



## DECLARATION OF EQUALITY STATEMENT

### DECLARATION OF EQUALITY OF OPDENENERGY

At Opdenenergy we are a company in continuous expansion, with an international presence and committed to the needs and demands of a society in constant change and evolution. From our Organization we support our members and employees, considering them as a stakeholder and key in the development of our activities.

For this reason, at Opdenenergy we are guided by our **Code of Ethics** and other statements included in the **Policies and Codes Handbook**, affirming our commitment **not to tolerate any type of harassment** (physical, mental, moral or authority), to **promote equal opportunities** (regardless of sex, race, sexual orientation, origin or marital status), to **avoid any type of discrimination** as well as to ensure **decent working conditions** (in terms of remuneration, health and safety or family conciliation, among others).

Likewise, we believe that **selection programs should be rigorous**, taking into account exclusively the academic, personal and professional merits of the candidates and the needs of human resources.

Our commitments and environmental, social and governance (ESG) strategy drive us on the path towards equal opportunities, including from our first **Sustainability Master Plan**, a specific objective and concrete actions for the implementation and development of an **Opdenenergy Equality Plan**, following the guidelines set out in the **Spanish Organic Law 3/2007, of 22 March, for effective equality between women and men**, among other commitments signed.

To carry out the Equality Plan, Opdenenergy has developed different actions, such as the promotion or request for the establishment of a **Negotiating Committee** that has, in addition to the support of the Organization, the workers and other representatives, as established by the legal framework. The objective of the Negotiating Committee is to **develop measures, initiatives and specific actions within the Equality Plan**. The implementation, monitoring and evaluation of the good performance of the Plan will serve to continue promoting a business culture based on real and effective equality of opportunities.

At Opdenenergy, we approach the commitment to equality as an opportunity for improvement and evolution in the way the Organization is managed, which is why we are responsible for allocating the necessary resources to achieve progress in the process.

Regarding the monitoring and communication of this objective and its actions, both internally and externally, Opdenenergy undertakes to ensure that stakeholders will be properly informed of any progress in terms of equality and will project an image of the Organization in accordance with the content of this statement.

### **The Management of Opdenenergy.**

This document has been translated. For any doubt or misunderstanding please refer to the official version approved by the Organization.