

Human rights regulatory framework of the Iberdrola Group

Governance regulatory framework

- Purpose and **Values**
- **Ethical** and basic principles of **governance** and **sustainability**
- Articles of **Association** and **corporate** organisation (Rules of Procedure of the Board of Directors, the Sustainable Development Committee and the Audit and Risk Supervision Committee)
- **Sustainable Development** Policy
- Framework for the **definition** and **coordination** of the Iberdrola Group



General human rights regulatory framework



- **Ethical** and basic principles of **governance** and **sustainability**
- **Human rights respect** policy
- **Code of conduct** for directors, professionals and suppliers of Iberdrola
- **Human rights policies** of each country
- General framework for **control** and **risk management** of the Iberdrola Group

Specific development regulatory framework

Policies and standards addressing the most relevant human rights, impact issues in business and corporate holding areas, such as:

- **Stakeholder relations** policy
- **Sustainable human capital** management and **harassment prevention** policy
- **Nature** management and protection policy, **Climate action** policy, **Biodiversity** policy
- Standards, procedures and protocols addressing the most relevant **human rights impact** issues from **business activities** and country-level **corporate areas**
- **Personal data protection** policy
- **Procurement** policy
- **Security** policy
- **Compliance** policy



Compliance with the regulatory framework on Human Rights is ensured through:



The Governance and Sustainability System



The three lines of control model



The integration of the human rights perspective into the different due diligence processes