Solaria

SUSTAINABLE COMMITMENTS



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CHAPTER I - INTRODUCTION

Solaria Energía y Medio Ambiente, S.A. (hereinafter referred to as "Solaria" or the "Company"), as a company in the field of renewable energies, understands the reality that surrounds it and the global willingness to change in order to contribute to the sustainable development of society.

Therefore, this framework establishes the general principles of action and activities to be developed in favour of social welfare, respect for the environment and generation of value that transcends in the long term, also considering the expectations of its stakeholders.

CHAPTER II – SCOPE OF APPLICATION

The ESG Policy applies to Solaria and all the subsidiary companies over which Solaria has or may in the future have direct or indirect control.

Solaria has been working with its customers for many years and has been able to develop its products and services to meet the needs of its customers in a variety of ways.

CHAPTER III – COMMITMENTS AND PRINCIPLES OF ACTION

The way in which Solaria acts is governed by universal principles and values, as well as environmental (E), social (S) and governance (G) criteria based on national and international recommendations and best practices.

This policy is based on the three aforementioned criteria:

(E) – Maximize the positive impact on the envionment

Commitments	Contribute to the sustainable development through the efficient management of resources, reduction of environmental risks, involvement of society and leadership in the fight against climate change.
Principles of action	▪ Boost the fight against climate change through innovation in the use of the best available technologies and processes in the renewable energy sector. ▪ Promote the rational use of natural resources and the responsible management of the Company's assets through good environmental practices and management actions within the framework of the circular economy. ▪ Contribute to preserving biodiversity and minimizing adverse effects on ecosystems by integrating environmental criteria into the Company's internal processes and activities. ▪ Promote the participation of employees and stakeholders in the preservation of the environment through training, awareness and collaboration actions that transmit sustainability and respect criteria.

(S) – Promote behaviours socially accepted

Commitments	Promote social welfare and progress by creating a safe and healthy workplace based on ethic and respect, providing a quality and reliable service and participating on the development of the regions where Solaria is present.
Principles of action	▪ Comply with the legislation in force in the countries where the Company operates, with special attention to the principles of the Universal Declaration of Human Rights published by the United Nations, as well as with the international codes, policies and standards adopted in the field of ethics and safe and healthy. ▪ Encourage diversity and equal opportunities in the selection and retention of talent and promote the employees' professional development in an environment of progress, motivation and integration. ▪ Maintain a safe and healthy workplace through risk management, adoption of preventive measures and health promotion and protection; involve all people affected by the Solaria's activities.

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	▪ Encourage active listening and permanent dialogue with stakeholders through accessible channels that allow the Company's responses to be adapted to their needs. ▪ Promote innovation as a means of continuous improvement in the quality, reliability and competitiveness of the services offered by the Company. ▪ Promote positive social impact in the regions of operation through the contracting, collaboration and training of local suppliers; ensure fair trade through relationships of trust, ethics, stability and mutual benefit. ▪ Respect the culture, traditions and regulations of local communities and develop actions that generate shared wealth within the framework of the Company's activities. ▪ Invest in socially responsible actions that improve the quality of life and meet the needs of the Company's surroundings.

(G) – Ensure integrity and ethics in all areas of the relationship

Commitments	Manage from integrity and responsibility and promote from the high management to the whole organization an ethical, inclusive and equitable culture that allows to establish relations of mutual confidence with the stakeholders.
Principles of action	▪ Provide profitability to shareholders based on a business activity that is responsible in assuming risks and sustainable in the use of resources and in the practices employed. ▪ Carry out the activity within the framework of the law in force in the countries of operation and in compliance with the values and principles of business integrity. ▪ Ensure a working environment based on equity and non-discrimination that promotes professional growth, work-life balance and dialogue with trade union representatives. ▪ Disseminate to stakeholders truthful, relevant and responsible information on the company's financial and non-financial situation.

CHAPTER IV – STAKEHOLDERS ENGAGEMENT

To this end, Solaria is committed to the creation of long-term value among its main stakeholders. Thus:

- Solaria strives to know the expectations of the parties that are affected or may be significantly affected by the activities and services of the Company.

- Solaria seeks to establish relationships of trust based on continuous dialogue, collaboration and mutual benefit.

- Solaria incorporates the considerations of the stakeholders in the decision-making process and shares, in a transparent manner, their way of acting and managing relations.

- Solaria has established a channel to which anyone interested in more information about Solaria's sustainable policies can go: greenmatters@solariaenergia.com

CHAPTER V – COMPLIANCE AND MONITORING

The control of the effective application of this Policy is a function attributed to the Ethics, Compliance and ESG Committee, as well as the promoting, monitoring and periodically reviewing of the alignment of environmental, social and good governance issues with the company's operation and strategy.

The Ethics, Compliance and ESG Committee supervises and follows up on this Policy through objectives and indicators that it must periodically report to the Board of Directors.

The Board of Directors, throught the Ethics, Compliance and ESG Commission, is in charge of evaluating and approving this ESG Policy, as well as supervising and periodically evaluating the general integration of the Policy.

In the event of a breach of any of the commitments or principles contained in this Policy, Solaria will take the appropriate measures.

The Company has established a communication channel, to which employees and third parties can address any doubt or suggestion, as well as report unethical or illegal behaviour of which they become aware:

canalcompliance@solariaenergia.com

CHAPTER VI – COMING INTO EFFECT

This policy was submitted by the Ethics, Compliance and ESG Commission to the Board of Directors of Solaria, who approved it at their 12 February 2020 meeting, and it came into effect the day after its approval.

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