incorporate any necessary amendments and updates, with the aim of improving their implementation.

These principles and policies will be made available to all employees via the common communication channels of all departments, as well as on the corporate website.

