SUPPLIER'S CODE OF CONDUCT

OBJETIVOS DE DESARROLLO SOSTENIBLE

Solaria

ÍNDICE

INTRODUCTION 03

PURPOSE 03

PRINCIPLES OF ACTION 04

COMMUNICATION AND COMPLIANCE 10

RELEASE AND DATE OF APPLICATION 11

Solaria

INTRODUCTION

For Solaria Energía y Medio Ambiente, S.A. and its group companies ("Solaria" or the "Group"), creating value in an ethical and sustainable manner is one of its core values. Accordingly, the Group motivates, encourages and expects its suppliers to act in the manner that is just as ethical, sustainable and responsible as it does, and to embrace guidelines of conduct that are consistent with Solaria's Corporate Code of Ethics.

Therefore, Solaria is publishing this document (the "Supplier Code of Conduct") to set out the principles and values enshrined in the Group's Corporate Code of Ethics, available on its website (www.solariaenergia.com) and that guide Solaria's relations with all its suppliers ("the Supplier" or "Suppliers"). It is designed as a handbook to which Solaria's Suppliers must adhere.

The Supplier Code of Conduct is part of a set of rules drawn up by the Group to manage risk and minimize corporate breaches of law. These rules constitute Solaria's Corporate rules and policies, which are available on the corporate website (www.solariaenergia.com).

PURPOSE

The purpose of the Supplier Code of Conduct is to set down and implement guidelines for controlling and managing the risks to which Solaria could be exposed in procuring materials or any other supplies, or contracting work or services, and the principles and core values to which Suppliers must adhere in conducting their business relationships with Solaria.

Solaria expects its Suppliers to endorse a corporate culture that promotes the Group's values. It also expects Suppliers to encourage their contractors, partners, employees, anyone acting on their behalf and anyone involved in their supply chain to uphold the same ethical behavior and compliance with prevailing laws as the Group requires of itself.

Suppliers must prevent any conduct that could damage the environment or hurt Solaria's reputation, while promoting the identification, prevention and mitigation of the risks that may arise in this areas. Suppliers must accept and comply with the provisions of the Supplier Code of Conduct and the rest of the Group's Corporate Rules and Policies, and raise awareness about them among their employees and persons involved in their business relations with Solaria.

PRINCIPLES OF ACTION

The conduct of Suppliers must comply Solaria's Corporate Code of Ethics and the rest of the Group's Corporate Rules and Policies in force at any given time and applicable legislation, as well as the followings rules and principles of action.

HUMAN RIGHTS

Solaria considers the respect for and protection of human and labor rights to be essential in all its relations with stakeholders. It does not tolerate any form of forced or compulsory labor and guarantees the elimination of discrimination in respect of employment and occupation and the effective abolition of child labor, as well as the respect, integrity and dignity of everyone in the workplace.

Solaria is a member of the United Nations Global Compact and supports and promotes compliance with the principles enshrined in the United Nations International Bill of Human Rights, the OECD Guidelines for Multinational Enterprises, the Declaration of the International Labor Organization (ILO) and its fundamental conventions, and the European Convention on Human Rights.

Solaria expects its Suppliers to act with the same respect and diligence regarding human rights in all their business dealings, upholding all leading national and international standards, prevailing legislation and Solaria's Human Rights Policy.

Forced labor

Suppliers are prohibited from engaging in any type of job-related exploitation, forced, compulsory or involuntary labor, and any threats, deceit or physical abuse, sexual and/or workplace harassment or any other forms of intimidation, including verbal abuse. Employees must not be required to pay any recruitment or recruitment -related or other fees or for the use of intermediaries.

Child labor

Suppliers are prohibited from child labor in any form. Specifically, Suppliers must guarantee that none of their employees are under the minimum legal working age in accordance with EU and local regulations in each of the jurisdictions where they operate. Moreover, all of their employees must be at least 16 years old. The Supplier must have adequate and reliable mechanisms in place to verify the age of its employees.

Fredoom of association

The Supplier guarantees that it respects employees' right to freedom of association and collective bargaining and it will not penalize, harass or intimidate those who exercise their trade union rights in a non-violent manner.

Equal opportunities and non-discrimination

The Supplier will promote equal opportunities in employment, training and benefits, ensuring that no employee is assigned duties that are incompatible with their physical or mental abilities, and agrees not to discriminate on the basis of nationality, race, ethnicity, religion, political affiliation, marital status, social status, age, gender identity, sexual orientation or any other status.

Fair wages

The Supplier guarantees that working conditions and environment (including, for example, fair and competitive wages, work schedule, work-life balance, promotion of a safe and harassment-free working environment) are in compliance with applicable national and international labor laws and that they promote and maintain utmost standards of physical, mental and social well-being of their employees and subcontractors.

COMPLIANCE AND ETHICS

Corporate integrity

The Supplier must act in an ethical manner and promote honesty, equality and integrity. The Supplier must also comply with Solaria's Corporate Code of Ethics.

Compliance with the law

Solaria requires strict adherence by Suppliers to the prevailing laws in the countries where it operates and ethical, honest and upright behavior in their business dealings.

Anti-corruption and bribery

Solaria has zero tolerance for any type of corruption and/or bribery and requires that the Supplier comply with its Anti-Corruption Policy and other Corporate Rules and Policies, all of which are available on its website (www.solariaenergia.com), as well as with applicable legislation in force.

Specifically, Solaria expects the Supplier:

- Not to influence the will of any public authorities and public officials or other persons unrelated to the Supplier or to offer, directly or indirectly, anything of value to obtain a benefit or advantage by means of any practices that are unethical or contrary to applicable law.
- Not to directly or indirectly offer gifts, gratuities and/or invitations exceeding a socially acceptable and generally accepted amount to any Solaria employee in order to obtain a benefit or advantage that would not otherwise be obtained without the gift, gratuity or invitation.
- Not to allow any facilitation payments.
- Not to fund or show any support of any kind, directly or indirectly, to any political party or trade union or their representatives or candidates.
- Not to use donations or gifts for the purpose of concealing any undue payments to public authorities or public officials or entities unrelated to the Supplier.
- Not to request or receive, directly or indirectly, undue commissions, payments or benefits from third parties for or on account of any contracting, investment, disinvestment or financing transaction carried out, or any expense incurred, by the Supplier.
- To pay special attention to cases indicating a lack of integrity by the persons or entities with which it will carry out or is carrying out business to ensure it only deals with qualified persons and entities with an adequate reputation and environmental, social and governance pledges.
- To duly maintain accounts and records of all its actions, operations and transactions.
- To promote in-house training on anti-corruption and fraud.
- To have specific controls and procedures in place to prevent, detect and correct any conduct that could any act of corruption or fraud.

Anti-money laundering and terrorist financing

Se entiende por blanqueo de capitales cualquier operación que se realice con el fin de legalizar, o dar apariencia de legalidad, a bienes o activos procedentes de actividades ilegales o delictivas.

Solaria exige de sus Proveedores el cumplimiento estricto de la normativa aplicable en la lucha contra el blanqueo de capitales y la financiación del terrorismo. Solaria prohíbe al Proveedor cualquier situación en la que puedan existir indicios de que una operación de blanqueo de capitales, financiación del terrorismo o cualquier otra actividad ilícita se puede estar produciendo en el seno de su actividad profesional.

Asimismo, se prohíbe cualquier actividad que pueda dañar la reputación de Solaria o derivar en cualquier tipo de sanción. Solaria exige al Proveedor no realizar pagos a personas o entidades residentes en paraísos fiscales o en cuentas bancarias abiertas en oficinas bancarias situadas en paraísos fiscales.

Conflicts of interest

The Supplier must avoid situations that may interfere with its contractual obligations with Solaria or pose, or appear to pose, a potential conflict of interest. In any case, it must disclose any such situations to Solaria to prevent them from affecting their contractual relationship.

Compliance with international regulations on sanctions and embargoes

Suppliers must undertake not to maintain any business or any other type of relations with sanctioned entities or individuals or in countries on which international sanctions have been imposed by the United Nations, the European Union or the OSCE. In this vein, Solaria does not allow the Supplier to carry out activities or process payments, directly or indirectly or for the benefit of people or legal entities (including their subsidiaries) on sanctions lists, or in countries or territories sanctioned or affected by a full embargo or which, for any other reason, are prohibited under applicable international sanctions regulations.

Antitrust

The Supplier must refrain from engaging in any price-fixing arrangements or any other practice that infringes antitrust law. Likewise, it may not enter into any collusive agreements or conduct any actions contrary to applicable antitrust law.

Corporate image and reputation

Suppliers pledge to take the utmost care to preserve Solaria's image and reputation in their professional activities and not to use its image for advertising or any other purpose without its prior written consent.

OCCUPATIONAL HEALTH AND SAFETY

Compliance with the law

The Supplier must ensure the safety of its personnel, undertaking to comply with prevailing labor and social security laws and the requirements issued by the International Labor Organization. It must be current on all remuneration due to personnel and on payments related to contributions to Social Security and Workplace Accidents.

Workplace

The Supplier ensures safe and healthy working conditions for its employees. Construction of the workplace facilities must comply with applicable laws and regulations.

The Supplier must provide its personnel with the appropriate training and resources, tools, utensils, machinery and materials for them to perform their jobs. Where necessary, the Supplier shall provide its staff with climate-proof and personal protective equipment.

The Supplier will take the necessary steps to minimize the risk of fires, accident or injury to workers.

ENVIRONMENTAL COMMITMENT

The Supplier must comply with all environmental legislation and with Solaria's most recent Environmental Policy, ensuring that it minimizes its environmental impact and that it contributes to the fight against climate change by making efforts to improve its carbon emissions, the calculation and reduction of its carbon footprint, pollution, noise, waste management, discharges, chemical management and biodiversity protection.

PROPERTY RIGHTS

Solaria will have exclusive property rights over all technologies, processes, methods, formulas, designs, specifications, patents, brands, service marks, copyrights, design rights, inventions, trade secrets, know-how, information that implies intellectual and industrial property and any improvements or modifications performed under the contractual relationship between Solaria and the Supplier.

PRODUCT SAFETY AND QUALITY

All products and services provided by the Supplier must meet all standards of safety and quality, pursuant to applicable legislation.

The Supplier also agrees to innovate and improve the products supplied or services provided.

USE OF ASSETS

All materials and resources that Solaria makes available to the Supplier for the performance of the contractual relationship must be treated by the Supplier with the utmost diligence and must be protected and maintained by the Supplier as if they were its own.

CONFIDENCIALITY AND DATA PROTECTION

Confidenciality

The Supplier agrees not to disclose any technical, economic and/or commercial information about Solaria to which it may have access through its contractual relationship and not to use any such information for purposes other than those arising from their contractual relationship. This non-disclosure commitment will remain in force for the term of the contract and for two (2) years after its expiry.

Personal data protection

The Supplier agrees to safeguard the confidential nature of Solaria's personal data to which it may have access, to disclose the data only to authorized personnel and to observe all provisions of applicable legislation and guidelines issued by Solaria. Upon termination of the contractual relationship, the Supplier must return to the Group any personal data processed and destroy any copies it has of the data.

Any further questions regarding the processing of personal data should be addressed by email to dpdatos@solariaenergia.com.

SUBCONTRACTING

The Supplier will be responsible for enforcement of and compliance with the Supplier Code of Conduct by its subcontractors and their agents and employees, bearing all liability for non-compliance by them.

COMMUNICATION AND COMPLIANCE

Solaria and its employees will ensure that Suppliers know, accept and comply with the Supplier Code of Conduct, which will be available on the corporate website (www.solariaenergia.com).

Solaria must implement any controls it deems necessary to verify compliance by the Supplier with the Supplier Code of Conduct.

The Supplier undertakes to:

- Know, respect and comply with the Supplier Code of Conduct and with all of Solaria's Corporate rules and policies. Solaria may conduct as many training and informative actions as it deems appropriate for the Supplier to be aware of and correctly apply the Supplier Code of Conduct.
- Take part in any activities conducted to verify compliance with the Supplier Code of Conduct or audits that Solaria may perform or require and to implement any corrective actions identified a result of any verification activity.
- Notify Solaria of any information it considers relevant regarding the requirements laid down in the Supplier Code of Conduct that could have any direct or indirect legal, economic or reputational impact on it.
- Distribute the Supplier Code of Conduct to employees and subcontractors for any relations involving Solaria.

If the Supplier fails to comply with any of the principles, standards or rules contained herein, Solaria will take the appropriate steps, which may range from terminating the contractual relationship to exercising any applicable legal or administrative actions. Breaches of the Supplier Code of Conduct will be assessed on a case-by-case basis and sanctions will be imposed in accordance with any applicable internal procedures, agreements or legal requirements.

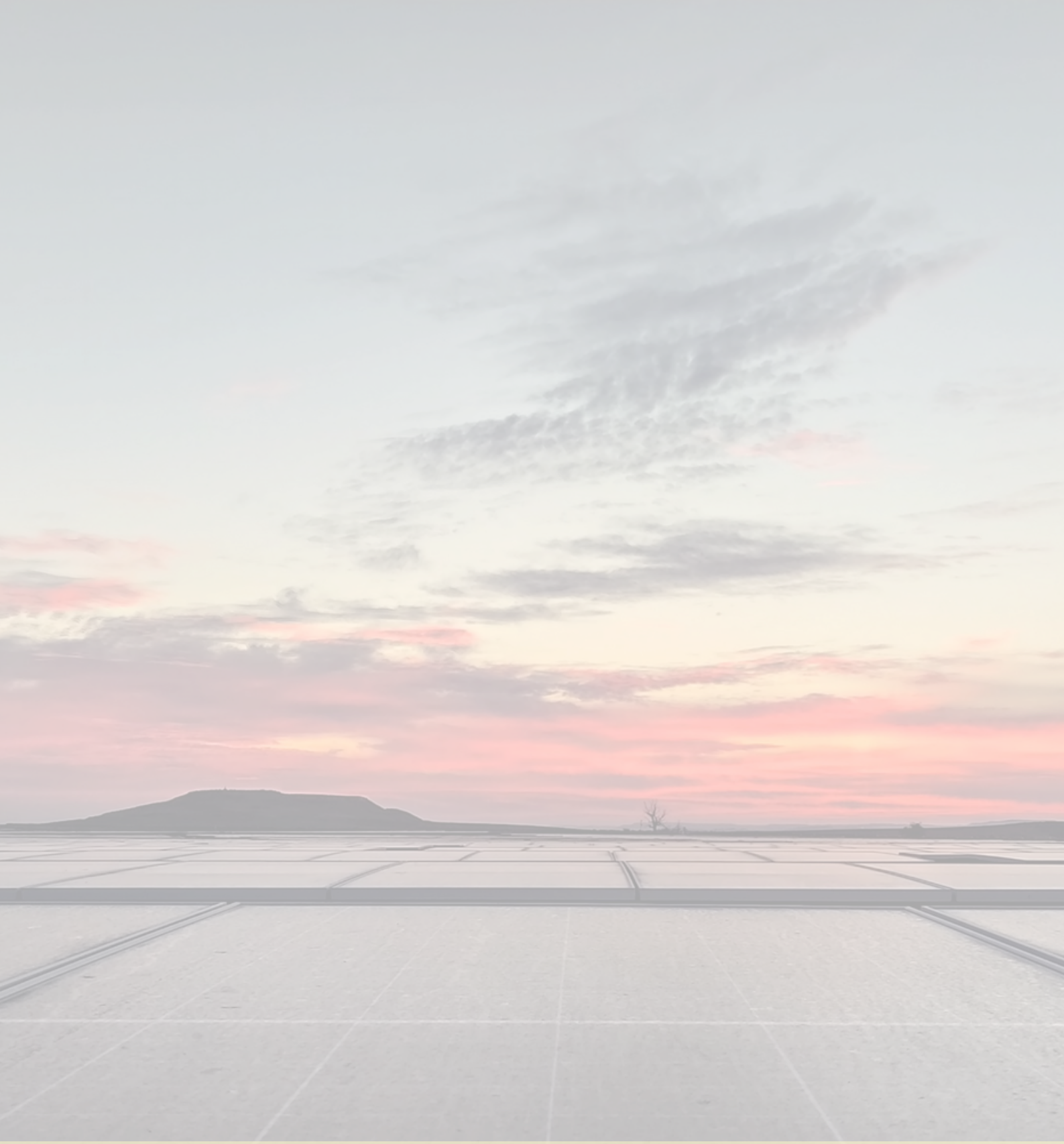
Solaria's Ethics, Compliance and ESG Committee will propose any corrective actions warranted for breach of the Supplier Code of Conduct after due investigation.

Solaria has a reporting channel through which both employees and third parties may communicate any doubts or submit any suggestions, and report any unethical or illegal behavior of which they are aware. Canalcompliance@solariaenergia.com

RELEASE AND DATE OF APPLICATION

The Supplier Code of Conduct was approved by Solaria's Board of Directors on December 31, 2020 and became effect the day after its approval.

The Board of Directors, on a recommendation by the Ethics, Compliance and ESG Commission, reviewed and updated the Supplier Code of Conduct at a meeting held on November 7, 2023. The new version became applicable the day after its approval.



Solaria's Headquarters

C/ Princesa, 2 | 3º floor | 28008 | Madrid | (+34) 915644272

greenmatters@solariaenergia.com | www.solariaenergia.com

Solaria