



# CODE OF ETHICS

## 1. Definition

This Code of Ethics is a document describing the values that inspire our cooperative as we fulfil our mission, and the guidelines we follow as we pursue our objectives.

## 2. Scope of action

Our Code of Ethics must shape the behaviour of everyone who is a part of our organization (members, Governing Council, Management, Technical Team and local groups), as well as the allies who help us develop our business.

## 3. Values and guidelines

Som Energia seeks to create a 100% renewable, equitable, apportioned and efficient model that is in the hands of the public and driven by participation and transparency. We also seek to be an active tool in the shift towards a new energy model, and to have both a social and an economic impact.

For this to be possible, we must always operate in keeping with the following **values**:

- 1) **SUSTAINABILITY**—environmental, social and economic. The power we generate comes from renewable sources and the energy we sell is certified as 100% renewable, but we also want to remind the public of the importance of minimizing energy use and production.
- 2) **COOPERATIVISM**. Our modus operandi is based on self-governance, responsibility, democracy, equality and solidarity. Som Energia is run democratically by our members, who share equal rights, responsibilities and opportunities and play an active role in decision-making.
- 3) **EQUITY**. We advocate for an accessible, humane social model that leaves no one out and is fair to everyone. Regardless of gender, sexual identity, age, race, skin colour, nationality, social class, language or religion, we offer everyone equal opportunities, equal respect, equal treatment and equal rights. Equal opportunities for employment or promotion, equal access to education and equal access to community goods and services guarantee equal treatment for people in different circumstances.
- 4) **TRAINING**. Because of the complexity of our sector and our cooperative system, we pursue ongoing training for the people that make up Som Energia. This guarantees that they have the skills they need to fulfil their responsibilities, express opinions, make decisions and act effectively.



Som Energia also believes that to fulfil our objectives, the **people that make up our organization** and the **allies that help us develop our business** must follow these **guidelines**:

- 1) **TRUST.** We believe in an accessible, fluid modus operandi based on trust among teams and individuals (between our Technical Team and our Governing Council, our Technical Team and our local groups, and among all the areas and individuals that make up Som Energia). This way of working allows everyone to do their job with full confidence that they are following the social principles and strategic guidelines put forth by the Governing Council, which supervises and controls the Technical Team.
- 2) **PARTICIPATION.** We want well-informed, well-trained individuals to decide on the development of our energy model. We want real participation from all the members of our cooperative, and for them to promote and feed our project. We want to be able to take full advantage of the potential of our social base to push for a shift towards a new energy model.
- 3) **RESPECT.** We are a diverse community that shares common projects and spaces, and we do so with mutual respect for everyone who makes up Som Energia. This means considerate, tolerant behaviour that guarantees harmonious relationships and interactions that benefit everyone in our common project. We will not tolerate any form of abuse, especially not sexual abuse. Should any such abuse take place, we trust that our community will respond firmly.
- 4) **AGAINST CORRUPTION, ZERO TOLERANCE AND INTEGRITY.** We are sure that we can achieve our objectives with total honesty, integrity, transparency and by following the rules. We expect the same commitment from our allies (collaborating organizations, business partners, suppliers, etc.). We will not tolerate any business deals, commercial relationships or gains based on bribery, extortion, facilitating payment, favours, or any other form of corruption. Loyal to our values, we will always pursue honest business that is conducted unimpeachably.

## **4. Obligations of members, councillors, management, employees and collaborators**

In the fulfilment of their responsibilities and in actions for or in the name of Som Energia, our social base, members of the Governing Council, management team, staff or collaborators must commit to:

- 1) Know and follow the values of our Code of Ethics.
- 2) Behave in keeping with this Code of Ethics and with any additional regulations or related laws.
- 3) Request guidance in case of any doubts regarding the reach of the Code of Ethics or further regulations, or regarding observed behaviour that may be in violation of the Code of Conduct or of related laws and regulations.



- 4) Report and denounce any behaviour that violates this Code of Ethics.

For any queries, doubts, suggestions or to report inappropriate behaviour, please [contact the Ethics Channel of Som Energia](#).

## **5. Consequences of non-compliance**

Failure to comply with this Code of Ethics is considered extremely serious at Som Energia. The consequences of non-compliance are stated in our internal policies, either for employees or for suppliers and allies.

## **6. Development, awareness, revision**

This Code of Ethics will be elaborated upon with additional policies that ensure these values are present in all key processes at Som Energia.

Awareness of this Code of Ethics will be promoted by Management in collaboration with the departments of Labour, Communication and Coordination of Local Groups, as well as any others that may be deemed appropriate.

If judged necessary, this Code of Ethics will be subject to regular revisions and updates.

## **7. Approval and modifications**

This Code of Ethics was approved at the meeting of the Governing Council held on **April 25<sup>th</sup>, 2020**.