

P-006CA | Human Rights Policy

Context

Floene Energias S.A. (FLOENE, Company or Group), assumes the respect for Human Rights and Labour in its activities, in alignment with the principles of the Global Compact, under the reference framework of the United Nations Universal Declaration of Human Rights.

With this policy Floene identifies the principles to safeguard Human Rights in conducting its own activities, seeking to involve all stakeholders, assuming their defense and promotion, whatever the context in which it operates.

Company's position

Floene is committed to:

- reject and condemn any form of violence, abuse, threat, intimidation or other form of physical, verbal, psychological or sexual abuse, recriminating and punishing any behaviour or act with the purpose or effect of humiliating, promoting human dignity and respect in the workplace.
- oppose and reject all forms of abusive exploitation of workers, ensuring that no one is forced to work by force or under any form of coercion or punishment, promoting free and voluntary employment, as well as the use of forms of child labour prohibited under current national and international legislation on the minimum age of admission to employment.
- oppose any type of unlawful discrimination related, among others, to ethnicity, disability, age, political affiliation, gender identity, language, sexual orientation, race, religion, gender, marital or family status, ensuring equal opportunities and equal treatment regarding professional activity, in line with its Code of Ethics and Conduct.
- recognize the right of its personnel to be represented by trade union bodies or other chosen forms of representation under current legislation, without being subject to any kind of judgment or retaliation.
- ensuring a safe and healthy working environment for its employees, providing access to decent employment, fair and equitable remuneration, personal development and further training, privacy of their personal data, respect for rest periods, access to social protection schemes and encouraging reconciliation between work, family and personal life.
- promote a culture of health and safety as a primary goal for sustainable development, to be achieved with a view to continuous improvement and in compliance with current legislation. The prevention of accidents and the safeguarding of health and safety in the workplace are promoted at all levels of the company and among business partners, including through training and awareness-raising activities.
- encourage suppliers and partners to respect Human Rights, reserving the right to terminate relationships whenever any violation of these rights occurs and maintain and improve its procedures to identify and combat slavery and human trafficking in the supply chain.
- make every effort to minimise the potential negative impact of its activities on local communities in the territories where it carries out its activities in order to contribute to their development.
- ensure adequate protection for parties affected by the processing of personal data and protect the right to privacy of its employees and stakeholders, in compliance with current legislation.



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- provide a channel for reporting irregularities to its employees and stakeholders, safe and confidential, open to questions, concerns or reports of deviations from its Code of Ethics and Conduct.
- comply with the current legislative and normative framework under this policy, promoting systematic analysis of updates and their integration into its management model.

Final declaration

Floene conducts its activities with careful consideration for the recognition and safeguarding of human dignity, freedom and equality, and the protection of labour and trade union rights, health and safety in the workplace and the environment. It undertakes to respect, promote and enforce Human Rights with stakeholders and to adopt measures to prevent their actions from leading, directly or indirectly, to abuses or violations of internationally recognized Human Rights.

To support its commitments, Floene has a set of documents, such as, Quality Policy, Safety, Health, Environmental and Major Accident Prevention Policy, Data Protection Policies and Standards, Code of Ethics and Conduct, Code of Conduct of the various Distribution System Operators of the Group, regulations in the field of Safety and Environment, among others.

Board of Directors

2022/07/28