

## **EDPR recognised as an excellent work-life balance employer**

**EDPR is now one of 28 Spanish companies that boast the highest possible score on this certification, which recognises employers that facilitate a positive work-life balance for employees**

**Madrid, 17 September 2020:** EDP Renewables, SA ("EDPR"), a global leader in the renewable energy sector and one of the largest wind energy producers in the world, has been awarded the EFR certificate as an 'Excellent' Work-life Balance Responsible Employer (*Empresa Familiarmente Responsable*).

The company is now one of the 28 Spanish companies that have secured this recognition, which is granted by Fundación Másfamilia with the backing of the Spanish Ministry of Health. The EFR certificate acknowledges employers which are committed to building a work culture and implementing a management model that allows for a balance between work life and personal life, excellence and flexibility.

This certificate is an acknowledgement of EDPR's continuous improvement and its commitment to continue embracing all initiatives to ensure a positive work-life balance, in turn fostering equal opportunities. In total, almost 70 initiatives have been implemented by the company, both internally and in partnership with other firms, aimed at promoting an essential work-life balance for its employees.

Other actions include Benefit Statement, the Volunteer Programme, Wellness Programme, Climate Actions and Ethics and Diversity Policies; these have all demonstrated EDPR's commitment and led to its recognition as an "Excellent" EFR company for the next 3 years.

**Cristina Cano, EDPR Human Resources Director**, said: *"The balance between professional and family life is essential to build more competitive businesses and a fairer society based on flexibility, respect, development and equal opportunities. At EDPR, we have a leadership model where our managers are the channel for this culture of co-responsibility and transparency. We will therefore continue to work with the support of the Senior Management to continue to be an EFR company, carrying out the appropriate initiatives and developing our strategic vision in this area."*

EDPR is committed to the environment, sustainable development and good governance. The company's efforts have been acknowledged through its inclusion in various sustainability and environmental indices, including FTSE4Good, Dow Jones Sustainability, CDP and Forum Ethibel, and in rankings such as Top Employer and Bloomberg Gender Equality, among others.

**Press contact:**

Rafael Solís, Director of  
Corporate  
Communication &  
Stakeholder  
Management  
**Email:**  
rafael.solis@edpr.com



### **About EDP Renewables (EDPR)**

EDP Renováveis (Euronext: EDPR) is a global leader in the renewable energy sector and the world's fourth-largest wind energy producer. With a sound development pipeline, first class assets and market-leading operating capacity, EDPR has undergone exceptional development in recent years and is currently present in 14 international markets (Belgium, Brazil, Canada, Colombia, France, Greece, Italy, Mexico, Poland, Portugal, Romania, Spain, the UK and the US).

EDPR is committed to furthering social advances in terms of sustainability and integration. This is reflected by the company's inclusion in the Bloomberg Gender Equality index and its certification as a Top Employer 2020 in Europe (Spain, Italy, France, Romania, Portugal and the United Kingdom), both of which recognise its employee-driven policies.

Energias de Portugal, S.A. ("EDP"), the principal shareholder of EDPR, is a global energy company and a leader in value creation, innovation and sustainability. EDP has featured on the Dow Jones Sustainability Index for 13 consecutive years.

**Press contact:**

Rafael Solís, Director of  
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Communication &  
Stakeholder  
Management

**Email:**

rafael.solis@edpr.com