



DOMINION

SUSTAINABILITY POLICY

Internal Regulations – Corporate Policies

Purpose and scope of application_

The Sustainability Policy lays down the general principles and structures the foundations that must govern Dominion's sustainable development strategy to ensure that all its corporate activities and businesses are carried out while fostering the sustainable creation of value for shareholders and taking into account the other Stakeholders related to its business activities, equitably compensating all groups, promoting the values of sustainability, integration and dynamism, favouring the achievement of the SDGs, associated with the Global Compact, and rejecting actions that contravene or hinder them.

The sustainability strategy is based on three commitments: to be a company that is increasingly respectful of sustainable development, to focus its growth on solutions and services that help its clients to be increasingly sustainable, and to respond to the needs of its stakeholders in this area.

To developing these three commitments, the sustainable development strategy revolves around three main areas of action: environmental, social and ethical and corporate governance aspects. Its effective implementation must form part of Dominion's DNA and is one of the key features that differentiates it from its competitors and builds bridges with its stakeholders.

Basic principles_

Dominion's Sustainability policy is based on the following principles as the foundation for comprehensive management of the impact of its activities. These are fully compliant with the Code of Conduct that binds everyone at Dominion:

- | **Corporate responsibility and ethics.** Encouraging ethical and responsible practices in the organisation, facilitating prevention and control mechanisms to ensure compliance with Dominion's policies and standards, particularly the Code of Conduct, according to the legal framework of the countries where it operates, and at least respecting the rights recognised in the Declaration of Human Rights and the Principles of the United Nations Global Compact.
- | **Financial stability and long-term outlook.** Ensuring sustained economic growth over time, built on reliable and long-lasting relationships with customers, financial stability, profitability and cautious risk management.
- | **Operational excellence.** Promoting efficiency and continuous improvement in both management and operations so as to optimise Dominion's resources (processes, technology and human resources) and to offer higher quality products and services.
- | **Innovation.** Investing in research, development and innovation to increase the capacity to provide solutions and services helping customers become more efficient and sustainable.
- | **Employees.** Promoting stable and quality employment in a safe and healthy work environment based on respect and equal opportunities, as well as the personal and professional advancement of the people who form a part of the company and the effective prevention of child and forced labor.

- | **The environment and climate change.** Measuring and minimising the environmental impact of its activity, striving for the best possible efficiency and ongoing improvement of processes to do so. Including climate change adaptation and mitigation as key factors in defining the range of solutions and services it offers its customers.
- | **Community.** Contributing to create value in the different communities in which it operates and promoting initiatives of its own or in collaboration with other organisations, in the corporate Social Action Policy framework, to achieve the United Nations Sustainable Development Goals that are intended to defend Human Rights.
- | **Commitment to continuous improvement and goal setting.** Establish, for the three defined areas of action (ESG), continuous improvement objectives and periodic verified measurement to assess the degree of progress and decision-making
- | **Dialogue with stakeholders.** Keeping channels of communication and dialogue open with all stakeholders to meet their requirements and expectations, as part of a long-term business strategy based on honesty, effort, developing relationships based on trust and respect for the different locations where it operates.
- | **Transparency and accountability.** Providing transparent, truthful and thorough information to stakeholders regarding its financial and non-financial information.
- | **Training of employees and stakeholders.** Ensure an adequate level of training for employees and other stakeholders, which allows understanding of the impacts of their activities, the need to correct or mitigate them, and also existing opportunities for improvement.

Transition to other policies_

The general principles set out above must be included in the different policies developed in relation to the three aforementioned pillars: the environment, social and ethical issues and good corporate governance, and specific compliance with regulations.

Monitoring and review_

The supervision of this policy is entrusted by the Board of Directors to the Compliance Department. Likewise, its contents will be reviewed as frequently as indicated by the Sustainability Committee and the Board of Directors to ensure that Dominion complies with best practices that apply in this area.

Document sheet

Document table:

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