TITLE

HUMAN RIGHTS

1. OBJECTIVE

To establish the commitments and guidelines for Company operations relating to respect for human rights in the context of the Company's projects, operations and productive chain.
ENGIE aims to be an active agent in the protection of human rights in its area of influence and the Policy formalizes the commitment, coherent with the Company's Code of Ethics, the ENGIE Group's guidance and the principles of the United Nations Global Compact.

2. PRINCIPLES

2.1 COMPANY HUMAN RIGHTS COMMITMENTS

2.1.1 Based on these commitments and in line with the policies of the ENGIE Group, Company, declares its support for human rights as called for under the United Nations guiding principles:

a) **Commitment Number 1:** the Group carries out its activities while respecting internationally recognized human rights, wherever it operates.

b) **Commitment Number 2:** the Group will make sure that the fundamental rights of its employees are respected, in accordance with the conventions of the International Labor Organization - ILO:

- it rejects all forms of forced or compulsory labor.
- it rejects all forms of child labor.
- it rejects all forms of discrimination.
- it recognizes freedom of association and the right to collective bargaining.

In addition, it pays particular attention to guarantee:

- The highest standards of health and safety in the workplace (including accommodations if provided).
- Working hours and holidays comply with international standards.

c) **Commitment Number 3:** the Group rejects all forms of harassment and violence in the workplace and will make sure that its employees are provided with a working environment that is respectful of their individual freedoms and privacy.

d) **Commitment Number 4:** the Group will make sure that its activities do not infringe the rights of local communities surrounding its sites.

e) **Commitment Number 5:** the Group will make sure that assignments related to the security of its employees and assets are conducted with respect for human rights.

f) **Commitment Number 6:** the Group includes in its contracts with its suppliers, contractors and partners a provision requiring the respect by them of the Group's human rights commitments.

g) **Commitment Number 7:** the Group respects internationally recognized human rights in its relations with public authorities.

2.2 GUIDELINES FOR OPERATIONS

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2.2.1 Company agrees to adopt the following guidelines based on the principle of respecting, protecting, raising awareness and promoting its commitments relating to human rights:

a) Management of the risks of human rights: Identify, prevent and mitigate spontaneously the negative impacts of its activities on human rights through the execution of periodic evaluations and use of preventive and mitigating measures in relation to high risk operations on a coordinated basis, reporting internally and externally over time and incorporating human rights as part of our day-to-day practices.

b) Working environment: Furnish dignified working conditions and promote initiatives for raising awareness and ensuring professional and personal growth of the employees in a safe and healthy working environment, respecting diversity and eliminating acts of discrimination or harassment of any kind.

c) Protection of employees and installations: Act in conformity with the Voluntary Principles on Security and Human Rights in the search for pacific solutions, which ensure respect for human rights, people´s physical integrity as well as preservation of the assets and the maintenance of the Company's productive process.

d) Commercial partners: Respect, promote and disseminate human rights in commercial relations with suppliers, service providers, subcontractors and clients through proactive involvement, monitoring and contractual provisions, encouraging commercial partners to adhere to commitments similar to those in this publication.

e) Local communities: Introduce a continuous process of engagement with the communities surrounding the Company's installations and promote the management of socio-cultural, economic and environmental impacts, collaborating with local sustainable development, fostering initiatives in the areas of education, urban development and the cultural heritage with initiatives for raising awareness of human rights and ensuring special attention to certain groups deemed vulnerable such as: children, women, indigenous populations and migrant workers.

f) Governments and society: Comply with the legislation and regulations of the locations in which the Company is situated and cooperate with the authorities in respecting and promoting internationally recognized human rights, contributing wherever possible in the investigation of any incidents involving disrespect for these rights along the entire productive chain.

g) Material issues for the electric energy generation sector: Support recognized initiatives for improving social, economic and environmental conditions related to electric energy generation activities, among which, those relating to health and safety and involuntary removal. Should the process of removal prove inevitable in the light of the installation or operation of projects, to act according with the best practices for minimizing the negative impact on affected communities.

h) Communication and grievance mechanisms: Maintain the electronic communication channel set up by the Ethics Committee, instituted to receive and handle grievances (comitedeetica.brenergia@engie.com). The presence of this channel strengthens engagement with respect to human rights. Anonymity in communication is assured, investigatory procedures to be conducted in a confidential, independent and autonomous non-retaliatory manner with adversary proceedings.

2.3 REFERENCE DOCUMENTATION

2.3.1 This Policy is a reflection of the ENGIE Group's Human Rights Referential – Commitments & Implementation based on the following international regulations:

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i) The United Nations Organization - UNO Human Rights - "International Human Rights Law" consisting of:

- Universal Declaration of Human Rights (1948).
- International Covenant on Civil and Political Rights (1966).
- International Covenant on Economic, Social and Cultural Rights (1966).

j) The International Labor Market's (ILO) Core Covenants - OIT:

- Conventions 29 on Forced Labor (1930) and 105 on Abolition of Forced Labor (1957).
- Conventions 138 on the Minimum Age (1973) and 182 on the Worst Forms of Child Labor (1999).
- Conventions 87 on Freedom of Association and Protection of Rights to Organize (1948) and 98 on Rights to Organize and Collective Bargaining (1949).
- Conventions 100 on Equality of Remuneration (1951) and 111 on Discrimination - Employment and Occupation (1958).

k) UNO's instruments for protecting vulnerable individuals and groups:

- International Convention on the Elimination of all Forms of Racial Discrimination (1965).
- Convention on the Elimination of All Forms of Discrimination against Women (1979).
- Convention on the Rights of the Child (1989).
- International Convention on the Protection of the Rights of all Migrant Workers and the Members of their Families (1990).
- Convention on the Rights of Persons with Disabilities (2006).
- Declaration on the Rights of Indigenous Peoples (2007).

l) Voluntary Principles on Security and Human Rights – available in the website http://www.voluntaryprinciples.org/

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