

DIVERSITY AND INCLUSION POLICY

OF SIEMENS GAMESA RENEWABLE ENERGY, S.A.

(Text approved by resolution of the Board of Directors dated September 12, 2018)

DIVERSITY AND INCLUSION POLICY

The Diversity and Inclusion Policy (hereinafter, the “Diversity and Inclusion Policy” or the “Policy”) of Siemens Gamesa Renewable Energy, S.A. (hereinafter “Siemens Gamesa” or the “Company”) and the group of companies of which Siemens Gamesa is the controlling company (hereinafter the “Siemens Gamesa Group” or simply the “Group”) establishes the principles of diversity and inclusion that must govern within the Company and within the Siemens Gamesa Group in order to strengthen corporate ethics.

1. PRINCIPLES STATEMENT

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

Along these lines, the Siemens Gamesa Group, led by the Board of Directors and the management team, is committed to promoting equality and diversity in all facets of activities and business and to remunerate our employees on the basis of their merits and contributions.

In compliance with the Global Corporate Social Responsibility Policy, the Siemens Gamesa Group aims to create a culture that respects and values differences, that promotes dignity, equality, inclusion and diversity, and that allows people to contribute with their maximum potential to the global success of the company. The Siemens Gamesa Group is committed to the principle of hiring and maintaining teams that fully reflect the local community in which it does business.

2. PURPOSE

The purpose of this Diversity and Inclusion Policy is to promote respect for the law, equality and inclusion for our employees in order to ensure 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, training and any other benefit shall be based on the specific merits and skills required in each case.

3. PRINCIPLES

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

1. Provide a work environment that promotes **dignity and respect** for all. No form of intimidation or harassment will be tolerated.
2. Ensure that the policies and practices of selection, hiring, remuneration, training, promotion and termination **avoid any discriminatory bias**.
3. Allow employees to work in a motivational and creative environment, where **opportunities** for hiring, training, development and promotion are available for all based on the knowledge, attitudes, abilities and skills required for the various positions.
4. Cultivate a culture that encourages collaboration, flexibility and fairness so that all employees can contribute with their **maximum potential**.
5. Provide all reasonable adjustments for **persons with disabilities**.

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6. Promote **understanding between cultures** and equip our staff with the tools necessary for the development of a global mentality and to work effectively within all cultures, virtually or in person.
7. Offer **information and training** to all employees so that they have has the necessary tools and resources to create an appropriate work place.
8. Develop a **diversity and inclusion plan** in order to ensure the implementation of this policy.
9. Ensure that this policy has the **full commitment of all levels** of the organization, especially the executive team.
10. **Review** this policy regularly in order to ensure the continuous improvement hereof.

4. RESPONSIBILITIES

The Board of Directors is tasked with reviewing the Policy on an annual basis, and updating it if appropriate.

The Executive Committee is tasked with providing the appropriate resources for implementing this Policy and ensuring that it is properly reported, disseminated, and executed.

The corporate head of diversity is also responsible for reviewing and updating the policy on an annual basis, establishing priorities in support of the diversity strategy of Siemens Gamesa, and implementing the goals of this Policy throughout the Company.

Under this policy, all employees have the individual responsibility to follow the procedures established to ensure equal opportunity and non-discrimination, to call attention to any suspected or alleged discriminatory practices, and to refrain from harassing or intimidating other employees, customers or visitors for any of the reasons stated in this Policy.

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