



SOCIAL POLICY

Alcazar Energy recognises that the protection of labour rights and the respect to human rights are basic to societal progress and fundamental to enduring business success, and as such, one of our sustainability guiding principles. We fulfil our social responsibility by ensuring fair and ethical working practices while contributing to value creation through development and investment within the communities where we operate.

This Policy sets out our genuine and lasting commitment for the protection of labour and the respect for human rights as guided by the International Labour Organization (ILO) and the United Nations (UN) Conventions, UN The Universal Declaration of Human Rights, as well as the principles underpinning the Sustainable Development Goals (SDGs) and United Nations Global Compact (UNGC).

Alcazar Energy promotes ethical and responsible social behavior in line with the principles and commitments set out in this Policy throughout the whole value chain.

COMMITMENT

- To encourage the ethical values of respect for diversity, equal opportunities, social inclusion, dignity, freedom of expression and non-discrimination as per the behavioural guidelines in our Code of Conduct;
- To establish mechanisms to safeguard that terms of employment and associated working conditions throughout our operations are in line with international best practice and applicable legal framework;
- To facilitate a fully functional grievance mechanism which is culturally appropriate, readily accessible and allowing for confidentiality, with no retaliation, at no cost and without retribution;
- To support the 'duty to protect', 'responsibility to respect and the 'access to remedy' of internationally recognized human rights and freedoms throughout our activities in line with the UN Guiding Principles on Business and Human Rights, by developing systems and adopting measures for the prevention, identification and mitigation of risk situations of human rights abuses;
- To define social indicators, objectives and targets and actively measure the performance of our activities against those through reporting systems, internal inspections and external audits, as well as, to seek opportunities for improvement and for implementing feasible and practical actions that enhance overall labour and human rights compliance of our operations;
- To foster a culture of adoption of those principles among our stakeholders making a positive contribution to the realization of human rights in ways that are relevant to our business, and to require our business partners to abide by those;
- To maintain a constructive and responsive relationship with the local communities where we operate, and wider stakeholder groups based on stakeholder engagement and access to relevant information;
- To contribute to value creation within the local communities where we operate through a range of social development and investment initiatives, primarily focused in the educational sector and more vulnerable groups;
- To endeavour to strengthen our corporate governance system and hold firmly to the principles set out in our Code of Conduct, which are the backbone to our business model and decision-making chain, maintaining a corporate culture based on integrity and ethics.

IMPLEMENTATION

Our social commitments are promoted through:

- The effective communication of the principles of protection of labour rights and respect for human rights at all levels of the organisation from top management through to employees across different geographies, as well as internal and external stakeholders, to promote responsible behavior; and
- An integrated and proprietary management system developed in line with good international industry practice (GIIP) that enables effective management and continuous improvement of our social performance and which implementation contributes to determining operational, strategic and investment decisions.

September 1st, 2021

Daniel Calderon

Co-Founder & Managing Partner Alcazar Energy