

Social Policy

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BNZ

Social Policy

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Version	Issued	Next Review	Author	Reviewer	Approval
1.0	03/11/2022	01/06/2023	LT	PK	LS

1. About BNZ

BNZ is an independent renewable energy power producer, with strong local expertise in Europe. The company is part of the portfolio under management by Glennmont Partners from Nuveen, one of Europe's largest renewable energy fund managers.

BNZ is managing the whole lifecycle of its plants from securing land and grid connections, through construction and continuing into operation. We have strong proven expertise and strive to work closely with local communities through development and into operations. Our professional team actively develops and manages a diverse pipeline of projects spread across Italy, Portugal and Spain.

The rationale for having a dedicated Social policy is that BNZ has accountability for the end-to-end activities occurring across our pipeline of projects and throughout the lifecycles of our individual projects. We believe that our responsibilities include managing long-term risks through active ownership practices that are sensitive to social considerations.

The scope of this policy covers all clean energy infrastructure that BNZ develops or manages. The objectives and values of our Social policy are applicable throughout our development, management, and operational processes.



2. Social Policy Objective

Through effective implementation of the social policy and standards, BNZ wants to clearly set out its commitment to utilizing solar/renewable technology to improve local communities, human rights issues and increase educational initiatives related to solar/renewable energy and climate change.

One of the main pillars of BNZ's strategy is a keen sense of giving back to the community by seeking to achieve the development of its projects with the minimum possible environmental impact on the territory in which works are carried out. This may include through the creation of new jobs, promotion of a higher quality of education, helping and investing on social plans or donations.

This Policy will be communicated and available to all employees and, third parties. Information and, if appropriate, training with respect to the policy will be provided to relevant parties affected by this policy.



3. Social Vision

BNZ believes that the success or failure of a project cannot be measured only in financial terms but must also consider the strength and nature of our relationships and our social impact with the communities in which we operate.

BNZ' Social principles can be listed as follows:

- Implementing a social risk and impact management system
- Meeting the obligations set out under local, regional, national, and international law
- Listening to, identifying, and assessing relevant social and human rights issues
- Prioritize health and safety for workers and communities
- Promote relations with local community and relevant authorities
- Observe fundamental employee's rights, including those of suppliers
- Protect privacy and personal data

3. The UN SDG

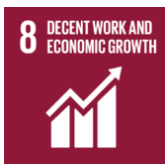
BNZ is contributing towards the goals listed below through the application of parameters from the UN Sustainable Development Goals:



Educational engagement and introducing the world of renewable energy is among our Sustainability Strategies.



Gender Equality, Diversity and treatment without any discrimination based on gender.



Provide a safe working environment and promote the economic growth of local communities.



Sustainable Cities and Communities. Through our social and economic development activities in the local communities.

4. Social concerns

4.1 Community development

BNZ recognizes that as a responsible power producer, our commitments are not only identifying, evaluating, mitigating and, where possible, avoiding the negative impact of our projects on the communities in which we operate. Equally as important is ensuring that we enrich these communities through social developmental activities and community plans. The integration of our projects with the local communities is an important aspect, so that projects are recognized as a positive impact and not a threat to the local communities.

Social and community plans that BNZ considers [for its projects/business] are a group of activities with local and/or regional scope that aim to enhance quality of life, environmental and socioeconomic development in the communities. These activities include targeting the promotion of a healthy lifestyle, supporting education and local culture, social wellbeing, humanitarian aid, reducing energy poverty and improving of infrastructure and services.

One of BNZ's social involvements consists in participating in publicly backed social projects, in municipalities where BNZ is active, to integrate, where possible, the ideal of sustainability with local practices and traditions, promoting energy efficiency, social welfare, biodiversity and local flora for a better landscape integration. By investing in the rural areas, and through the creation of new job opportunities, BNZ is promoting growth to counter rural depopulation.

For certain projects, socio economic development plans are part of the permitting process required to build or operate a project. Nevertheless, BNZ considers that it is not only accountable to the public authorities, but also to the local community, and therefore uses its knowledge and learnings to [where possible] proactively improve on the proposed plans. Other projects where social plans are not a formal obligation are benefiting from this, as BNZ is dedicating resources to analyze the potential activities that best fit the situation and implements them.

The requirements of each community can vary significantly due to localized demands and needs; therefore, BNZ fully considers and adopts these [local] values when recommending social development and community activities in their local region.

Some of ideas and examples for community development are:

- Communal living such as, adaptation of facilities to people with disabilities or funding of communal green areas
- Promoting sustainable tourism by funding of interpretation centers for historical purposes, updating of touristic assets, roads and signs.
- Promoting healthy lifestyle by healthy food and nutrition courses. Promoting and supporting good quality of living, local sports teams with social goals. Donations to local health centers
- Sponsorship of the Eco-sustainable events, sport events and races.
- Changing grass cutting regime and reaching Agreement with local shepherds for grazing their flocks.
- Incentives for employees and contractors to participate in voluntary activities or charities to contribute on local communities.



4.2 Educational development

BNZ is looking into the future and actively participates in university seminars with the aim of bringing renewable energy closer to the new generation and raising awareness of climate change and the responsible use of energy.

BNZ explores collaborations with student foundations and organizations in local communities to introduce to them the effort, the infrastructure and the immense investment needed to support growth and development towards a sustainable future.

A short list of BNZ initiatives in educational activities include:

- Participating in round tables about key topics
- Organizing visits to solar parks for key stakeholders
- Donating scholarships and providing academic access
- Organizing workshops and educational toys related to renewable energy for schools.
- Professional local training: certification courses on PV installation/maintenance.



Photo: BNZ educational chat with students in UPC university

4.3 Stakeholder engagement

BNZ takes an approach to the local communities of building good relations with their different stakeholders, listening to their demands and giving answers to their questions and concerns.

At all times of the project life, community and stakeholder engagement must be undertaken in consultation with the BNZ team and all stakeholder interactions must be recorded. It is important to clarify the political and economic environment of the projects to understand the implication of any stakeholder and ensure that the commitments made are realistic and deliverable.

All reasonable efforts should be made to ensure that the stakeholder engagement process is open and transparent to all involved. A formal grievance management procedure for receiving, investigating, and responding is found in BNZ' ESG Policy.

BNZ aims to communicate this policy both internally and externally with relevant stakeholders acting in the projects to ensure that they understand and demonstrate their conformity to our policies and meet the standards we expect from them.

4.4 Employees

For BNZ, shared values and behaviors are the strength of our team. We offer a wide range of benefits, trainings and development opportunities to ensure our teams' growth, both personally and professionally:

- Reasonable working hours and fair wages.
- Encouraging employees to associate freely.
- Adhering to collective bargaining agreements where they exist.
- Ensuring that employees feel comfortable reporting their social and community concerns.
- Adapting intelligent work for all employees.
- Educating and training all the employees to be competently aware of their own responsibilities regarding the health and safety matters associated with their work.
- Choosing special days to celebrate the team being together, to introduce new team members and to reconnect and strengthen relationships.
- Team Building.

4.5 Equality, diversity, and inclusion

BNZ, as a diverse organization, recognizes that there is power in difference and that everyone plays a part in driving our success. We have, and value, a diverse and multinational team, with employees of different nationalities who contribute [to our business and projects] with their work, value[s] and knowledge and experience.

BNZ' goal is for the team to continue growing and through this incorporating the best possible talent in the coming years. Candidates will be assessed based on their suitability, always ensuring that the jobs in the different areas of responsibility are occupied by the most suitable people in a framework of equal treatment with the absence of any discrimination based on gender or other diversities.

BNZ provides equal access for men and women to internal company training to promote professional career development and adaptability to job requirements. Additionally, BNZ provides training for employees on diversity, equity and inclusion for rising awareness.



4.6 Human rights and ethical principals

BNZ will uphold individual human rights and respect for ethical principals in all its activities:

- Demand strict respect for human rights from all its professionals and collaborators.
- Seek to ensure non-discrimination based on gender, age, race, religion, sexual orientation, disability or any other circumstance susceptible to discrimination, promoting equal opportunities and respect for diversity.
- Reject Modern slavery in all its forms and any manifestation of abuse of authority, as well as the use of child labor.
- Protect the health and safety of all persons associated with the project, making safety a non-negotiable value and committing to zero accidents and damage to people's health.
- Respect the rights of local communities with special attention to the most vulnerable groups.
- Reject corruption in all its forms, committing to the highest ethical standards and compliance with the law, and applying the principle of zero tolerance for bad practices.
- Have complaint mechanisms to deal with possible cases of violation of human rights.
- Recognize the freedom of affiliation and association of its workers.
- Ensure confidentiality and the right to privacy of all the people with whom it interacts and correctly manage all the data it possesses.

4.7 Responsible supply chain and procurement

Responsible supply chain and procurement is an important aspect for BNZ. The company endeavors to take the necessary steps to ensure contractors and sub-contractors operate in accordance with ethical social laws and regulations.

Suppliers shall have a good understanding of how their activities may impact communities and implement the necessary management measures to avoid adverse impacts. They should engage in an appropriate and transparent manner with those communities which may be significantly and adversely affected by the suppliers' operations. Also, to the extent possible, suppliers should strive to generate positive impacts on communities, for example, via creation of employment opportunities for local communities, capacity building initiatives, community development plans and other initiatives.

Suppliers shall take the necessary training, information and/or awareness actions to ensure that the relevant employees and [sub-]contractors are aware of and able to operate in accordance with social ethical codes.

BNZ requires the rejection of modern slavery, anti-bribery, corruption, and fraud in the agreements with suppliers and contractors. Moreover, the company is providing the self-certification documents to sign with all employees and suppliers.



5. Get in touch!

By electronic mail:

For Information or Inquiries:
contactus@bnz.energy

By postal mail :

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BNZ



Powering Europe
to a greener future

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