



DOMINION

ANTI-HARASSMENT REPORT REGULATION

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1. PURPOSE

Dominion has enabled channels that allow all Dominion employees and all related stakeholders, to communicate irregularities or any breach of the Dominion Internal Code of Professional Conduct (hereinafter, the "Code of Conduct"), as well as any conduct or behaviour contrary to the law.

The use of the Sexual and / or Moral Harassment Channel is exclusively for the communication of irregularities or breaches related to this area. It should not be used to convey complaints of other areas. In the case of complaints regarding other aspects of the Code of Conduct, the channel developed specifically for this issue (Ethical Channel) should be used.

The purpose of this document is to establish the operating regulations for the Sexual and / or Moral Harassment Channel. In the case of complaints regarding other aspects of the Code of Conduct, what is described in the independent document containing the regulations described for these specific cases should be followed.

Complaints can be channelled in two ways:

- Information and communication channel on the corporate website
- Mail addressed to the Agent for Equality of People & Culture at the following address:
Josefa Valcarcel, 3-5. C.P. 28027 Madrid, SPAIN.

2. CONFIDENTIALITY AND NON-RETALIATION

It is necessary to indicate the identity of the complainant and provide an email address to send the appropriate communications. In all cases, Dominion will keep and ensure the maximum confidentiality about its identity.

Reprisals against those who have made use, in good faith, of the established channels to inform possible of irregularities, will not be tolerated.

Any person making a complaint relating to a breach of the Code of Conduct must have reasonable evidence to assert that the alleged breach poses a significant problem.

Any allegation that is shown to have been falsely brought in a malicious and knowing manner may give rise to the legal actions Dominion deems necessary.

3. SCOPE

The mechanisms are in place to enable all those belonging to the organisation, or interest groups related to it, to report any irregularities or breaches that may constitute a case of sexual and / or moral harassment.

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4. ROLES AND RESPONSIBILITIES

The Harassment Channel is the responsibility of Dominion's People & Culture Department, and its management and updating is coordinated by the organisms described in the harassment protocol.

The data of the interveners will be managed in accordance with the provisions of the Data Protection Act in force in the country that applies.

5. COMPLAINTS PROCESSING

In the case of complaints related to sexual and / or moral harassment, the complaints received will be forwarded to the competent body, which will activate the specific protocol provided for these cases and will send the complainant the stabilised protocol, as well as the templates developed to process the complaint.