

The Red Eléctrica Group Code of Conduct for Suppliers



RED
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Introduction

The objective of the **Red Eléctrica Group** is to become a model company that is ethical, responsible and sustainable; integrated into society; caring for all its stakeholders and being a reference in the markets in which it operates. To achieve this objective, the Company adopts commitments, policies, management systems and actions of outstanding value within the scope of management, ethics and corporate responsibility.

The Red Eléctrica Group, aware of the importance of the actions of its suppliers within the value chain, try to demand from all those who supply the Company with goods or services that they observe the basic criteria regarding corporate responsibility.

The objective of this **Supplier Code of Conduct** is to disseminate and promote values and responsible practices regarding the suppliers' working and professional conduct within their different areas of activity.

The principles of conduct contained within this Code are structured within three main areas and they are based on the supplier's relationship with;

- Its employees and contractors.
- The Red Eléctrica Group.
- The environment.

The Red Eléctrica Group will monitor and ensure the continued application of these principles by the suppliers and may request audits to verify the degree of compliance.

Principles of Conduct for Suppliers



In the relationship with its employees and contractors

Every supplier of the Red Eléctrica Group must respect the principles of the Universal Declaration of Human Rights and the conventions on which it is developed, as well as the recommendations of the International Labour Organisation with regard to the rights of workers in carrying out their activities. In particular, the supplier must promote and respect, amongst others, the following principles:

- Guarantee the non-existence of all forms of child labour. Comply with all laws, regulations and international, national and local declarations with regard to the minimum age for employment.
- Guarantee the non-existence of any form of forced or coerced labour.
- Not to expose employees to any physical or verbal abuse or any other form of intimidation.
- Not to allow any kind of discrimination in the workplace because of race, colour, gender, nationality, religion, age, social origin, ideology, disability or sexual orientation.
- Respect the maximum working hours and minimum wages established by law and by collective agreements to which the supplier is subject.
- Guarantee that employees carry out their work in a safe and healthy working environment and in accordance with the applicable legislation on hygiene and occupational health and safety. Regarding this, the supplier shall facilitate the adoption of preventive measures that minimise the risk associated with the execution of their activity.
- Respect employees' rights to freedom of association and collective bargaining without any type of penalty.

In the case of subcontracting, the supplier shall be responsible for ensuring that its contractors carry out their activity in compliance with all the principles set out in this document.



In the relationship with the Red Eléctrica Group

All suppliers shall carry out their activities in compliance with the applicable law and the commitments undertaken as a result of the contract with any of the companies of the Red Eléctrica Group. Furthermore, suppliers shall carry out their duties with a clear orientation towards the quality of the goods and services they provide.

The supplier shall conduct its activity with integrity, complying specifically with the following principles:

- Not to offer bribes, entertainment, illegal payments nor any gift to any employee of the Red Eléctrica Group that may influence a favourable treatment or affect the transparency of the procedures thereto for the acquisition of any type of goods or services.
- Not to exert irregular business practices such as agreements for price fixing or other practices that go against free competition.
- Not to disclose or improperly use confidential information obtained through the relationship of the Red Eléctrica Group for their own gain.
- To foster commitment towards responsible procurement in its processes for the supply of goods and services.

Additionally, the supplier shall encourage vigilance against corruption in its scope of action in order to prevent and detect activities such as fraud, money laundering and embezzlement.



In the relationship with the social environment

During the execution of the contract with the companies of the Red Eléctrica Group, the supplier shall promote the principles contained within this policy regarding the management of relations with social environment, and in particular will respect the following principles regarding social and environmental matters:

- Provide preventive measures to avoid or minimise contamination, with special consideration paid to emissions of greenhouse gases and degradation of the environment. It shall also protect biodiversity in the carrying out its activities.
- Promote the rational use of energy and promote efficiency in the use of basic resources whose consumption entails the degradation of the environment.
- Maintain a respectful attitude towards society and those stakeholders affected by the activities carried out for or on behalf of the Red Eléctrica Group.

Communication channels

The Red Eléctrica Group makes various channels available to its suppliers to facilitate and improve the relation:



ASA (Procurement Help Desk): manages enquiries, doubts and claims from suppliers regarding the procurement processes: qualification, purchasing, logistics and subcontracting. Telephone: +34 916 599 983. Email: asa@ree.es



DÍGAME Service (Stakeholder Attention Centre): manages enquiries and claims from any external stakeholder group. Its main function is to allow the stakeholder to contact the Red Eléctrica Group when it is unknown who the appropriate interlocutor is. The DÍGAME service complements the rest of the specific communication channels. Telephone: +34 917 286 215. Email: digame@ree.es

Similarly, and once the previous channels have been exhausted, the Red Eléctrica Group offers its stakeholders, which includes suppliers, the figure of the Ethics Manager to collate and manage, in the strictest confidence, claims and noncompliance reports related to the principles of this document.

Any breaches of this Code must be directed to the Ethics Manager through a special form which has been designed specifically for this purpose and that can be found in the Suppliers' Area of the corporate website: www.ree.es.

Validity

This document shall remain in effect until a new update is approved or it is repealed. It shall be reviewed periodically and shall be updated in the Suppliers Area on the corporate website: www.ree.es.



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