

# Human and Labour Rights Policy

EDPR respects and undertakes to promote fair human and labour practices, being committed to guarantee responsible operations throughout the whole value chain

This Policy aims to ensure respect for Human and Labour Rights in EDPR's sphere of activity, implementing the commitments defined in its internal policies (namely EDPR's Code of Ethics, EDPR's Stakeholder Relationship Policy and EDP Group's Supplier Code of Conduct) and in the international reference treaties and standards, and establishing the procedures that ensure compliance with them.

EDPR implements its commitment to respect all internationally recognised human and labour rights through the application of the following action principles:

- a) Identify, prevent, and monitor the risks related to human and labour rights that are salient in its sector of activity, developing and keeping a Human and Labour Rights Risk Map up to date
- b) Guarantee it will not be complicit in human and labour rights abuses or disrespect
- c) Recognise as stakeholders: workers and their families, local communities, and any other person or group of people whose lives and environment may be influenced by EDPR's activities, including their legitimate representatives, labour unions, social or environmental organisations
- d) Engage constructively with its stakeholders, especially those affected or likely to be affected by its activities, incorporating their views and concerns within business decisions and the development of its approach to human and labour rights
- e) Avoid adverse impacts that may arise from business operations or relationships, ensuring remediation in the event of their occurrence and undertaking not to retaliate against accusations, and cooperating in initiatives that promote access to remediation through legitimate judicial or non-judicial mechanisms
- f) Ensure the proper functioning of a system to report occurrences and make complaints, with a guarantee of confidentiality and non-retaliation
- g) Communicate and report with transparency its approach to human and labour rights, identifying risks and impacts, mitigation, compensation, and remediation measures taken and the results of such actions
- h) Extend the same commitments to its business partnerships and suppliers, working towards to extend these same commitments to their supply chains and their partnerships
- i) Work with its partners and suppliers to mitigate adverse impacts that are directly linked to its operations, products, or services through its own mechanisms or through cooperation in the development of third-party non-judicial solutions