

## **CORPORATE SOCIAL RESPONSIBILITY POLICY**

From the Management of **TANCOMED, S.A.**, we are committed to respect the principles of **CORPORATE SOCIAL RESPONSIBILITY (CSR)**, applying the following principles and commitments of ethical, social, labour values and respect for fundamental human rights:

- Transparency.
- Ethical behaviour
- Regarding stakeholder interests.
- Respect for the principle of legality.
- Respect for international standards of behaviour.
- Accountability.
- Respect for human rights.

Commitment to comply with legal requirements, with the requirements set out in this standard and with other requirements to which the organisation subscribes in the area of social responsibility.

Commitment to continual improvement of the social responsibility management system. Integrate social, labour and human rights and safety concerns, and management concerns in our business operations and in our relations with our stakeholders.

### **Fair business is ethical business.**

Our ethical values: Integrity, employee engagement and sustainability.

The principles are:

- Fair policy for all, respect for human rights and compliance with laws, rules and regulations.
- Safeguarding the health and safety of our employees.
- Ensure good working conditions.
- Support the reconciliation of work and family life.
- Provide decent working conditions in terms of working hours, weekly rest and holidays.
- Protect the privacy and confidentiality of the company and our business partners (customers, suppliers, and partners) and respect that of our competitors.
- inclusivos, valorar la diversidad y apoyar a nuestros empleados y colaboradores para que desarrollen su potencial.
- Be inclusive, value diversity and support our employees and partners to develop their potential.
- Not discriminate in the basics of nationality, age, gender, sexual orientation and/or religion. Promote equal opportunities for men and women. Respect freedom of association and comply with all labour regulations and agreements adopted through collective bargaining at sectoral or organisational level.
- Forbid the hiring of persons working under the age permitted by law and comply with all pacts/agreements established with the legal representation of workers.
- Combat and prosecute corruption, bribery, conflicts of interest, fraud, money laundering and anti-competitive practices.

- Believe in tough competition and do not use illegal or dishonest means to gain an advantage over a competitor.
- Repudiate anti-competitive practices.
- Act in the best interests of the company and use its resources exclusively for business purposes.
- Provide safe and quality services.
- Take responsibility for not concealing risks or mistakes.
- Use the company's assets responsibly and honestly.
- Ensure that our accounting records are accurate and complete, and that they comply with the law and good business practice.

**TANCOMED S.A LABOUR POLICY** understands that people are the most important asset, which is why it is committed to:

- Ensure equal opportunities at all levels.
- Define an Equality Plan.
- Guarantee non-discrimination on grounds of nationality, age, gender, race, religion or sexual orientation in all processes.
- Selection and evaluation will be carried out with objectivity and transparency, respecting the principles of equal opportunities and non-discrimination.
- Favour recruitment and internal promotion.
- Facilitate professional promotion within the organisation itself.
- Recruitment shall scrupulously respect applicable laws and agreements.
- Promote the reconciliation of work, personal and family life.
- Commit to quality professional development based on the principles of equal opportunities and non-discrimination, improving skills and motivation.
- Encourage and facilitate the continuous training of our employees.
- Periodically evaluate the performance of our employees in order to carry out employee appraisals.
- Ensure a safe and healthy working environment.
- Promote measures and mechanisms to improve safety, health and hygiene at work.
- Improve pride in belonging and involvement in the company's objectives.
- Minimise disengagement.
- Dismissal should be a last resort and other alternatives should be considered before dismissal.

**José María Castaño**

**Managing Director Tancomed S.A.**