

# Iberdrola Group's Human Rights regulatory framework

The regulatory framework is ensured through:

1

The Governance and Sustainability model

2

The integration of the due diligence systems within a human rights logic

3

Three lines of defence model

## International Human Rights framework

- Policy on Respect for Human Rights of the Iberdrola Group
- Specific policies related to significant human rights issues
- Human rights policies of each of the countries
- Rules based on the most significant issues impacting human rights, business and corporate holding areas
- Rules, procedures and protocols based on the most significant issues impacting human rights from the businesses and the corporate areas of the countries



## Governance and Sustainability framework

- By-laws, General Purpose and values of Iberdrola Group, Code of Ethics, General Sustainable Development Policy, Stakeholder Engagement Policy, and ESG rules and policies

## Regulatory framework of sustainable development

- General sustainable Development Policy
- Innovation Policy
- Human Resources Framework Policy

## The regulatory framework on human rights of the Iberdrola Group

1

Recognition of the duty of multinational companies to respect human rights

2

The differences in the laws of the companies in which the Group operates