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GESTIÓN DE LA CALIDAD	GESTIÓN AMBIENTAL	GESTIÓN ENERGÉTICA	GESTIÓN I+D+i	ANTISOBORNO	PENAL COMPLIANCE
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SUSTAINABILITY POLICY

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Version	Date of Application	Modification
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CONTENTS

1. Purpose	3
2. Field of action	3
3. Principles	3
3.1 Ethical integrity.	3
3.2 Human Rights	3
3.3 Climate change and biodiversity	4
3.4 Innovation	4
3.5 Respect for communities and the environment.....	4
3.6 Tax Responsibility	4
3.7 Risk management.....	4
3.8 Dissemination of information	5
4. Validity	5

Copisa Group operates in the construction, industrial projects and maintenance sectors. Today our organization has a strong presence in the global market wishing to contribute to shaping fairer societies in increasingly sustainable environments.

1. Purpose

This Sustainability Policy establishes the general principles and the basis of the Copisa Group's sustainable development strategy, with the purpose of ensuring that all its activities are developed in such a way that promotes the creation of long-term value for all our stakeholders (society in general, the communities in which the Group is present, employees, customers, suppliers), thus promoting the values of sustainability and favoring the achievement of the Sustainable Development Goals, specifically in those where our contribution can be more relevant.

2. Field of action

This Policy is applicable to all the activities of the subsidiaries (in which it holds at least 50%) that form part of the Group, regardless of their business area, location or activities.

3. Principles

The Sustainability Policy, on a global basis, establishes the following principles:

3.1 Ethical integrity.

Copisa Group's activities and those of its administrators, managers and employees are developed in accordance with the principle of "zero tolerance" with respect to the commission of criminal acts. In this way, Copisa Group has made good practices in the area of Corporate Social Responsibility its main ethical and operational objective, thereby avoiding any criminal conduct within the Group.

Copisa Group has established procedures capable of preventing, detecting, responding (mitigating) and being accountable for all those events with a negative reputational impact, committed both at corporate level and by any of the stakeholders with whom it operates economically or collaboratively.

The compliance model consists of policies, procedures and organizational and control systems designed to promote professional conduct in accordance with ethics and applicable regulations. To establish basic principles and commitments on our ethical line based on: respect for legality, ethical integrity and human rights.

3.2 Human Rights

Copisa Group, as an agent promoting economic growth wherever it operates, guarantees the integration of respect for human rights, both internally and in relation to third parties or its supply chain, based on the following principles: respectful and non-discriminatory treatment, equal opportunities, freedom of association and collective bargaining, dignified and remunerated employment, and the eradication of all forms of child and forced labor.

3.3 Climate change and biodiversity

The Group is committed to ensuring the greatest respect for the environment in the development of its activities, as well as minimizing the negative effects that these may eventually cause. To this end, it makes available to interested parties the most appropriate means for this purpose.

The Group also contributes to the conservation of natural resources and areas of ecological, scenic, scientific or cultural interest. To this end, it establishes best practices and promotes their knowledge and use among interested parties.

The Group is committed to strict compliance with applicable environmental legislation.

3.4 Innovation

Copisa Group promotes innovation as a transformation engine for the continuous improvement of its activities and the culture of innovation at all levels of the organization.

3.5 Respect for communities and the environment

The Group is committed to acting in a socially responsible manner, assuming responsibility for respecting the diversity of cultures and the customs and principles in force among the people and communities affected by its activities:

- Respect for the rights of minorities: thus, all Group companies shall respect the rights of indigenous peoples, ethnic, religious and linguistic minorities, people with disabilities and migrant workers and their families, in accordance with national and international conventions and regulations.
- Probity in management: The Group prohibits bribery to authorities and public officials and prohibits its employees from giving third parties or receiving from third parties undue payments of any kind, gifts or favors that are outside the uses of the market or those that, by their value, their characteristics or their circumstances, can reasonably alter the development of commercial, administrative or professional relations in which their companies intervene.

3.6 Tax Responsibility

Copisa Group is committed to comply with the applicable tax legislation, as well as to develop the best practices, based on the principles of transparency, compliance, efficiency, cooperation and professionalism.

Compliance with these principles ensures a transparent tax compliance model based on best tax practices, which guarantees the correct tax contribution of the Group in each of the countries in which it operates.

3.7 Risk management

In order to guarantee the effectiveness of a prevention system, the Copisa Group has procedures to describe the methodology used to identify, analyze and evaluate the potential risks that may affect the Group's activities.

3.8 Dissemination of information

Copisa Group is committed to disseminating information in a transparent and truthful manner to its stakeholders.

Copisa Group will promote awareness of this Policy available on the corporate website www.grupocopisa.com and on internal communication channels for all employees.

4. Validity

This policy was approved by the Administrative Body of Copisa Group on December 19, 2022, and will remain in force until the Body approves its revision, update or repeal.