

GENERAL SUSTAINABILITY POLICY

GENERAL FRAMEWORK

This General Sustainability Policy (hereinafter “the Policy”) lays down the general principles that will guide any other corporate policy related to our sustainability commitments. Its main objective is to guarantee the sustainable creation of value in consideration of our major stakeholders.

This Policy applies to all companies of the Group Prodiel (hereinafter “the Group” or “Prodiel”) Prodiel is an international technology company specialized in renewable energy and environmental management.

Our **mission** is contributing to economic and technological progress, in a sustainable manner, through a highly competitive, constantly growing organization that specialises in executing engineering and equipment projects in the power, infrastructure, industrial and environmental sector, striving at all times for the satisfaction of customers, suppliers and the people who make up PRODIEL, and offering a comprehensive service based on quality and safety.

Our **vision** is to be a leading company that is constantly growing and expanding internationally and is highly competitive in terms of human and technological resources and profitability for its shareholders, so as to offer efficient solutions in the field of engineering and equipment that contribute to sustainable development, ensuring the quality, safety, and the satisfaction and trust of our customers, and generating opportunities for professional and personal development for our employees.

Values driving our strategy, which day by day makes us be who we are:

1. **Health & Safety**
2. **Passion and enthusiasm**
3. **Competitiveness and efficiency**
4. **Excellence**
5. **Commitment, responsibility and respect**
6. **Innovation**
7. **Flexibility**
8. **Diversity**

Our **Strategy Plan “Green Future”** was designed in 2019 in consideration that the energy sector must promote a deep change in response to global trends, particularly related to climate change, but also in terms of commitment to society and fight against bribery and corruption. We do know it is our responsibility to lead our position in our sector to spread this commitment to environmental, social and economic sustainability.

Prodiel adhered to United Nations Global Compact in 2021. We are fully committed to work in accordance with UN principles with the purpose of advancing in the achievement of the UN Sustainable Development Goals.

SUSTAINABILITY COMMITTEE

Prodiel has implemented a Sustainability Committee aimed to promoting principles and objective established in this Policy, as well as collaborating in the preparation of non-financial information disclosed by the Group in accordance with legal requirements.

This Committee shall consist of people from different areas of the Group, in particular, Health and Safety, Environment and Quality (“HSEQ”), Human Resources and Compliance.

GENERAL SUSTAINABILITY PRINCIPLES

The Board of Directors and the Management Committee have been responsible for establishing these General Sustainability Principles. These principles must be integrated in different business areas. They are part of our corporate culture and therefore, they must be spread to our major stakeholders (clients, suppliers, partners, etc.).

Our General Sustainability Principles are:

1. Protection of the Environment

Prodiel is committed to carrying out its operations and activities minimizing its impact on the Environment through pollution prevention, proper waste management, efficient use of resources and the use of the best available technologies.

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2. Fight against Climate Change

We are committed to contributing to improving the environmental sustainability. We want to be a relevant player in the energy transition and decarbonization process at a global level. We do believe that fight against climate change should drive us all, from governments and public institutions, companies, and corporations around the world, to even citizens. And we are committed to assuming our responsibility in the unstoppable transition to renewable energy.

3. Protection our People

People are the heart of our business. Our people and their talent are our face and our hands wherever we go. We need qualified professionals for our projects. This is the key for our present and future success.

We work very hard to ensure a healthy work environment, free from any sort of discrimination or harassment, promoting professional development, continuous training, conciliation, and flexibility.

4. Health and Safety

Our objective is "Zero accidents". Health & Safety of our people and third parties who collaborate in our activity are top priorities. We work to ensure that policies, procedures related to Health & Safety are observed. We continuously evaluate Health & Safety risks, and we have implemented prevention tools. There is no budgetary cap when we talk about protection our people.

5. Protection of Human Rights

At Prodiel we are fully committed to ensuring the protection of Human Rights and labour standards. In addition, we work to extend this commitment to our stakeholders. We reject any sort of forced or child labour; any type of discrimination or harassment are strictly prohibited; we respect the rights of employees to freedom of association and collective bargaining.

We subscribed the United Nations Global Compact and the International Labour Organization's Declaration of Fundamental Principles and Rights at work. These principles have been incorporated to our corporate policies to ensure promotion, protection and observance of Human Rights globally.

6. Business Ethics

We are fully committed to promoting ethical business practices. Integrity, honesty and ethical behaviour are essential to ensure appropriate relationships with our stakeholders (employees, clients, suppliers, partners, etc.).

The Board of Directors and the Management Committee are responsible to providing resources in order to success in the achievement of this purpose.

7. Social Development

We are also committed to ensuring the social development of local communities in all countries where we operate. We understand we are privileged to operate in many countries and that we have the opportunity to contribute to the social development of those countries, improving people life standards. We promote local workforce with specific agreements, a significant volume of our collaborators and suppliers are local entities and we carry out corporate social responsibility activities to promote initiatives in the field of health, education, culture, etc.

8. Transparency

Transparency is fundamental to ensure value creation. We share true, transparent and reliable information about our performance.

We are committed to disclosing financial and non-financial information in accordance with legal requirements. In addition, our financial and non-financial information is verified by independent auditors.


Mario Serrano
CEO PRODIEL


PRODIEL