

## Ercros' corporate social responsibility policy

Ercros' mission is to consolidate a solid and lasting industrial project that contributes to society's wealth and wellbeing, honours the trust placed in the company by its shareholders, and allows all its people to fully develop their personal and professional potential.

Ercros' activities are carried out within the framework of the company's commitment to social responsibility, whose basic principles are set out in this corporate social responsibility policy, approved by the Company's board of directors and presented below:

- **Comply with current legislation**, including international standards and guidelines, good corporate governance recommendations, internal regulations, in particular the criminal risk manual and the code of ethical conduct, and voluntary agreements to which the company adheres, particularly the Responsible Care programme and the United Nations Global Compact.
- **Support human rights and public freedoms**, especially freedom of association, the right to collective bargaining, and the eradication of child labour and forced or coerced labour.
- Collaborate with the judiciary and **implement mechanisms for the monitoring of policies and for the prevention and supervision** of financial and non-financial risks, as well as their management, including those related to ethical aspects and business conduct.
- Facilitate a tax strategy consisting of the development of Ercros' economic activity in **full compliance with tax regulations and the criteria of the judicial and administrative bodies**.
- **Embrace and integrate equal opportunities** and equal treatment for women and men in the company's activities and internal management policies; reject any form of discrimination, abuse or intimidation against any person; and **promote work-life balance**.
- Promote a **culture of respect for diversity**, equality in the workplace, non-discrimination and inclusion in the workplace, in order to guarantee equal opportunities and create and promote a diverse and inclusive work environment, which contributes to the achievement of our corporate objectives and better business performance.
- **Protect the health and safety** of the workers in our centres and our neighbours, guarantee the safety of the facilities and minimise risks.
- **Preserve the environment**, with a firm commitment to decarbonise Ercros' activity, preventing pollution and promoting the principles of circular economy, reducing the consumption of raw materials and natural resources.
- Promote channels of **dialogue, participation and responsible communication** with the company's stakeholders; **Provide truthful, clear and complete information** about the company and the impacts and risks generated by its activity in order to avoid information manipulation and protect integrity and honour.
- Adopt **responsible practices in the supply chain** and extend compliance with ethical principles and standards to all participants in the supply chain.
- **Satisfy the needs of customers**, provide them with relevant information about the products they purchase and **protect products** throughout their value chain.
- Look after the **interests of shareholders and guarantee compliance with their rights**, especially those relating to equal treatment, information, participation and voting.
- **Foster the trust of society** through cooperation and maintain an open, fluid and transparent dialogue that responds to the demands and concerns of the general public and, in particular, that of those communities where the company operates.