



GLOBAL FRAMEWORK AGREEMENT

On Social Responsibility

**Between the Siemens Gamesa Renewable Energy, the Labour
Representatives and IndustriALL Global Union**

PREAMBLE

On April 2017, Siemens Wind Power and Gamesa concluded the merger of their wind power businesses creating Siemens Gamesa Renewable Energy, as well as the companies that are part of the Group (hereinafter, the Siemens Gamesa Group). The Group is a world leader in wind turbine manufacturing.

The Siemens Gamesa Group is involved in preserving its environment and the development of all the people who are part of its workforce around the world, and is continuously improving the environmental footprint of products, services and operations in accordance with Objective 12 "Responsible Consumption and Production" of the United Nations Sustainable Development Goals. This is reflected in its Business Conduct Guidelines and its Corporate Social Responsibility Policy, representing the formal expression of the values, principles, attitudes and rules underlying the conduct of the companies comprising the Siemens Gamesa Group, and the people subject to the Guidelines, in their working, business and professional activities.

The commitment to personal safety and development is the foundation on which this global agreement between Siemens Gamesa, its Labour Representatives and IndustriALL Global Union (the global trade union that encompasses Siemens Gamesa's industrial activity) is based, having so as key action lines occupational health and safety, labour conditions, non-discrimination and promotion of equal opportunities in the labour environment.

The aim of this agreement is to share and reinforce the social, labour and environmental aspects that are part of the Conduct Business Guidelines, ensuring their proper implementation, while fostering the conditions for a responsible social dialogue at global level, and securing respect for fundamental human and social rights (with particular emphasis on labour and union representation issues), environmental protection and sustainability. It also defines in the Appendix the procedures for a correct implementation and monitoring of this Global Framework Agreement.

SCOPE OF APPLICATION

This agreement is applicable to all companies in the Siemens Gamesa Group and to all their workers during the fulfillment of their functions and in their work, commercial and professional relationships.

The Group will also promote this agreement along its supply chain, particularly with its suppliers and subcontractors.

In the event of a merger, acquisition or restructuring leading to the creation of new entities controlled by the Group, if these new entities fall within the scope of this agreement, they must comply with its provisions according to the terms and conditions set out therein.

If a company no longer meets the criteria defined above, the agreement will cease to apply at the end of the current accounting period.

The Group will provide regularly updated lists of its operations worldwide, at least once a year.

1. FUNDAMENTAL RIGHTS

The Siemens Gamesa Group endorses the United Nations' international commitments to protect and defend human rights, namely Universal Declaration of Human Rights (1948), Declaration on the Elimination of All Forms of Discrimination against Women (1967), Declaration on the Rights of the Child (1959), International Covenant on Civil and Political Rights (1966), and International Covenant on Economic, Social and Cultural Rights (1966).

It undertakes to apply the principles of the International Labour Organisation's (ILO) Fundamental Conventions:

- **Guaranteeing freedom of association and collective bargaining:**
 - Convention 87 on Freedom of Association and Protection of the Right to Organise, 1948
 - Convention 98 on the Right to Organise and Collective Bargaining, 1949
 - Convention 158 on Termination of Employment, 1982
- **Abolishing the use of forced and compulsory labour:**
 - Convention 29 on Forced Labour, 1930
 - Convention 105 on the Abolition of Forced Labour, 1957
- **Prohibiting child labour and exploitation:**
 - Convention 138 on Minimum Age, 1973
 - Convention 182 on the Worst Forms of Child Labour, 1999
- **Fighting against discrimination:**
 - Convention 100 on Equal Remuneration, 1951
 - Convention 111 concerning Discrimination (Employment and Occupation), 1958
 - Convention 135 on Workers' Representatives, 1971
 - Convention 190 concerning the elimination of violence and harassment in the world, 2019

In line with ILO Conventions 87 and 98 and its Business Conduct Guidelines, the Siemens Gamesa Group undertakes to refrain from anti-union activities and to remain strictly neutral concerning worker preference to join, remain with, transfer, or abandon their relationship with a union organization. The group will also observe the principle of neutrality, which requires that the company's actions should respect the workers' decisions in the election of their representatives and in the constitution and functioning of the trade unions of their choice. The Group treats unions positively and commits to constructively cooperate with workers and their representatives.

The Group's commitments extend to countries that have not yet ratified these conventions. The signatories will be able to promote them to professional organisations and the competent local authorities, drawing on their experience of applying them within companies belonging to the Siemens Gamesa Group and its supply chain.

The Siemens Gamesa Group also refers to the Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises, as updated in 2011, the United Nations' Guiding Principles on business and human rights (2011) and the ILO Tripartite Declaration on Multinational Enterprises revised in 2017. It reaffirms its commitment to complying with the Ten Principles of the United Nations Global Compact of July 2000 (the 10th principle was adopted in June 2004), and undertakes, together with the signatories, to promote them to its suppliers and subcontractors. And it refers to the Social Policy as set forth by the International Labour Organization and the Principles for the Empowerment of the women of the United Nations Development Fund for Women (UNIFEM).

In the event of a conflict of standards with the laws applicable in the countries where the Group operates, or when national standards are lower than international standards, the Group shall endeavour to enforce the provisions that are the most protective of human rights.

2. SOCIAL DIALOGUE AND EMPLOYMENT

The Siemens Gamesa Group is committed to social dialogue as the backbone of the relationships between the management of the company, the people employed therein, and the labour representatives wherever such exist. This dialogue should be mainly based on the relationships at the local level, which has to be developed in alignment with the global policy of the Group.

In this regard, Siemens Gamesa will respect the existence of a labour representation in all the group entities. The union/employee representatives of workers in the Siemens Gamesa Group will be entitled to access the Group's work places in performing their duties.

This approach is to be complemented, from the global dimension of the Group, by dialogue and cooperation with IndustriALL Global Union, in particular with regard to the development and implementation of this agreement.

In the event of reorganisation or restructuring, with the involvement of union/employee representative, the Group undertakes to support redeployment and reclassification measures within the Group, as a priority and to the extent possible, by implementing vocational training activities wherever necessary.

3. OCCUPATIONAL HEALTH AND SAFETY

The Siemens Gamesa Group considers occupational health and safety to be a top priority and is fully committed to ensuring a strong safety and zero-harm culture across the entire business: for employees, suppliers, customers, other stakeholders, and society at large.

Working safely is a precondition for any work we do and all employees must be able to complete their tasks under the best possible working conditions. The Siemens Gamesa Group and the companies that are part thereof shall establish an adequate occupational safety and health policy, and a culture of labour risks prevention, assure compliance with the prevailing regulations of each country and the adoption of the necessary and/or convenient preventative measures for each case.

To encourage a zero-harm culture, the Siemens Gamesa Group and the companies that are part thereof shall operate within the scope of its ISO 45001 certification for occupational health and safety as part of The Group's integrated management system. This includes establishing an adequate occupational health and safety policy, defining clear roles and responsibilities (basic component of any management system, strictly required for accessing certification), implementing preventative controls to address risks/hazards, raising awareness through training and communication, and complying with prevailing regulations in each country.

These measures reflect a commitment to continual improvement, with the goal of consolidating practices aligned with international standards and guided by criteria of excellence in the application of a labour risk prevention management system.

The signatories acknowledge that protecting employee health and safety requires effective prevention systems based on respect for three fundamental rights relating to occupational health and safety:

- the right to be informed of occupational risks and to receive the appropriate tutoring and training on how to work safely;
- the right to refuse or stop work in case of serious and imminent danger;
- the right to actively participate in occupational health and safety discussions and programmes including via the establishment of health and safety committees in the workplaces of the Group.

The parties agree to cooperate to develop, implement and promote joint occupational health and safety initiatives, such as the identification and circulation of best practices and support for innovative measures throughout the Siemens Gamesa Group. This includes initiatives regarding quality of life at work, design of workplaces, the work environment as well as health promotion in a broad sense. This work is carried out within the framework of health and safety committees, either existing or yet to be created.

Health and Safety results are measured using appropriate key indicators as part of a continuous improvement process. Employees and other stakeholders are routinely informed of them. Specific indicators on Health and Safety shall be agreed and jointly monitored in the framework of this agreement.

Action is taken to prevent occupational hazards that may adversely affect the employees' physical or psychological health, but also to preserve their health, particularly with regard to public health issues. Special attention is paid to job-related accidents.

The Group will foster training of its subcontractors in the field of occupational health and safety. All necessary means shall be deployed to ensure that all employees understand and adhere to the safety and work instructions at their workplaces.

Every Group company must have awareness and training programmes in place covering all workers. Employees must also have unlimited access to the appropriate personal protective equipment and tools that are required for the task they need to do. New entities entering the Group's scope must be proactively supported to meet the Group's requirements in a mutually agreed timescale.

Siemens Gamesa Group companies must also ensure that their investment and restructuring projects will not compromise the health and safety of workers or local residents, from the design phase and throughout the lifecycle of these projects.

The Siemens Gamesa Group requires its employees, suppliers and subcontractors that work on its sites and under its management to work safely, while protecting themselves and their colleagues through a shared concern for vigilance. Work accidents shall be analysed with a view to defining root causes and corrective measures in a timely manner. Siemens Gamesa Group companies require service providers and subcontractors to inform them within a reasonable timeframe if an accident occurs on a worksite or one of their sites during the provision of a service on their behalf.

4. SUSTAINABLE WORKING ENVIRONMENT

Siemens Gamesa shall promote stable and sustainable employment. It shall favour direct employment on the basis of permanent work contracts.

The Group undertakes to ensure that wages and benefits are as a minimum equal or higher to those set out in national legislation or collective agreements. Wages must enable workers to enjoy decent living conditions. Moreover, the Group makes sure that national regulations and agreements negotiated with worker representatives on working hours, working time arrangements, overtime, rest breaks and regular paid holiday are adhered to.

As part of its Work from Home Policy, Siemens Gamesa shall promote measures aimed at reconciling family and professional life, thus promoting a better balance between professional and personal interests.

Personal and professional development is critical to the Group's sustainable success. Any employee, at any level and in any role, shall have the opportunity to fully develop their abilities and enhance their skills to perform their work and cope with technological advances in the renewable energy sector. Siemens Gamesa ensures that appropriate training programmes and life-long learning are offered to employees, irrespective

of their employment contract. Training priorities and delivery modalities are subjected to discussions with worker representatives, according to the practices negotiated in each country.

Compensation for time spent in training outside working hours shall be agreed with unions/management.

5.. ENVIRONMENTAL PROTECTION

Being a world leader in the field of renewable energy, environmental protection is fundamental to the culture of the Siemens Gamesa Group and one of its guiding principles, as declared in its Business Conduct Guidelines. Environmental protection is thus an integrated success factor to the Group.

The Group is committed to fostering the sustainable use of resources, a culture of respect for the natural environment and to leading the fight against climate change by reducing the environmental impact of its company's activities, defending biodiversity and encouraging information and training on its sustainable culture. In this respect, The Group shall take a life-cycle approach to preventing or minimizing the potential adverse impact of its activities, products and services on landscapes, climate, ecosystems and species.

To foster sustainable business operations, the Siemens Gamesa Group and the companies that are part thereof shall operate within the scope of its ISO 14001 certification for environmental management as part of the Group's integrated management system. This includes establishing an adequate environmental policy, defining clear roles and responsibilities, implementing preventative controls to address environmental aspects/impacts, raising awareness through training and communication, and complying with prevailing regulations in each country.

Performance related to energy- and resource-efficiency as well as substance management are continuously measured using appropriate key indicators, as part of a continuous improvement process. Employees and other stakeholders are routinely informed of them. Specific indicators shall be agreed and jointly monitored in the framework of this agreement.

Employees and business partners are expected to act in accordance with the criteria by adopting a pro-environmental mindset, applying environmental best practices and positively contributing to achieving the objectives which have been established and communicated.

The Siemens Gamesa Group actively supports the principle of Just Transition towards economies and companies that are environmentally sustainable for all in line with the ILO guidelines¹ for a Just Transition.

6. RELATIONSHIPS WITH SUPPLIERS, CONTRACTORS AND BUSINESS PARTNERS

The goal of the Siemens Gamesa Group is to foster relations with its suppliers, contractors and business partners based on trust, information transparency and the sharing of knowledge, experience and skills. The Group undertakes to communicate and promote implementation of this agreement among its suppliers, subcontractors and business partners.

The selection and assessment of suppliers, contractors and external business partners shall follow the criteria listed below:

- Manufacturing and distribution processes that pay heed to reducing environmental impact;
- Guarantee of compliance with applicable law regarding labour conditions and risk prevention;
- Compliance with anti-discrimination law;
- Commitment to respect the right to freedom of association and collective bargaining;
- Commitment to implement the principles of the United Nations Global Compact, with collaboration on issues related to sustainable development and welfare of the Communities with which they operate,

¹ [Guidelines for a just transition towards environmentally sustainable economies and societies for all](#)

and with respect of international standards for the protection of fundamental rights and liberties of the persons affected by their activities;

- Commitment to eliminate child labour as well as all kind of forced or compulsory labour;
- Commitment to fight against corruption in all its forms.

Group companies shall implement for their suppliers and subcontractors the appropriate selection and evaluation procedures designed to comply with these requirements.

These requirements supplement the Code of Conduct for Suppliers and Third Party Intermediaries. Suppliers are encouraged to apply the same principles towards their own business partners.

In case the Group should use subcontractors that employ individuals with employment contracts issued elsewhere than in the country where the work is taking place, it will apply the most favourable standards and working conditions. Particular care must be taken with the human rights, working conditions, housing conditions, and health and safety of these employees, using inspection equipment that allow to control and remedy any identified non-compliance.

The signatories believe that the health and safety of subcontractors' employees are just as important as those of Group staff.

The Group put in place a plan of due diligence based on the OECD recommendations for responsible business conduct based on the following actions:

- A clear commitment to human rights to be built into the Group's business relationships, in particular its procurement process;
- A risk mapping, country by country, of actual and potential adverse impacts associated with the Group's operations, products or services. This mapping will be carried out in cooperation with trade unions and IndustriALL's regional representatives;
- Preventive actions to deal with the identified risks and adverse impacts;
- Implementation of corrective measures for suppliers involved in violation of human rights.

Any repeated breaches of the provisions of this agreement, the law, the rules relating to employee health and safety, the principles governing customer relations, and the environmental regulations in force, that are not rectified following notification, will result in the termination of relations with the supplier or subcontractor, in accordance with the relevant contractual obligations.

Any report of a supplier identified by trade unions in the Siemens Gamesa Group as having practices that deviate from the commitments described above will be subjected to analysis and feedback by the Group.

7. CORPORATE SOCIAL RESPONSIBILITY AND COMMUNITY RELATIONS

In addition to the Business Conduct Guidelines, Siemens Gamesa has a global Corporate Social Responsibility Policy, which sets out a group of principles and social responsibility practices that address the needs and expectations of its stakeholders, through which the company's contribution to sustainable development is materialized.

Moreover, with regard to relations with the community, the Group proclaims its willingness to contribute to improving the quality of life and to the creation of wealth – through its own services, the promotion and

launching of new business activities and through promoting socio-economic development in non-business channels.

In this regard, Siemens Gamesa will maintain its actions, in relation to local communities where it establishes itself in a stable manner, in awareness-raising on renewable energy, supporting cooperation projects, and promoting vocational training.

8. REJECTION OF CORRUPTION AND BRIBERY

The Siemens Gamesa Group shall ensure that its activity is based on the respect for the law principle as well as in the fight against corruption in all its forms.

The Group declares itself against any attempt to influence the will of people outside the company in order to attain any benefit through the use of unethical practices.

Nor will it allow other people or entities to make use of such practices with their employees.

Allegations involving corruption are made through the mailbox, the existence of which is disseminated through regular information campaigns.

9. AGREEMENT IMPLEMENTATION AND MONITORING

Management and the labour representatives of the Siemens Gamesa Group, together with IndustriALL Global Union, shall jointly oversee the effective implementation of this agreement.

Within one month of the signing of this agreement, and to promote its implementation, the Siemens Gamesa Group will:

- Ensure that this agreement is translated into the languages of the countries where it operates;
- Ensure that a copy of the agreement is made available to every employee;
- Produce and circulate materials presenting the agreement's provisions for HR directors, managers and employees;
- Monitor implementation progress based on the indicators in the appendix and actions linked to the vigilance plan for suppliers, subcontractors and business partners (Section 6 of this agreement);
- Incorporate the agreement's commitments relating to suppliers and subcontractors into its Code of Conduct for Suppliers and Third Party Intermediaries so that they become aware of them;
- Make this Agreement available on the Group's internet and intranet websites.

IndustriALL Global Union will publish the Agreement on its website and disseminate it to its affiliated organisations.

Monitoring of this agreement will be carried out at local and global levels.

At local level, implementation of the agreement will be part of the regular social dialogue between union/employee representatives and local management with a view to discuss and agree upon the initiatives to be taken, action plans, and the terms and conditions of implementation of this agreement, as part of a continuous improvement approach. These must take the local economic, cultural, professional and regulatory characteristics into account. In case of non-existence of local dialogue, special attention will be given to establish structures for implementation.

At global level implementation of this agreement will be monitored by a Siemens Gamesa Global Monitoring Committee. The Monitoring Committee is composed as follows:

- 1 trade union representative from the Americas
- 3 trade union representatives from Northern Europe
- 2 trade union representatives from Southern Europe
- 1 trade union representative from Asia-Pacific
- 1 representative from IndustriALL Global Union
- 5 representatives from Siemens Gamesa management

In case there is no union representative in a region, a representative will be appointed by IndustriALL's regional office.

The Global Monitoring Committee meets once a year to carry out an assessment of the agreement implementation, take the appropriate measures, if necessary, check compliance, and discuss future cooperation as part of global corporate dialogue. The parties communicate with one another continuously between meetings to pursue implementation, promote the agreement and identify mutually acceptable solutions to any issue that may arise. The Committee produces a yearly review of the agreement's implementation and evaluation of the results, and promotes good practices that have been identified.

The Siemens Gamesa Group will provide the Committee with any relevant information about the agreement's implementation within the subsidiaries on a regular and ongoing basis.

The Committee can make proposals to Management to carry out joint missions to check the proper implementation of this agreement in the field.

Changes to the Group may lead to a company and a trade union(s) in a country or a geographical zone not yet represented in the Global Monitoring Committee entering the scope of the agreement. In this case, the composition of the Committee will be reviewed accordingly.

The Siemens Gamesa Group bears the costs linked to the monitoring of the agreement. With a view to facilitating the work, English is considered to be the preferred official working language. Interpretation into other languages shall be provided at the annual plenary meeting when and if needed.

Settlement of disputes

In the event of a dispute regarding the interpretation of, or non-compliance with, the agreement, the signatories undertake to mutually notify each other as soon as possible, so that they can work together to find an effective and constructive solution that is in the interest of all the parties, through dialogue and within a reasonable time. These discussions must be held before any of the parties discloses information about the dispute.

They agree that any worker has the right to warn management of a site and the trade unions about possible breaches or non-respect of the agreement. Under no circumstances should such action be prejudicial to the worker.

In case of a dispute, the following procedure shall apply:

- For local issues, every effort will be made to try to resolve them locally. If they so wish, an employee may seek assistance from a representative of a local union organisation. The Group undertakes to

ensure a proper evaluation of the case in cooperation with local unions/workers' representatives. The signatories shall be kept informed;

- If the issue is not settled locally, it will be referred to management and the social partners concerned at national level, then to the Group headquarters;
- If the issue is not resolved nationally, the dispute will be escalated to the Global Monitoring Committee. A maximum 2-month period from the occurrence of a dispute will be allowed to resolve it;
- Failing a resolution, the signatories will have the option to jointly appoint a mediator, e.g. the ILO and/or any other jointly agreed third party, to facilitate the settlement of the case;
- As a last resort, they will have the possibility to bring the case to the competent tribunal in the location of the Siemens Gamesa Group headquarters.

In addition, all the workers and trade unions of the Siemens Gamesa Group and those of their suppliers, subcontractors and business partners will have the possibility to report any non-compliance with or violation of the provisions of this agreement via a whistleblowing system/hotline (link to the application XXXX to be added). Under no circumstances will such a reporting be detrimental to the worker and/or the trade union.

All issues dealt with and solutions adopted shall be reported to the next meeting of the Siemens Gamesa Global Monitoring Committee.

10. Final provisions

This agreement is subject to Spanish legislation and will remain valid for four years from the date of signature.

In case of discrepancy between the various language versions, the Spanish version shall have legal value.

At the request of either party, the holding of negotiations to revise this agreement may be agreed.

During the year preceding the date of the agreement's term, and no later than 6 months before this date, Management, IndustriALL Global Union and the representative union organisations agree to meet to examine whether or not it is advisable to renew this agreement.



Appendix

Article	Indicators
0. Scope of application	0.1. Number of workers covered by the agreement divided by country and subsidiary; 0.2. Number of mergers, acquisitions or restructuring process; 0.3. Updated list of operations worldwide.
1. Fundamental rights	1.1. List of countries where the Group is established, indicating the countries that have not ratified the ILO conventions yet; 1.2. Number of conflict of standards with the laws applicable in the countries where the Group operates (how many in progress / how many solved); 1.3. % of workers that are covered by collective agreements by country, site/workplace, and workers' category (blue collar-white collar worker); 1.4. % of workers that are union members by country and site/workplace ((blue collar-white collar worker).
2. Social dialogue and employment	2.1. Number of workers relocated within the Group; 2.2. In the event of reorganisation or restructuring, number of vocational training activities implemented by country.
3. Occupational health and safety	3.1. Number of accidents among employees at the company's sites and suppliers/subcontractors, and breakdown by type of accident; 3.2. Accident frequency rate (lost-time accidents) per employee and at group level; 3.3. Number of days of absenteeism; 3.4. Number of workers trained in OHS issues and number of hours of training per worker; 3.5. Number of accidents jointly analysed. List of corrective actions adopted; 3.6. Number of existing and newly created joint OSH Committees by plant/site; 3.7. Joint review of results of H&S inspections and audits 3.8. Number of hazard identification programmes; 3.9. Number of workers at suppliers who have received H&S training; 3.10 Number of training hours per worker at suppliers on H&S issues.

4. Sustainable working environment	4.1. % of workers using measures promoting work-life balance, by workplace; 4.2. % of workers trained by gender, workplace and by type of training.
5. Environmental protection	5.1. Number of projects developed aimed at achieving the complete recycling of wind turbines at the end of their life cycle; 5.2. % workers having access to long-life training for the new positions related to new/recycled materials.
6. Relationship with suppliers, contractors and business partners	6.1. % of suppliers / contractors informed about the GFA; 6.2. suppliers' / contractors' contracts terminated; 6.3. % of workers at suppliers/contractors covered by collective agreement by country; 6.4. % of workers at suppliers/contractors are union members by country; 6.5. Number of cases of non-compliance received and type of non-compliance; 6.6. % of resolved cases.
7. Corporate social responsibility and community relations	7.1. Number of actions related to local communities and breakdown by type of action;
8. Rejection of corruption and bribery	8.1. Number of campaigns to prevent corruption and bribery; 8.2. Number of cases received in the mailbox.
9. Agreement implementation and monitoring	9.1. Number of local committees established to implement the GFA; 9.2. Number of initiatives/actions taken and breakdown by type; 9.3. Number of joint missions carried out of the total proposed.
10. Settlement of disputes	10.1. Number of disputes received in the Committee 10.2. Number of disputes solved out of total received