

POLICY OF DIVERSITY AND INCLUSION OF GAMESA
OF GAMESA CORPORACIÓN TECNOLÓGICA, S.A.

(Text approved by the Board of Directors on September 23, 2015)

POLICY OF DIVERSITY AND INCLUSION

The Board of Directors of Gamesa Corporación Tecnológica, S.A. (hereinafter “**Gamesa**” or the “**Company**” and the group of companies of which Gamesa is the parent company, the “**Gamesa Group**”), conforming with the provisions in the Capital Company Act, Bylaws and Regulations of the Board of Directors, approves the policy of diversity and inclusion.

1. DECLARATION OF THE POLICY

The Gamesa Board of Directors recognizes that their employees represent a large variety of cultures, ethnicities, beliefs and languages. This wealth of diversity is what makes the Gamesa Group a more innovative, creative, sensitive and committed company.

In this way, the Gamesa Group, led by the Board of Directors and the executive team, and in all facets of activity and business, is committed to promoting equality and diversity, compensating our workforce on the basis of merit, ability and performance.

In compliance with the corporate social responsibility policy, the Gamesa Group aims to create a culture that respects and values differences, that promotes dignity, equality, inclusion and diversity, and that allows personnel to contribute their maximum potential for the global success of the company. The Gamesa Group is committed to the principle of hiring and maintenance of human teams that fully reflect the local community in which it operates.

2. PURPOSE

The goal of this diversity and inclusion policy is to promote respect for the law, equality and inclusion for our employees with the aim of guaranteeing that there is no discrimination by reason of race, gender, marital status, ideology, political opinions, nationality, religion or any other personal, physical or social condition.

Employee selection, promotion and training or any other provision will be based on the merits and capabilities required for the different positions.

3. PRINCIPLES

The commitment of the Gamesa Group to diversity and inclusion is based on the following principles:

1. Providing a work environment that promotes **dignity and respect** for everyone. Zero tolerance for any sort of intimidation or bullying. Full observance at all times of the pertinent local legislation regarding diversity and inclusion.
2. Ensuring that the policies and practices of selection, hiring, remuneration and termination, work conditions and access to training and promotion exclusively adhere to criterion of **merit and ability** regarding the position requirements, avoiding any discriminatory bias.
3. Allowing employees to work in a motivational and creative environment, where **opportunities** for promotion are available for everyone based on the knowledge, attitudes, abilities and competencies required for the different positions.
4. Cultivating a culture that encourages collaboration, flexibility and equality so that all personnel may contribute to their **maximum potential** and retention.
5. **Providing** all reasonable adaptations for people with disabilities.

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6. Promoting **understanding between cultures** and equipping our staff with the tools necessary for the development of a global mentality that works effectively for all cultures, virtually or in person.
7. Offering **information and training** to all employees so that everyone has the necessary resources to create an inclusive work place.
8. Drawing up a **diversity plan** in order to guarantee the implementation of this policy.
9. Ensuring **commitment** to diversity on all organizational levels, especially the executive team.
10. **Reviewing** this policy annually with the aim of ensuring its continuous improvement.

4. **RESPONSIBILITIES**

The Diversity Committee is created, made up of human resource leaders from around the globe, with the responsibility of implementing the goals of this policy throughout the entire company and promoting its revision and update.

The Executive Committee has the role of providing the appropriate resources for implementing this policy and ensuring that it is appropriately reported and disseminated.

The Board of Directors is charged with reviewing, and if necessary, updating the policy annually.

Under this policy all employees have the individual responsibility to follow to the procedures established in this regard in order to ensure equal opportunities and zero discrimination, bringing attention to any alleged discriminating practice, refraining from harassing or intimidating other employees, clients or visitors.

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