



CORPORATE SOCIAL RESPONSIBILITY

DRIZA GREEN PARTNERS, S.L.



DRIZA GREEN PARTNERS, S. L. (hereinafter, "DRIZA" or the "Company") is a company engaged in the development of projects related to renewable energies, with an international outlook. As a knowledge-based company, our main asset is our people, and the Company is focused on attracting and retaining the best professionals. However, we are not only concerned about our people. We are aware of the positive impact that our activity can also have on our customers, suppliers, partners, shareholders, the community, the environment and society in general.

From a formal and regulatory compliance standpoint, DRIZA has been incorporating a series of ethical standards in carrying out its activity, which are set out in the Company's Code of Ethics, a key element of Corporate Social Responsibility. However, we want to go further, on the understanding that a truly stakeholder-focused corporate culture must look at broader aspects. It is for this reason that these "General CSR Guidelines" have been formulated as a general guide for action, which will be further developed into specific actions in various fields.

Although the Company has been developing a series of actions in this area, it is necessary to organise them and establish a common framework for action. The importance of imposing a CSR model has also become apparent at the level of corporate governance, with these guidelines having been approved by the company on 30 March 2022.

As a company, DRIZA is not only able to contribute to the improvement of its environment through the development of internal actions, but also, as a company in the energy sector, and more specifically in renewable energies, it is able to promote the development of services, works and infrastructures that contribute to improving the world in general.

Our CSR Guidelines are based on a proactive policy of respect for social values and the environment, with the aim of establishing ourselves in society, not only as an economic actor, but also as a social actor, focusing our commitment, obligation and duty on the sustainable building of a fairer and more committed society.

Likewise, DRIZA's entire CSR policy is aligned with the Sustainable Development Goals (SDGs) and the 2030 Agenda approved by the United Nations, and the specific actions developed in application of these guidelines will be aimed at addressing some of those goals, within the scope of the Company's possibilities.

These Guidelines will involve all the Company's employees, through their active role in participating in the activities arising from this programme.

The general guidelines of this CSR are grouped into three main areas:

1. SOCIAL POLICIES
2. CARE FOR THE ENVIRONMENT
3. MEASURES TO ENHANCE CORPORATE CULTURE

1. SOCIAL POLICIES

As DRIZA is engaged in the development of society, based on its social nature and with a responsible behaviour towards people and social groups, it is committed to people. Therefore, within the framework of human resources management, measures have been created to facilitate the social well-being and quality of life of employees.

WORK-LIFE BALANCE

- Holiday periods coinciding with school holidays.
- Flexible working hours, with open start and finish times.
- Implementation of remote working in those positions where it is possible.
- Facility to have days off for family or personal needs.
- Adaptability of the organisation for the granting of reduced working hours for childcare.
- Leave of absence to care for family members.
- Paid leave to attend academic examinations.
- Approval of a digital disconnection protocol to facilitate the work-life balance.

EQUALITY POLICY

- Equal opportunities in recruitment processes.
- Profit-sharing that fosters commitment to the management and running of the company.
- Employability and durability in the job, seeking the development of the job and the person.
- Gender equality, strengthening the presence of women in management positions. In this respect, an equality commission has been set up with the aim of drawing up an Equal Opportunities Plan for men and women in the company.
- Real and effective equality of trans people and guarantee of the rights of LGTBI people. Absolute commitment of DRIZA with these people and with the broad compliance of "[Ley 4/2023, de 28 de febrero, para la igualdad real y efectiva de las personas trans y para la garantía de los derechos de las personas LGTBI](#)" people, developing different actions to materialize such equality.



- DRIZA has a **Protocol against harassment and discrimination in the workplace**, which is mandatory for professionals who work at DRIZA and that is a guideline for any non-work third party that relates to us.
- Continuous Training Plan, through the implementation of the DRIZA Virtual Classroom via the AulaPharos platform, from which all training requirements for the professional development of employees are met with an extensive range of courses and master's degrees.
- Transparency and internal communication between all levels of the organisation, through the company's Internal Communication Plan, which is handled by Management and the HR Department. General assemblies and written communications from Management on business results, new actions, organisational changes, etc. are held on a regular basis.
- Annual performance assessments of all employees, as well as work-climate surveys and the implementation of a talent management plan.

2. CARE FOR THE ENVIRONMENT

DRIZA carries out its activities with respect for the environment by meeting and exceeding the standards established in environmental regulations. This commitment to the environment is also present in the energy projects developed by DRIZA. Caring for, preserving and protecting the environment is everyone's task. For this reason, the organisation has designed an environmental policy that promotes a sense of responsibility for the benefit of all, and this is regularly reviewed for compliance and updating.

Through the company's Internal Communication Plan, all the people who make up the company are involved in achieving the environmental objectives, aimed at the company's sustainability.

As a company committed to low environmental impact, DRIZA proposes strategies to focus the organisation's efforts on and develop various measures that ensure outstanding environmental management in its activity:

- Implementation of best environmental practices, such as the efficient planning of travel routes, the promotion of carpooling, the promotion of the priority use of technological tools to avoid the consumption of non-renewable resources (paper, toner), etc. and the generalisation of videoconferences and virtual meetings as a means of saving fuel consumption and reducing occupational risks when travelling.
- It expresses its concern for proper environmental management to stakeholders, by extending environmental management measures to:
 - Suppliers and subcontractors: the Purchasing Policy takes into account sustainability criteria in procurement (preference for local companies, companies with ISO 14001 certification, companies in line with emission criteria, etc.).



- Customers: the environmental factor is taken into account when proposing methods for drawing up our contracts, by carrying out a life-cycle analysis that enables more sustainable decisions to be taken, from the design phase and throughout the provision of the service.

In doing so, we seek to involve all our stakeholders and interest groups in environmental care.

- Environmental measures are implemented throughout the company based on the requirements of compliance with the "Combat Climate Change" Plan, by improving energy efficiency and reducing our carbon footprint, and the "Less Consumption, More Biodiversity" Plan, which reduces the use of resources and thus the reduction of emissions associated with the generation of raw materials, consumables and waste management.
All these actions are accompanied by an assessment of the environment and the changing circumstances that affect the Company's ability to achieve the expected results in terms of environmental management.
- It supports and promotes campaigns to raise awareness and combat climate change through the Company's social media, where it posts publications to support and raise awareness: "World Soil Conservation Day", "World Day to Combat Desertification and Drought", "World Environment Day", "Net-zero 2050 Initiative", "Plastic Bag Free Day", "World Bicycle Day", "Mother Earth Day", "Earth Hour", etc.

3. MEASURES TO ENHANCE CORPORATE CULTURE

DRIZA is committed to fostering activities that promote coexistence and social cohesion inside and outside the Company. The beneficiaries of these activities are all the people or stakeholders who interact with the organisation. This corporate culture has a very positive impact on our teams, increases motivation, productivity and the feeling of belonging, reinforces the attraction and retention of talent, while improving the working environment.

These activities take the form of:

- Organisation of face-to-face working days, once a month, which bring together all the company's staff.

The update of this document was approved by the Company's management body on 15 July 2024 and reflects DRIZA's current CSR policy. However, it may be updated and improved at the discretion of the Company's governing bodies.