



## Declaration of respect for Human and Labor Rights

To substantiate EDP Group's Human and Labor Rights Policy, and in application of the UN Human Rights Council's Guiding Principles for Business and Human Rights (the Ruggie framework), EDP has adopted, in its main corporate documents such as the Code of Ethics and the Principles of Sustainable Development, the following commitments:

- To act in full compliance with the laws and regulations of the regions in which it operates, with integrity and good governance, promoting respect for Human Rights and decent labor practices, in its sphere of influence, including their employees, partners, stakeholders and the value chain – suppliers and customers;
- To respect the Human Rights Universal Declaration, the International Labor Organization conventions, the United Nations Global Compact and the Guiding Principles for Business and Human Rights – Ruggie framework;
- Opposes to arbitrary detention, torture or execution and in favour of freedom of conscience, religion, organization, association, opinion, speech and the right to privacy and property.
- Not to employ child or forced labor or to condone such practices by third parties with whom it establishes relationships;
- To respect freedom of trade union association and recognize the right to collective bargaining;
- To settle down their labor policies and procedures in order to prevent any unjustified discrimination or differential treatment on the basis of ethnic or social origin, gender, sexual orientation, age, creed, marital status, disability, political orientation, beliefs, place of birth or trade union association;
- To give priority to safety, health and welfare of employees, ensuring the development of appropriate management systems of occupational safety and health;
- To respect, promote and ensure decent work conditions and do not tolerate acts of psychological aggression or moral coercion;
- To provide regular training on human rights and fair labor practices to its employees, partners and value chain (suppliers and clients);
- To maintain a close relationship with the communities in the regions in which it operates, by establishing regular, open and truthful dialogue, seeking to meet their needs, while respecting their cultural identity and aiming to contribute to the improvement of the living conditions of the local populations, recognizing the rights of ethnic minorities and of indigenous peoples;
- To respect the precautionary principle, when their activities may produce irreversible and serious damage to human life or health or to the environment that although uncertain are scientifically plausible, taking measures to avoid or mitigate these effects.

For this purpose, EDP also undertakes:

- To maintain a Human and Labor Rights Monitoring Program to identify risks and define actions in order to avoid, minimize or repair any negative impacts arising from its business and activities;

These Human and Labor Rights commitments apply to all EDP Group business units and companies, to any partnerships over which the Group holds the management control, as well to its employees, managers and services providers that act on his behalf. For the remaining associated entities, partnerships and suppliers, EDP will promote the alignment of respective policies, strategies and practices with the present Commitments of respect for Human and Labor Rights.

Executive Board of Directors  
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