



DOMINION

Recruitment and Selection Policy

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OBJECTIVE

DOMINION is a socially responsible and sustainable company that conveys its values to all stakeholders, facilitating the involvement of all its employees.

The Recruitment and Selection Policy (hereinafter the "**Policy**") should be interpreted in accordance with the Diversity, Equality and Inclusion Policy and its purpose is to drive the Sustainable Development Goals (SDG) numbers five and eight, approved by the United Nations Organisation, promoting economic and sustainable growth as well as gender equality in all the Company's recruitment and selection processes.

We aim to attract, select and retain the best professionals with the competencies, expertise and conduct that are in line with our values, so that they can give all their talent and commitment to the DOMINION project.

THE SELECTION PROCESS

DOMINION's Selection and Recruitment Policy is applicable to all the firms forming part of the Company, irrespective of where they are based in the world.

Our values are present in all stages of the selection process, starting with the job advertisement up to onboarding.

We guarantee full compliance with confidentiality and with the LOPD (Spanish personal data protection law) in all stages of the process.

OUR COMMITMENTS

- | Comply with the applicable labour legislation in each country with regard to recruitment and selection.
- | Guarantee equal opportunities, driving non-discrimination as a differentiating element, promoting DOMINION as a diverse and inclusive company.
- | Offer a decent job, in keeping with a person's skills and knowledge, complying with the labour legislation in each country in which it operates.
- | Ensure that all the selection processes are based on criteria of merit and capability and include all those professionals that have the attitudes, expertise, skills and competencies required for the position. In this way, it is possible to ensure that all candidates are given equal treatment throughout the selection process.
- | Ensure the objectivity and impartiality of all selection processes.
- | Facilitate the access of young people to the workplace, either through internship schemes that offer the possibility of acquiring work experience or through a first job.
- | Offer performance-based compensation schemes that will guarantee external competitiveness and internal equality, based on meritocracy and valuing individual performance, cooperation and teamwork.
- | Give priority to internal talent.

COMPLIANCE AND REVISION

Dominion will publish this policy to make its content known and so that its compliance can be evaluated by the different Stakeholders.

Its content shall be communicated to the Company and it shall be guaranteed that the Policy is made available to all parties concerned, at all times.

This Policy was approved by the Corporate Management of Persons & Culture on 15 March 2021.