

# **Human Rights Policy**

**AES Gener and subsidiaries**

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## **1) Objective**

State AES Gener's commitment to the Declaration of Human Rights adopted by the 3rd United Nations General Assembly in Paris on December 10, 1948.

## **2) Scope**

AES Gener and all its subsidiaries, male and female people, board of directors, contracting companies, suppliers and communities.

## **3) Background**

The mission of AES Gener is “Improving lives by accelerating a safer and more sustainable energy future.” The Code of Conduct of the Company, “From Words to Action”, affirms our values of safety, excellence, integrity, readiness and having fun through work. This Code, in addition to defining AES Gener values, also defines the expectations we have when dealing with customers, our people, suppliers and communities.

Our people and our stakeholders are empowered with a strong sense of ownership and accountability for their work, and we expect each person to adhere to our corporate values as described in the Code of Conduct.

AES Gener develops this Human Rights Policy, to formalize the commitment and support for the Universal Declaration of Human Rights, while remaining consistent with the United Nations’ Guiding Principles on Business and Human Rights

### **3.1 Relationship with our people**

At AES and its subsidiaries, the workforce is comprised of individuals from diverse backgrounds and cultures. Diversity is not visualized simply as a responsibility to be met, a policy to be implemented, benefits to be offered, or a program to be run, but as an integral part of the company's DNA. We also have an enduring commitment to respect the rights of our people in accordance with applicable labor regulations.

We also recognize the importance of providing a safe and healthy workplace, and we are constantly investing in programs, improvements and actions to ensure health, security and safety in the workplace. These programs are specifically tailored to the realities of each

location. AES Gener complies with applicable safety and health laws, regulations and internal standards and procedures.

GENERA, AES Gener Integrated Management System, has built a Safety and Environment Management System. GENERA provides a framework for all operational businesses and construction projects, so that they can set expectations, manage compliance, measure performance and drive improvements in safety and health management. AES Gener and its subsidiaries are committed to engaging with their people to continually improve health and safety in the workplace, including the identification of risks and hazards and the remediation of health and safety issues.

### **3.2 Relationship with communities**

AES Gener makes every effort to create deep and meaningful relationships with the communities and interact with them to ensure that they are heard and that their views are taken into account, in compliance with AES Corporation's Performance Standards on Environmental and Social Sustainability.

### **3.3 Relationship with providers**

AES Gener and its subsidiaries require their suppliers to respect the rights of its people and to interact with communities in ways that respect human rights. The above implies that they comply with all applicable laws and regulations, including the right to collective bargaining, the elimination of forced and compulsory labor, the abolition of child labor, and the elimination of discrimination in the workplace.

All business partners and contractors must uphold the ethical standards and adhere to AES Gener Code of Conduct.

## **4) Engagement**

Framed in the Universal Declaration of Human Rights of the United Nations, AES Gener undertakes to respect the following principles:

- Equality of treatment and dignity of the person: Ensure that our own people and any person related to the activities of the company, such as communities, suppliers, customers, service providers, among others, are treated with respect and dignity.
- Prohibit child labor and do not employ adolescents in night, dangerous and unhealthy activities, always respecting the local laws on the matter.
- Fight against the practice of discrimination in all its forms and value diversity: Prevent prejudice and discrimination in the work environment, in order to guarantee an environment that respects and values differences among individuals.
- Moral harassment and sexual harassment prevention: Prevent any and all abusive behavior manifested by behaviors, words, acts, gestures or writings that may cause damage to the personality, dignity or physical or mental integrity of a person and endanger their employment or degrade their work environment, including a conduct that can force someone in order to obtain an advantage or sexual favor.
- Respect for free association and the right to collective bargaining: Provide freedom to people so that they can form any organization they deem appropriate, and join them, as well as foster collective bargaining that promotes respect for their rights in the work environment.
- Labor rights of people: Respect and fulfill the labor rights set forth in current local legislation, as well as in collective bargaining agreements.
- Access to education and development activities: Promote initiatives aimed at the professional development of people, either through activities in the company itself or through agreements made with educational institutions.
- Offer a safe and healthy workplace, providing training, tools and personal protective equipment necessary to perform tasks according to their risks, in order to ensure both health and protection and safety in the workplace.
- Internal dialogue and freedom of opinion and expression: Offer a work environment that encourages open communication and that enables people to clarify doubts, express concerns and make appropriate suggestions regarding the company's business and labor relations, without affecting any type of retaliation.

## **5) Questions and information regarding irregularities**

AES Gener people can ask questions or report suspected irregularities to leaders, Human Resources or directly to Ethics and Compliance personnel, or they can submit reports anonymously through AES Gener Helpline.

AES Gener Helpline is a confidential resource for people, contractors and business partners and others to ask questions or report concerns regarding AES Gener business conduct. AES Gener Helpline is available globally 24-hours a day by phone or online and in languages spoken at all AES group locations.

All reports and questions received on the hotline are reviewed. Each investigation and inquiry is carefully documented and reported to AES Gener independent auditor that selects a subset of these inquiries for its ongoing monitoring and proposal for remedial actions if necessary.

AES Gener does not tolerate retaliation against any people (internal or external) for raising questions or making a good faith report of improper behavior.

## **6) Policy review**

This policy will be reviewed every year or each time it is deemed appropriate.