
Title: Acciona Energy North America Corporation
Equal Employment Opportunity (EEO)
Policy #: 11
Effective: September 1, 2008

I. Purpose

It is the intent of Acciona to: (1) provide equal employment opportunities to all job applicants and employees; (2) administer recruiting, hiring, compensation and benefits practices, training, job evaluation, promotions, transfers, and terminations of employment without discrimination because of race, religion, color, gender, sexual orientation, age, marital status, parental status, national origin, citizenship, physical or mental disability, pregnancy, veteran status, or other characteristic protected by applicable law, with regard to any position of employment for which the applicant or employee is qualified and; (3) to provide a workplace free from harassment based on any of the foregoing factors.

Acciona will make reasonable accommodation(s) for qualified applicants or employees with physical and mental limitations, where an accommodation would enable the individual to perform essential job functions, unless such accommodation(s) would impose an undue hardship to the Company or present an undue risk to the health and safety of the individual or other employees.

Failure to comply with federal and state regulations as they relate to equal employment could lessen Acciona's competitive market position and could lead to unnecessary litigation. It is clearly good business and employee-relations practice, and therefore becomes each manager's responsibility to ensure that Company policy is understood and followed by all employees.

II. Human Capital Responsibility

Human Capital, through the following primary responsibilities, assists managers in implementing the Company's Equal Employment Opportunity Policy:

- A. Reviews and develops policy statements for compliance with federal and state regulations concerning equal employment.
- B. Coordinates all Company responses and staff activities during a complaint investigation.
- C. Serves as liaison to enforcement agencies.
- D. Keeps management informed regarding Equal Employment Opportunity developments.

III. Retaliation

The Company forbids retaliation against anyone for reporting discrimination, registering a complaint pursuant to this policy, assisting in making such a complaint, participating in an investigation, filing a charge of discrimination, or otherwise pursuing his/her rights under applicable state and federal Equal Employment Opportunity laws. Anyone experiencing or witnessing any conduct he or she believes to be retaliatory should immediately report it to the CEO, or Human Capital.