

**Protocol of action in case of
Harassment and Discrimination of
Siemens Gamesa Renewable
Energy, S.A. and its Group of
Companies**

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The Protocol of action in case of Harassment and Discrimination (hereinafter referred to as the “Protocol”) of Siemens Gamesa Renewable Energy, S.A. (hereinafter referred to as “Siemens Gamesa” or the “Company”) and the companies pertaining to the group of which the parent entity, in the meaning established by law, is the Company (hereinafter referred to as the “Siemens Gamesa Group” or simply as the “Group”), establishes the scope, the reporting line and measures in case of harassment and / or discrimination that should govern in the Company and Siemens Gamesa Group with a view to consolidating corporate ethics.

Protocol Statement

In compliance with the Code of Conduct and with the Diversity and Inclusion Policy, the Siemens Gamesa Group is committed to fostering a work environment in which all individuals are treated with respect and dignity. Every individual has a right to work in a professional atmosphere that promotes equal employment opportunities and prohibits unlawful discriminatory practices, including harassment. The Company is committed to its policy of zero tolerance towards any form of violence, harassment, verbal abuse, abuse of authority at work, unlawful discrimination or any other conduct that creates an intimidating environment or is offensive to the rights of employees and hopes that relations between people in the workplace will be business-like and free of bias, prejudice and harassment.

A breach of this protocol is not necessarily a violation of the law but it may, however, result in disciplinary action, including justified dismissal.

Definitions of harassment

Sexual harassment is illegal and is prohibited by the Company. For the purposes of this protocol, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when, for example: (i) the proposition is made either explicitly or implicitly because of a reason directly linked to work; (ii) the rejection of such conduct by an individual is used as the basis for making decisions about that person's employment; or (iii) such conduct has the purpose or effect of interfering with an individual's work performance or negatively affects the employment opportunities of the individual.

Sexual harassment may include persons of the same or opposite sex. Depending on the circumstances, these behaviors may include, but are not limited to, unwelcome advances or requests for sexual favors; sexual jokes and innuendo; verbal abuse of a sexual nature; comments about an individual's body, sexual prowess or sexual deficiencies; leering, whistling or touching; insulting or obscene comments or gestures; display or circulation in the workplace of sexually suggestive objects or pictures (including via email); and any other physical, verbal or visual conduct of a sexual nature.

Harassment on the basis of any other protected characteristic is unlawful and is also prohibited by the Company. Under this protocol, harassment is a verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of their race, color, religion, sex, national origin, age, disability, immigration or citizenship status, marital status, creed, genetic predisposition, sexual orientation or any other characteristic protected by law or that of their family, friends or associates, and that: (i) has the purpose or effect of creating an intimidating, hostile or offensive work environment; (ii) has the purpose or effect of unreasonably interfering with an individual's work performance; or (iii) adversely affects an individual's employment opportunities.

Harassment includes, but is not limited to, slurs or negative stereotyping; threats, intimidation or hostile acts; denigrating jokes and display or circulation in the workplace of written or graphic material that denigrates or shows hostility or aversion toward an individual or group (including via email).

Scope and conduct covered

This protocol is applicable to the executive leadership team and employees of the Company and of the companies comprising the Siemens Gamesa Group, who have the status of employees, regardless of their contractual relationship, hierarchical or functional position, or the company of the group or place in which they perform their duties.

The conduct prohibited by this protocol is unacceptable in the workplace and in any work-related setting outside the workplace, such as during business trips, business meetings and business-related social events.

Prohibition of retaliation

The Company prohibits retaliation against any individual who reports harassment or discriminatory conduct or participates in an investigation of a complaint. Retaliation against individuals for reporting an act of harassment or discrimination or participating in an investigation is a serious violation of the protocol and, as is the case with harassment or discrimination itself, will be subject to disciplinary action.

Reporting an incident of harassment or discrimination

The Company requests that all incidents of discrimination, harassment or retaliation be reported in writing. Individuals, who believe they have experienced discrimination or harassment, or who have concerns about these matters, should contact their Local Harassment and Discrimination Committee. The Harassment and Discrimination Committee will investigate the complaint in accordance with the provisions of the Rules of Procedure of the Harassment and Discrimination Committee, and propose corrective measures. The process is intended to be as swift and efficient as possible, and in any case will protect the privacy, confidentiality and dignity of those individuals affected.

Complaints and early intervention have proven to be the most effective method to resolve incidents of harassment. The Company therefore requests the prompt notification of complaints or concerns so that it may take quick and constructive action.

The existence of this protocol does not prevent individuals who believe they are being harassed from warning the offender that their behavior is unwelcome and requesting that the unwelcome behavior be stopped. In fact, the Company encourages such action whether the employee chooses to file a formal complaint or not.

Adoption of corrective measures

The Company will adopt the corrective measures that it deems relevant in relation to the conduct of harassment or discrimination. Some of these measures may include, for example, training, counseling and/or disciplinary action such as a warning, suspension without pay, or dismissal, in accordance with the applicable legislation.

Individuals who have questions or concerns about this policy may address these to their Human Resources Representative.

This protocol may be completed by a specific country addendum, when the law applicable in this area so dictates, and with the Rules of Procedure of the Harassment and Discrimination Committee.