



PEOPLE MACRO POLICY

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Approvals

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*The Board of Directors of **Gransolar Group, S.L.** (hereinafter, '**Gransolar**'), as part of its general and non-delegable power to develop and approve the general policies and strategies of the company, has approved this Macro Policy (hereinafter, the '**Policy**').*

1. Aim & Purpose

Gransolar recognises the key role played by its operating force, its employees. It is therefore committed to developing and implementing a regulatory structure that recognises the importance of employees in the development of the activity, recognising their various rights and obligations.

Taking the values of Equality, Diversity and Inclusion, Gransolar is committed to talent management, work-life balance and professional development as a guarantee for the development of our labour relations and, incidentally, for the achievement of our corporate objectives.

2. Scope of application

This Policy applies to all subsidiary companies of the Gransolar Group, regardless of the location of the company or its centres of operation.

Furthermore, it is applicable to all Gransolar employees, as well as any person carrying out work within a Gransolar control area (factories, construction sites, etc.).

3. Objectives of the Macro Policy

Gransolar assumes the following objectives with a view to the fulfilment of the purpose described above:

1. To comply with the legal requirements in force in each geographical area, as well as the internal specifications established, the requirements of customers and/or Administrations, drawn up in accordance with international regulations and standards on Labour Rights.
2. Respecting, promoting and defending the principles of equal treatment, equal opportunities, diversity and non-discrimination.
3. Ensuring that recruitment calls and hiring processes do not contain elements of direct or indirect discrimination based on gender, birth, race, sex, religion, opinion or any other personal or social condition or circumstance.
4. Promote the development of measures to facilitate work-life balance without prejudice to professional careers or possibilities for promotion and development.
5. Promote actions to ensure the dignity and privacy of men and women, who have an equal right not to be subjected to any type of sexual or gender-based harassment, continuously guaranteeing the total absence of sexual or gender-based harassment practices in any of their manifestations.
6. Commit to human and committed talent and its constant evolution in a diverse and egalitarian environment in order to contribute to the creation of a better sustainable environment.

4. Areas included in the Macro Policy

The areas included by Gransolar in this Policy are:

- **Equality and Diversity:** Equal treatment and opportunities between women and men is a priority in the Company's strategic plan and is considered a fundamental principle of labour relations and human resources management. Likewise, all preventive mechanisms against harassment at work, sexual harassment and/or harassment of any kind are a priority.
- **Attracting Talent:** As the set of strategies and actions aimed at awakening and increasing interest in joining the Gransolar Group for professionals who meet the ideal profiles, offering conditions and opportunities for growth at the same time as the Group does.
- **Training and Promotion:** as a guarantee of the appropriate means for the development of professional skills and the necessary attitudes, in order to effectively manage the challenges that each job entails and provide each employee with greater satisfaction in the performance of their work.
- **Remote working:** Gransolar is committed to reconciling professional life with personal and family life and, to this end, establishes telecommuting guidelines for all employees who take up this modality.
- **Variable Remuneration:** As a set of performance and job criteria, by which salary supplements may be determined.

5. Review and Update process

People Department will periodically review the content of this Policy within a period of no more than three years, which will be submitted to the ESG Committee, which will propose to the Board of Directors for approval any amendments that contribute to its development and continuous improvement.



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