

Firm Company **Commitment** to the Equality Plan

Soltec Energías Renovables S.L. expresses its commitment to the establishment and development of Policies incorporating equal treatment and opportunities for all employees, without direct or indirect discrimination due to gender, ideology, race, age, social origin, or any other reason. The company is also committed to favoring and promoting measures that ensure real equality between women and men within the organization, giving them equal opportunities as a strategic pillar of our Corporate and Human Resources Policy, in accordance with the stipulations of Organic Law 3/2007, dated March 22, on effective equality between women and men, and of Spain's Royal Decree Law 6/2019, dated March 1, on urgent measures to ensure equal treatment and opportunities between women and men in terms of employment and occupation.

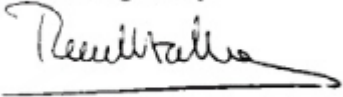
In each and every area of activity where *Soltec Energías Renovables* is involved, including selection, promotion, wage policy, training, work and employment conditions, occupational health as well as the organization of working time and conciliation, we embrace the principle of equal opportunities between women and men, being especially vigilant against indirect discrimination, which is "where an apparently neutral provision, criterion or practice would put persons of one sex at a particular disadvantage compared with persons of the other sex".

With regards to both in-house and external communications, all decisions made in this regard will be disseminated, projecting a corporate image according to this principle of equal opportunities between women and men. The abovementioned principles will be rolled out through measures of equality or the implementation of our Equality Plan

which addresses, amongst other things, aspects relating to employment, professional classification, promotion and training, payments and organization of working hours. The Plan aims to favor, in terms of equality between women and men, the reconciliation of personal and family life with work, as well as the prevention of sexual harassment and gender-based discrimination.

For this purpose, actions intended to improve existing conditions will be developed, establishing monitoring systems needed to move towards effective achievement of equality between women and men and, by extension, between all members of society.

With this aim, workforce representatives will participate not only in collective bargaining, but also throughout the process to develop and assess the abovementioned equality measures and the Equality Plan.

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Raúl Morales Torres
CEO

Murcia, October 10, 2019



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