



## CORPORATE SOCIAL RESPONSIBILITY POLICY

FHECOR Ingenieros Consultores, S.A. combines its strategy of Corporate Social Responsibility and its Business Strategy in order to integrate its social and environmental objectives into its business objectives thereby ensuring that its primary responsibility is to be profitable and financially sustainable, while being aware that in addition to the responsibilities and commitments acquired vis-à-vis its shareholders and the legal obligations, it is also responsible for the impact that its activity has on its different stakeholders. This enables the organisation to comply with the different commitments acquired while being financially viable, socially beneficial and respectful of the environment.

With this in mind, our CSR strategy is approached sensibly while being aware of the need for material and human resources to embark on our quest, starting from the core idea that “business success cannot be achieved without creating a sustainable environment that emanates from an ethical, responsible and excellent management of the corporate activity”.

In consonance with the above, we now present the five essential commitments of the Corporate Social Responsibility of FHECOR Ingenieros Consultores, S.A.:

### Commitment to Responsibility

This principle embraces all the company's relations with its stakeholders. It includes the preparation of projects and provision of services in a responsible manner, a polite relationship with the workforce, the creation and maintenance of employment, the protection of the environment and efficient business management.

### Commitment to respect human rights

FHECOR Ingenieros Consultores, S.A. respects the Human Rights and Fundamental Freedoms included in the Universal Declaration of Human Rights on an ongoing basis and in all the projects that it undertakes.

- Rejection of child and youth labor, modern slavery, and interference, including through the use of public or private security forces, in the activities of any person who intends to exercise their right to protest.
- Respect for the right to freedom of association and collective bargaining, as well as the rights of minorities and indigenous peoples.
- Respect for the rights to land, forests and water.

### Commitment to respect the law

The corporate and professional activities of FHECOR Ingenieros Consultores, S.A. are pursued under strict compliance with the laws in force at any time wherever they are pursued

### Commitment to promotion of ethics and integrity

All staff of FHECOR Ingenieros Consultores, S.A. At the time of incorporation, you acquire the commitment to act with integrity, honesty and transparency, avoiding all forms of corruption and respecting the particular circumstances and needs of all the subjects involved in the development of the activity.

This commitment applies to the entire organisation, from the management team all the way to the most operational level of said organisation, and it is reflected in the company's Code of Ethics.

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### Commitment to staff members.

FHECOR Consulting Engineers, S.A. is committed to ensuring that all staff members have fair salaries and benefits. The work calendar, which includes the hours of work to be performed by the staff, is prepared by the staff spokespersons in accordance with national legislation and the collective agreement, and is also approved by a representative sample of the staff and management.

### Commitment to Equality

The company declares its commitment to the establishment and maintenance of policies and measures that integrate equal treatment and opportunities between women and men in the company, with the aim of achieving the absence of all discrimination, direct or indirect, based on sex, in terms of salary policy, training, prevention of sexual harassment, based on sex and morale or work, professional development, working and employment conditions, occupational health, organization of working time, conciliation and the possibilities of internal promotion and selection .

### Commitment to communication with its stakeholders

FHECOR Ingenieros Consultores, S.A. is aware that one of the keys to the company's CSR is dialogue with its stakeholders, namely, with the persons or organisations that are most directly affected by the company's activity and who may, with their decisions, markedly influence the business.

Our stakeholders comprise:

Firstly our employees, including interns and the personnel representatives, all of whom are the driving force of the business so their expectations, needs, criticism and recommendations must be heard.

Secondly our clients, as communication with them is essential to find out their expectations, not only with respect to the service provided but also regarding CSR.

It is important to point to the relevance of the shareholders and the Board of Directors of FHECOR Ingenieros Consultores, S.A. in taking decisions relating to the company's CSR.

In relation to compliance with the legal framework applicable to the company's activity, it is important to keep up good communication with the Spanish administration and its regulating bodies, such as provincial, municipal and other local government institutions, autonomous communities and central government; trade unions; business associations; employers, and technical associations.

In relation to suppliers, contractors, sub-contractors, including the occupational risk prevention service contracted externally, we point to the importance of transmitting the values in regard to CSR of FHECOR Ingenieros Consultores, S.A. to these stakeholders in order to reach common objectives.

Lastly, we would mention the property owners' association, the NGOs with which FHECOR Ingenieros Consultores, S.A. cooperates, universities with which it has signed collaboration agreements, the companies with which it works, banks, visitors to our offices and society in general as well as any other stakeholder that has expectations of the company, both in its ethical attitude and its conduct with persons as well as its interaction with the environment. The appropriate channels of communication will be established with all these stakeholders to be able to meet their needs and expectations.

Jose Romo Martin

CEO

Civil, Canal and Port Engineer, Graduate in History, Euroengineer, Fellow of the Institute of Structural Engineers of the United Kingdom (IstructE)

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