

# Code of Conduct

for Suppliers



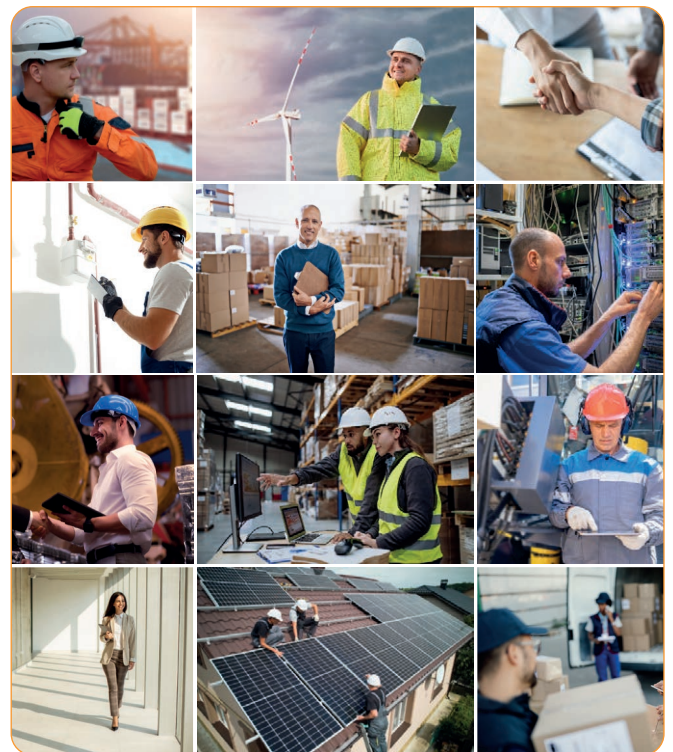
**Ignacio S. Galán**  
Executive Chairman  
of Iberdrola

The **Code of Conduct for administrators, professionals and suppliers** reflects the commitment of Iberdrola Group to the principles of business ethics and transparency in all areas of activity, establishing a set of principles and guidelines of conduct aimed at guaranteeing the ethical and responsible behaviour of all the Group's professionals and administrators.

Iberdrola, which is firmly committed to extending this commitment to all third parties with which it has dealings and, in particular, to suppliers, has developed **specific guidelines for action in accordance with the Group's principles and values, which are set out in the Code of Conduct for Suppliers, and which must be complied with by the Group's suppliers.**

This requirement is one of the measures the Group has adopted, among others, to encourage sustainability among its suppliers to enable it to achieve the Sustainable Development Goals adopted by the United Nations.

## What do we expect from our suppliers?



### Compliance Commitments

We require our suppliers to comply with our **policies against corruption, fraud, forced labour and any form of modern slavery.** The suppliers must comply with the strictest ethical and moral standards, international agreements, and adhere to laws on this matter establishing appropriate procedures. We particularly value suppliers with effective compliance systems to prevent corruption and other misconduct.



### On sustainability and natural capital

Suppliers must comply with all **obligations regarding natural capital**, have an effective environmental policy and implement due diligence systems to **reduce greenhouse gas emissions** through efficient use of energy and resources.

Our actions are aligned with the **Sustainable Development Goals** and we expect the same from our suppliers. We assess them according to ESG (environmental, social and governance) criteria and require measurable and specific sustainability standards from our strategic suppliers.



## On occupational health and safety

**Health and safety are not negotiable.** Our suppliers must protect their employees and subcontractors at all times, making provision for potential risk situations in the workplace and minimising any potential impact. It is essential that suppliers train their employees and provide them with the **resources they need to do their jobs.**



## On labour practices

Iberdrola's suppliers must take the necessary measure to **prevent forced or compulsory labour** and prevent the use of child labour. These measures must apply **throughout the supply chain.**

Our suppliers must remunerate their employees in accordance with applicable labour laws and must consider implementing measures that respect the personal lives of their employees and facilitate a better balance between their personal lives and work responsibilities, in **accordance with applicable laws and local practices.**



## On reporting and conflict of interest

Suppliers must guarantee **independence and transparency** in their actions, avoiding any conflict of interest with their professionals, and protect the Iberdrola Group's confidential information, applying appropriate security measures and ensuring the truthfulness of the information provided.



## On quality and accessibility of supplied products and services

All products and services contracted by Iberdrola must comply with the **quality, safety and accessibility standards required by law**, placing special emphasis on compliance with the agreed prices, delivery deadlines and safety conditions.



## On subcontracting

Suppliers will be responsible for ensuring that their own suppliers and subcontractors are **subject to principles of conduct equivalent to those of Iberdrola's Code of Conduct.**

They will inform employees and contractors of the existence of Iberdrola's **Whistleblower channel** to report irregularities.

# Whistleblower channel

## What should I report?

You should report **any conduct that may violate the Code of Conduct for Suppliers or any illegal acts** by any Iberdrola employee or any of its suppliers or subcontractors in the context of their business relationship with Iberdrola.

## How do I report it?

Through the **Whistleblower channel**, accessible on our corporate website: [www.iberdrola.com](http://www.iberdrola.com)

## Can I make an anonymous report?

Absolutely. You can make a report anonymously, but if you would like to identify yourself, **your confidentiality is guaranteed.**

## Who deals with my report?

The Compliance Unit, an independent area within the Iberdrola Group, will investigate your report with the utmost confidentiality and will resolve the issue **objectively and impartially.** The Group undertakes not to adopt and to ensure that no employee engages in any form of retaliation, directly or indirectly, against professionals or suppliers who have made a report through the **Whistleblower channel.**

## Thank you

You can consult the full text of the Code of Conduct for administrators, professionals and suppliers and all the information relating to the Compliance System at:

[www.iberdrola.com](http://www.iberdrola.com)

