

Code of ethics



Ignacio S. Galán
Iberdrola's Executive
Chairman



The Code of ethics sets out Iberdrola's commitment to ethical business principles and transparency in every area of its activity, establishing a set of principles and guidelines for behaviour intended to guarantee ethical and responsible conduct by all Iberdrola Group directors and employees.

Iberdrola, which is firmly committed to extending this commitment to all third parties with which it has dealings and, in particular, to suppliers, has developed **specific guidelines for action in accordance with the Group's principles and values, which are set out in the Supplier code of ethics, and which must be complied with by the Group's suppliers.**

This requirement is one of the measures the Group has adopted to encourage sustainability among its suppliers to enable it to achieve the Sustainable Development Goals adopted by the United Nations.



WHAT DO WE EXPECT FROM OUR SUPPLIERS?



Sustainability and environmental protection

All our actions are aligned with the **Sustainable Development Goals** and we encourage our suppliers to align their actions with the Sustainable Development Goals as well. Therefore, we assess them according to **ESG (environmental, social and governance)** criteria and require measurable and specific sustainability standards from our strategic suppliers.

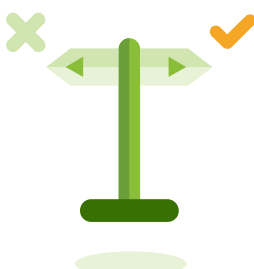


Ethics & compliance

We expect our suppliers to share our absolute commitment to the principles of business ethics and **zero tolerance of fraud**. Regarding procurement matters, we view especially positively suppliers that have **compliance systems** in place to help them effectively prevent corruption and any other crimes or misconduct.



Tax issues



As a result of our commitment to good tax practices, we expect our suppliers:

✓ **to refrain from using artificial or opaque structures** unrelated to their own activities for the sole purpose of reducing their tax burden.

✓ **not to set up or acquire** companies resident in countries or territories considered by the tax authorities to be **tax havens** or which are uncooperative in tax matters.



Cybersecurity

All our suppliers must have sufficient security measures in place to **protect the information** disclosed to them by Iberdrola because this information is generally considered reserved or confidential.



Health and safety



Health and safety are not negotiable. Our suppliers must protect their employees and subcontractors at all times, making provision for potential risk situations in the workplace and minimising any potential impact.

It is essential that suppliers train their employees and provide them with **the resources** they need to do their jobs.



Employment practices

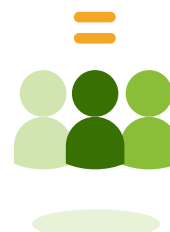
Iberdrola's suppliers must take the necessary measure **to prevent forced or compulsory labour** and prevent the use of child labour. These measures must apply throughout the **supply chain**.

Our suppliers must pay their employees a **fair wage** in accordance with the law in force.

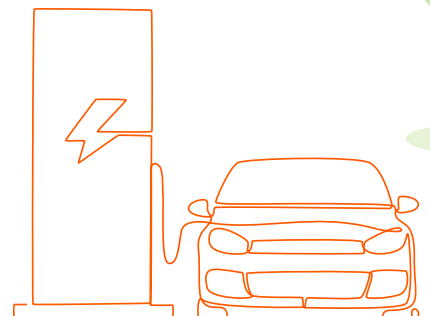
Diversity and non-discrimination

Suppliers must expressly **reject any discriminatory practices** regarding employment or occupation on the basis of any status or circumstance.

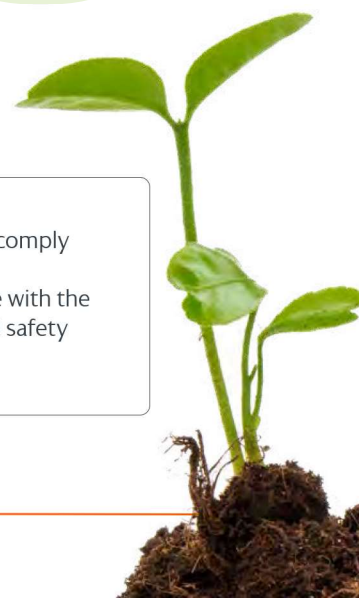
They must treat their employees fairly, with **dignity** and **respect**, and promote equal opportunities, especially between genders, non-discrimination and consideration of diversity and inclusion in all its variables.



Quality



All products and services purchased by Iberdrola must comply with the **quality and safety standards and parameters required by law**, paying special attention to compliance with the agreed conditions in terms of prices, delivery times and safety conditions.



Subcontracting

All suppliers must guarantee that:

- ✓ their own suppliers and subcontractors are **subject to principles of action equivalent to those in the Iberdrola Code of ethics**.
- ✓ they have informed their employees and contractor of the existence of the **Supplier's ethics mailbox**, through which they must report any irregularity regarding the provision of the services to Iberdrola.



SUPPLIERS' ETHICS MAILBOX

What should I report?

You should report **any conduct that may violate the Supplier code of ethics or any illegal acts** by any Iberdrola employee or any of its suppliers or subcontractors in the context of their business relationship with Iberdrola.

How do I report it?

Through the **Supplier's ethics mailbox**, accessible from our corporate website:
www.iberdrola.com

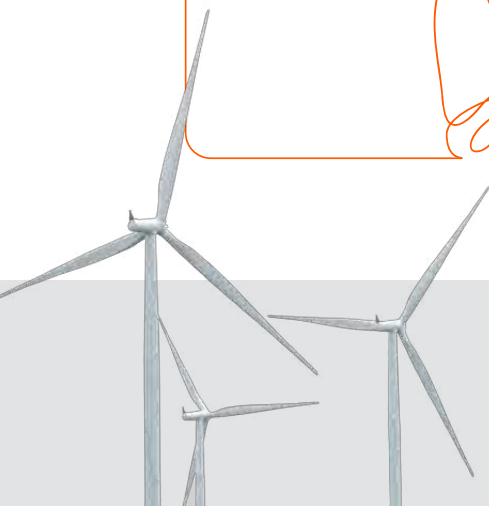
Can I make an anonymous report?

Absolutely. You can make a report anonymously, but if you would like to identify yourself, your **confidentiality** is guaranteed.

Who deals with my report?

The Compliance Department, an independent area within the Iberdrola Group, will investigate your report with the utmost confidentiality and will resolve the issue **objectively and impartially**.

The Group undertakes not to adopt and to ensure that no employee engages in any form of reprisal, directly or indirectly, against professionals or suppliers who have made a report through the ethics mailbox.



THANK YOU

You can consult the full version of the Code of ethics and all the information related to our Compliance System at:
www.iberdrola.com



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