

Ercros corporate social responsibility policy

Ercros's mission is to consolidate a solid and long-lasting industrial project that contributes to society's wealth and well-being, that meets the trust placed in the company by its shareholders, and that enables the full personal and professional development of the people who form part of it.

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

- **Comply with applicable legislation**, including international standards and guidelines; corporate governance recommendations; internal regulations, particularly Ercros's criminal compliance management system and code of ethical conduct, and any voluntary agreements to which the company adheres, especially the Responsible Care program and the United Nations Global Compact.
- **Respect and support human rights and public freedoms**, in particular freedom of association, the right to collective bargaining and the eradication of child labour and forced or coerced labour.
- Cooperate with the justice system and **implement mechanisms to monitor policies and to prevent and supervise financial and non-financial risks**, as well as their management, including those related to ethical matters and business conduct.
- Carry out Ercros's economic activity in **full compliance with tax regulations and with the criteria established by judicial and administrative authorities**.
- **Embrace and integrate equal opportunities** and equal treatment in business operations and internal management policies; **reject any form of discrimination** (on the grounds of race, sex, sexual orientation or identity, gender expression, sexual characteristics or religion), abuse or intimidation, and **promote work-life balance**.
- Promote a **culture of respect for diversity**, workplace equality, non-discrimination and labour inclusion, in order to ensure equal opportunities and foster a diverse and inclusive work environment that contributes to achieving our corporate objectives and to improved business performance. Support women and underrepresented minorities.
- **Protect the health and safety** of the people working at our facilities and of our neighbouring communities, ensure the safety of our installations and minimize risks.
- **Preserve the environment and respect nature**, with a firm commitment to decarbonizing our activity, preventing pollution and promoting circular economy principles by reducing the consumption of raw materials and natural resources.
- Facilitate public access to **information about the company and its products, the impacts and risks** arising from its activity, and, in general, any matter of public interest related to Ercros. Provide **clear, truthful and complete information** that faithfully reflects the company's reality.
- Foster **open and transparent dialogue with stakeholders** aimed at preventing conflicts and promoting the common interest.
- Adopt **responsible practices and impartiality criteria in the supply chain** and extend compliance with ethical principles and standards to all participants in that chain.
- **Meet customer needs**, provide them with relevant information about the products they purchase and safeguard products throughout their value chain.
- Protect **shareholders' interests and ensure the exercise of their rights**, particularly those related to equal treatment, information, participation and voting.

Antonio Zabalza Martí
President and CEO

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