

CODE OF ETHICS: ETHICAL AND CORPORATE PRINCIPLES AND VALUES

1. **Commitment to applicable current legislation**

No business activity or relationship may be established with anyone who has links to and/or promotes illegal commercial activities.

2. **Good faith and honesty**

Business relationships should be conducted with clarity, objectivity, seriousness and honesty, avoiding any illegal, fraudulent or unethical practices.

3. **Respect and commitment to the confidential nature of personal data**

The confidentiality of the personal data to which we have access due to our professional activity must be maintained at all times, even after said activity has ended. It is essential to introduce appropriate safety measures to ensure the protection of confidential or personal data, whether our own or belonging to third parties.

4. **Respect for people**

Any type of harassment, abuse, intimidation, lack of respect or consideration, in the workplace is unacceptable and will not be tolerated.

Relations based on respect, participation, equality and collaboration will be promoted, encouraging a respectful working environment in order to obtain a positive work climate.

5. **Anti-corruption and anti-bribery policy**

Corruption, bribery or influence peddling in any professional activity will not be accepted, whether with the public administration or in the private sector.

6. **Occupational risk prevention**

That stipulated in the applicable and current legislation on occupational risk prevention must be observed.

7. **Compliance with tax and social security obligations**

Any illegal practice that implies the illegal evasion of the payment of taxes to the prejudice of the competent Treasury and Social Security Offices must be avoided.

8. **Transparency in financial and accounting data**

The economic and financial information must be a faithful representation of the economic, financial and patrimonial reality, in accordance with the generally accepted accounting principles and the applicable international financial reporting standards.

9. **Commitment to and respect for the environment**

An environmentally responsible attitude will be guaranteed, together with the commitment to comply with environmental legislation and to ensure the rational use of resources. Consequently, any illegal act that damages the environment must be avoided.

10. **Supervision**

To ensure full compliance of this Code of Ethics, it must be shared with all the organisation who should familiarise themselves with the Code. In addition its compliance must be verifiable when required.