



**GLOBAL LABOR AGREEMENT
On Social Responsibility
Between the Gamesa Group, the Labor Representatives and IndustriALL Global Union**





Gamesa Corporación Tecnológica, SA (Gamesa), as well as the companies that are part of the group (hereinafter, the Gamesa Group), is an innovative company recognized as one of the top technological leaders in the global wind energy industry, including operation and maintenance services.

The Gamesa Group is involved in preserving its environment and in the development of all the people who are part of its workforce around the world. These principles are reflected in its Code of Conduct, which falls under the framework of the Corporate Governance Policy and of the Corporate Social Responsibility Policy, representing the formal expression of the values, principles, attitudes and rules underlying the conduct of the companies comprising the Gamesa Group, and the persons subject to the Code, in their working, business and professional activities. The overall aim is to present a consolidated and universally accepted code of business ethics.

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

The aim of this agreement is to share and to reinforce the social, labor and environmental aspects that are part of the Code of Conduct, empowering them and ensuring their implementation, while facilitating the basis for a responsible social dialogue at global level, and ensuring respect for fundamental social rights (with particular emphasis on labor and union representation issues), environmental protection and sustainability. It also defines the procedures for its implementation and monitoring.

SCOPE OF APPLICATION

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

I GENERAL FRAMEWORK

The Gamesa Group's commitment in these matters is based on five axes (hereafter paragraphs taken from the Code of Conduct are highlighted in italics):

1. Basic rights and liberties

Gamesa and the companies that are part of the Gamesa Group are committed to respecting the law in terms of human rights and civil liberties, as well as will avoid any complicity in the violation of same and will adopt complementary regulations and international guidelines wherever adequate legislative development is not available.

2. Labor rights

Gamesa and the companies that are part of the Gamesa Group shall promote and support workers' rights to free association and affiliation and the right to collective bargaining, and shall also strive towards the elimination of forced or obligatory labor, labor carried out in painful, extreme, subhuman or degrading conditions, child labor or carried out by children in schooling age in the country it takes place and any other kind of coerced labor.

3. Human capital

Gamesa and the companies that are part of the Gamesa Group shall promote the development of human capital through the creation of job opportunities, avoid any form of discrimination, respect diversity, promote a safe and healthy environment and shall favor the human team communications.

4. Community

Gamesa and the companies that are part of the Gamesa Group shall work with the communities in which it carries out its activities and shall promote communication and dialogue with different stakeholder groups, in order to reach a synthesis between business values and social expectations.

5. Safety, health and the environment

Gamesa and the companies that are part of the Gamesa Group shall commit to carrying out activities, projects and products which contribute and are compatible with the sustainable development, through the application of the best available practices for the safety, health and environmental



protection, from preventive and continuous improvement perspective, shall promote the participation, training and information in this culture and shall require from their suppliers, contractors and collaborators a conduct compatible with the principles, values, attitudes and rules of conduct set forth in this Code.

Based on these principles the agreement states the following commitments:

II FUNDAMENTAL RIGHTS

Respect for Human Rights and Civil Liberties

Gamesa and the companies that are part of the Gamesa Group are fully committed to applying the contents of the UN Global Compact, to which Gamesa formally adhered on December 21, 2004. This commitment extends to the preservation of the natural environment in which the company carries out its activities, and to collaborating in the sustainable development and welfare of the communities in which it operates and with the constant promotion of opportunities equality. It includes respecting minimum international standards for the protection of basic rights and liberties of the people affected by the company's activities, and specifically, the UN standards concerning the responsibility of transnational and other companies in the area of Human Rights, the OECD Guidelines, the Tripartite Declaration of Principles concerning Multinational Enterprises (MNEs) and Social Policy as set forth by the International Labor Organization and the Principles for the Empowerment of the women of the United Nations Development Fund for Women (UNIFEM).

Gamesa and the companies that are part of the Gamesa Group are also committed to the elimination of all forms of forced or obligatory work, to the eradication of work carried out in painful, extreme, subhuman or degrading conditions, of child labor and forced labor for the repayment of debts, and in general to the disappearance of any other type of coerced labor.

Elements such as working hours, time off and vacations, and wages are part of these fundamental rights and therefore all of them fall under Gamesa's commitment, ensuring in any case compliance with local regulations. However, and from a wider perspective, when national standards are below the international regulations set out herein, international treaties take precedence in their application in the Gamesa Group.

Equality of opportunity

With the goal of assuring equality of opportunity and of avoiding any kind of discrimination, Gamesa and the companies that are part of the Gamesa Group are committed to the following:

- *To making sure that the recruitment and promotion of the employees of Gamesa and the companies that are part of the Gamesa Group is exclusively based on the principle of merit and the particular skill requirements of each case, and to respecting at any case the principle of equal treatment between men and women.*
- *To developing an appropriate personal and professional training policy for its employees, one that fosters an environment of equal opportunity applied to all, regardless of their race, sex, ideology, nationality, disability, beliefs or any other personal, physical or social condition, and to rejecting all manifestations of harassment or other conduct leading to an atmosphere of intimidation or offense to the personal rights of employees.*

The application of demonstrable criteria of merit and capacity will prevent any potential discrimination when accessing jobs or promotions within Gamesa.

Access to training will allow the professional development of every person employed in Gamesa.

These Gamesa public commitments are consistent with the following ILO Conventions:

- C138 and C182 - Minimum Age Convention, 1973 (No. 138) and Worst Forms of Child Labor Convention, 1999 (No. 182),
- Forced Labor Convention, 1930 (No. 29) and Abolition of Forced Labor Convention, 1957 (No. 105),
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111),
- C100 - Equal Remuneration Convention, 1951 (No. 100),



- C087 - Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87),
- C098 - Right to Organize and Collective Bargaining Convention, 1949 (No. 98),
- C135 - Workers' Representatives Convention, 1971 (No. 135),
- C158 – ILO Termination of Employment Convention, 1982 (No. 158).

In line with the application of ILO Conventions 87 and 98, the Gamesa Group undertakes to 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.

Within the scope of the newly developed labor rights special mention is given *Reconciling professional, familiar and personal life:*

Aware of the importance of each person's well-rounded development, Gamesa and the companies that are part of the Gamesa Group shall promote a policy aimed at reconciling family and professional life. This policy fosters the needed balance between the professional and personal life of the Persons Subject to the Code.

Gamesa's 2nd Plan for Equality, agreed on September 2014, and applicable to Spain, is to be considered an example of good practices in defining and implementing actions pursuing life reconciliation and non-discrimination.

III SOCIAL DIALOGUE AND EMPLOYMENT

The Gamesa Group is committed to social dialogue as the backbone in the framework of the relationships between the management of the company, the people employed therein, and the labor representative wherever such exists. 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 company.

In this regard, Gamesa will encourage the existence of a labor representative in all the group entities (by direct election or union membership). The representatives of workers in the Gamesa Group will, in the performance of their duties, be entitled to access the Group's work centers.

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 case of reorganization or restructuring, the Gamesa Group undertakes to facilitate redeployment and reclassifications, prioritized and to the extent possible, within the Group, including vocational training when necessary, and involving the labor representative in places where one exists.

IV OCCUPATIONAL HEALTH AND SAFETY

Gamesa and the companies that are part of the Gamesa Group shall establish an adequate work safety and health policy and a culture of labor 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.

This policy reflects 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 labor risk prevention management system.

Gamesa has reached a very high standard in the definition, implementation and monitoring of its occupational health policy in all its facilities, positioning itself as a global benchmark in the field, with most of its units having achieved the most recognized international certification: OHSAS 18001 and now moving toward the promotion of health in its broadest sense.

Gamesa undertakes to continue working on its goal of zero accidents and to the deployment of its health promotion program wherever it conducts its activities, and to extending OHSAS 18001 certification processes to all places where activity reaches a level deemed sufficient.

V ENVIRONMENTAL PROTECTION

Environmental conservation represents one of the basic principles behind the activities of Gamesa and the companies that are part of the Gamesa Group. This principle is demonstrated by the approval of



an adequate environmental policy and the implementation of an environmental management system with the aim of consolidating the compliance of international practices and guidelines based on excellence criteria.

As in the case of occupational health, Gamesa has reached a high standard in the definition, implementation and monitoring of its environmental policy, with most of its units being certified under the internationally recognized standard: ISO 14001.

Consistently, Gamesa undertakes to continue working on its goal of zero incidents wherever it conducts its activities, and to extending ISO 14001 certification processes to all places where activity reaches a level deemed sufficient.

VI RELATIONSHIPS WITH SUPPLIERS, CONTRACTORS AND COLLABORATORS

The goal of Gamesa and the companies that are part of the Gamesa Group is to foster relations with its suppliers, contractors and collaborators based on trust, information transparency and the sharing of knowledge, experience and skills.

Among others they will be the following:

The selection for suppliers, contractors and outside collaborators should follow, among others, the criteria listed below:

- *Manufacturing and distribution processes that pay heed to reducing environmental impact.*
- *Guarantee of compliance with applicable law regarding labor conditions and risk prevention.*
- *Compliance with anti-discrimination law.*
- *Commitment to the application of the content of the United Nations Global Compact, with the collaboration in the sustainable development and welfare of the Communities with which they operate and with the respect to the minimum international standards for the protection of fundamental rights and liberties of the persons affected by their activities.*
- *Commitment to the elimination of all kind of forced or obligatory labor, with the eradication of labor carried out in painful, extreme, subhuman or degrading conditions, child labor and labor forced for the return of debts, and with the disappearing of any kind of labor under coercion.*
- *Commitment to the fight against corruption in all its forms.*

In order to advance the achievement of this objective, Gamesa extends this commitment to the application of international ILO conventions and undertakes to disclose to its suppliers, contractors and collaborators the contents of both the Code of Conduct and this Agreement, encouraging the application thereof (also reminding them that these criteria are part of the supplier selection processes) and encouraging them to adopt similar commitments.

VII CORPORATE SOCIAL RESPONSIBILITY AND COMMUNITY RELATIONS

In addition to the Code of Conduct, Gamesa has a 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.

- *Observe the current lawfulness in the countries in which it operates, taking, as a complement, international rules and guidelines there where an appropriate legal development does not exist.*
- *Take advanced practices of corporate governance, based in the corporate transparency and mutual confidence with shareholders and investors.*
- *Respect the human rights and, especially, those whose violation deteriorates the employees collective, denying the child work and the forced work.*
- *Develop a favorable work relations frame based on the equality of opportunities, the non-discrimination and the respect for diversity, promoting a safe and healthy environment and facilitating the communication with the human team.*
- *Develop responsible practice in the value chain, fixing transparent, objective and impartial procedures with the suppliers and facilitating the clients all the relevant information regarding the commercialized products and services.*



- *Strengthen a culture of respect to the natural environment, reducing the environmental impact of the activities of the Company, defending the biodiversity and promoting the information and training in this culture.*
- *Contribute to transparency and the free market rules, with respect to the free competition.*
- *Reject the bribery and corruption practices, or any other type of contributions aiming to obtain any benefit through the use of non-ethical practices.*
- *Promote social responsible actions in those companies in which a management or shareholder power capacity is available, driving it also in the suppliers companies, through the selection and hiring procedures.*
- *Drive the communication and dialogue routes with the different collectives in relation with the activities of the company, to reach tune between the corporate values and the social expectations.*
- *Spread relevant and truthful information of the carried out activities, subjecting it to the internal and external inspection procedures that guarantee its reliability and encourage its constant improvement.*

Moreover, the Code of Conduct states the following with regard to *Relations with the community*: *Gamesa and the companies that are part of the Gamesa Group proclaim their 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.*

Gamesa and the companies that are part of the Gamesa Group uphold the following principles in its relations with the community:

- *Sensitivity to social change, in order to better understand the changing needs of society at large, and, in turn, to be able to anticipate its future needs.*
- *Systematic, fluid and accurate information concerning the company's activities, in order to generate an atmosphere of trust and credibility.*
- *Compliance with prevailing environmental regulations and collaborating in the conservation and improvement of same.*
- *Job creation through leadership in new, competitive business developments.*
- *Support for the development of disadvantaged groups and social sectors.*
- *Support for research, in order to contribute to raising the scientific and technological level of our area, along with promoting the use of environmentally friendly technologies and methods.*
- *Collaboration with institutions as a platform for action in the improvement and development of the community.*

In this regard, 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.

VIII REJECTION OF CORRUPTION AND BRIBERY

Gamesa and the companies that are part of the Gamesa Group shall watch that their activity is based in the respect for the law principle as well as in the fight against corruption in all its forms.

Gamesa and the companies that are part of the Gamesa Group declare themselves 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 they allow other people or entities to make use of such practices with their employees.

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

IX AGREEMENT IMPLEMENTATION AND MONITORING METHODS



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

The agreement will be translated into the languages of the different countries and communicated to all employees, as well as to the various local management teams.

To allow the monitoring of the agreement, a specific communication channel (electronic mailbox) will be established. It will be used to report any claim or complaint involving the commitments set out in this agreement. This mailbox will ensure the privacy and confidentiality of complaints.

Complaints will be first and preferably handled locally (investigation and resolution, if applicable) and could be raised up to the Group level when necessary.

Monitoring of the agreement, including the handling of the complaints box, will be held in the framework of a dialog with the labor representative and IndustriALL Global Union, through a coordinating and monitoring body composed by four members of the management group, one IndustriALL Global Union representative (IndustriALL Global Coordinator) and one representative from each of the Spanish unions signing the agreement.

The agreement will be monitored as follows:

- Three regular meetings per year of the monitoring body.
- One yearly high-level meeting inviting the IndustriALL Global Union leadership to participate.
- Within the framework of the annual meeting, every two years an assessment of the agreement will be performed, considering, and implementing if agreed, its update.
- Special meetings as circumstances require, by agreement of both parties.

Except for the annual high-level meeting, the use of electronic means will be prioritized.

To the extent that social dialogue takes place in the regions where Gamesa has a significant presence, labor representatives (one per country) will be added to the monitoring body. While this is not achieved, a representative of Global Union IndustriALL will participate at the monitoring meetings on behalf of each of the affected regions lacking representation therein.

X FINAL PROVISIONS

This agreement is subject to Spanish legislation and will remain valid for four years from the date of signature. Upon expiration, it may be extended by consent of the parties, for periods of two years.

Whenever a new company joins the group, the signing parties will jointly review the terms of its adhesion to this agreement.

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