



Recruitment and Selection Policy



15 December 2020

The Board of Directors of IBERDROLA, S.A. (the “**Company**”) assumes that without the support of a skilled, diverse and motivated workforce, the Company will not be able to achieve its strategic aims or those of the companies belonging to the group of which the Company is the controlling entity, within the meaning established by law (the “**Group**”).

1. Purpose

The success of the Group’s business enterprise is critically dependent upon attracting, selecting and retaining the best talent in order to engage professionals with the skills, knowledge, abilities and behaviour reflected in the *Purpose and Values of the Iberdrola group* and in the *Code of Ethics*, thus attending to the current and future needs of the Group, all in accordance with applicable law and the best professional practices.

This *Recruitment and Selection Policy* (the “**Policy**”), the contents of which shall be interpreted in accordance with the *Diversity and Inclusion Policy* and which is consistent therewith, is intended to further compliance with goals five and eight of the Sustainable Development Goals (SDGs) approved by the United Nations, promoting economic and sustainable growth, as well as gender equality in all of the Group’s recruitment and selection processes.

2. Main Principles of Conduct

To achieve these goals, the Group accepts and promotes the following basic principles that must inform all recruiting and hiring activities:

- a. Develop an overall framework to harmonise recruiting and selection procedures within the Group that guarantees the ability to recruit, motivate and retain the best talent and uphold the legal and ethical principles expected from a trusted company, consistent and aligned with the *Purpose and Values of the Iberdrola group* and with the values of its Stakeholders. For these purposes, said overall framework must:
 - Comply with applicable labour laws in each country regarding recruitment and selection.
 - Value internal talent.
 - Respect equal opportunity and promote non-discrimination.
 - Ensure that selection is carried out exclusively on the basis of merit and capability, including all professionals meeting the knowledge, aptitudes, abilities and skills profile required for the various positions and guaranteeing that all candidates are treated equally throughout the process.
 - Guarantee absolute confidentiality to all candidates, in accordance with personal data protection laws and regulations.
- b. Encourage the access of young people to their first job through scholarship programmes and other agreements.
- c. Present to the candidates an attractive and comprehensive job offer based on equal opportunity, diversity and inclusion, and made up of competitive remuneration, broad training and professional development, a healthy work environment and measures facilitating the reconciliation of personal and professional life, seeking for the experience of the candidates during the selection process and their subsequent integration within the Group to be completely satisfactory.
- d. Promote the hiring of its professionals using stable contracts.
- e. Endeavour to ensure that selection and hiring processes are objective and impartial and do not prioritise the hiring of family members of Group professionals or persons with a similar personal or emotional connection over other better qualified candidates, avoiding the participation of the professionals with which they are connected in their selection process.
- f. Favour the hiring of people from groups with less easy access to the labour market, especially due to gender, and with different abilities.

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This *Policy* was initially approved by the Board of Directors on 11 March 2008 and was last amended on 15 December 2020.

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