

# Siemens Gamesa Policy

**United** we will shape the renewables sector and its entire value chain, leveraging our **industrial, technological, and innovative capabilities** to contribute to a cleaner and more **sustainable environment** for generations to come.

Built on long term strategic thinking and clear objectives, this policy will be the basis of our success and guide us towards continual improvement.

## Leadership Commitment

- We live a **leadership** culture based on common values, an innovation mindset, a strong people orientation, and a commitment to diversity.
- We adopt an **ownership** culture where everyone contributes to our excellence journey and is accountable for it.
- We foster **cross-functional collaboration** to solve business challenges and leverage our industrial, technological, and innovative capabilities.

## Compliance Assurance

- We conduct our business in **full compliance with the laws and regulations** within the countries where we do business, and meet the expectations of our customers.
- We have **zero tolerance for corruption**, violations of the principles of fair competition, and other breaches of the law.
- We implement and maintain **efficient management systems** that assure our business complies with our governance platform and meets business objectives.

## Risk Management

- We determine the issues that can affect our ability to achieve intended results, and plan accordingly to **prevent undesired effects**.
- We investigate root causes for major incidents and instances of non-conformance, and employ control measures to **eliminate their occurrence**.
- We monitor trends to **continually improve our operations** and make decisions that are driven by data and based on facts.

## Stakeholder Engagement

- We **build our competences** to routinely act in a healthy, safe, and environmentally-friendly manner, following high quality standards.
- We **prioritize a healthy workplace** environment to promote psychological well-being and reduce illness.
- We openly collaborate with our employees, customers, suppliers, and other stakeholders to **create shared value**.

## Product Stewardship

- We pursue **innovative advances** for our portfolio and for the renewable energy sector.
- We take a **life-cycle approach** to minimize our health, safety, environment, and quality risks across our value chain to deliver business value.
- We **collaborate with suppliers and contractors** to reach our high ambitions for health, safety, environment, and quality.

## Operational Excellence

- We strive to **achieve maximum customer satisfaction** by engaging and continually improving our operations.
- We **minimize environmental impacts** of our activities, products, and services by implementing substance management and energy- and resource-efficiency measures.
- We establish **safe working conditions** to prevent harm to our employees and suppliers.