



Code of Corporate Social Responsibility

GRUPO TAMOIN S.A. adopts responsible company ethics laid down in the principles indicated next, regarding their responsibilities with the interest groups concerned and the environment.

The following principles, will be transmitted both to subcontractors and to employees of the GRUPO TAMOIN companies:

- **To comply with the applicable law** in the countries in which they operate, taking on, in a complementary way, international standards and guidelines wherever there is no suitable legal development.
- **Not to tolerate or perform any form of corruption or bribery**, including any payment or other form of benefit to any governmental officer to influence on a making of decision infringing the Law.
- To encourage that **labour equal opportunities** reach all and each one of their members and ensuring non-discrimination due to skin colour, race, nationality, social background, disabilities, sexual orientation, political or religious beliefs, sex or age. The promotion will be based on merit, ability and performance of the professional functions.
- To respect **personal dignity, privacy and rights** of each person.
- To refuse employing or forcing someone to work **against their will**.
- **To reject** tolerating any **unacceptable treatment** towards employees, such as mental cruelty or sexual harassment, forbidding behaviours, including gestures, language and physical contact which is sexual, coercive, threatening, abusive or exploitative.
- To provide a **fair remuneration** and to guarantee the applicable inter-professional minimum salary.
- To respect the maximum amount of working hours set by the applicable laws.
- To recognise, as far as it is legally able, the **right of free association** of the employees and not to favour or discriminate members of the employees' associations or trade unions.
- To respect human rights, and specially those infringements that humiliate the group of employees, **rejecting child labour**, by not employing workers aged less than 15 years old or in the countries under the exception for developing countries of the ILO 138 Convention, not to employ workers who are aged less than 14 years old.
- To adopt a responsible attitude **towards health and safety** of their employees.
- To control the **risks** and take the most reasonable possible **preventive measures** to deal with accidents and occupational illnesses.
- To provide **training** and ensure that the employees are trained in matters regarding health and safety.
- To establish a reasonable **occupational safety and health management** system.
- To act in accordance with the relevant legal and international standards in regards with **environmental protection**.
- To conduct their activities in a way that **the negative environmental impacts are minimised** and that a high level of safety is reached in their processes, installations and services, paying special attention to the protection of their employees, contractors, customers and local environment.
- To set a sustainable **environmental management** system that promotes innovation, eco-efficiency and the progressive reduction in resources and emissions.
- **To comply with the regulation in force** for the **prevention of money-laundering and financing terrorism**.
- **To comply with the applicable law** regarding **confidentiality, personal data protection, privacy** and use of **computing resources**.

