

CABLES DE COMUNICACIONES ZARAGOZA S.L CORPORATE SOCIAL RESPONSIBILITY POLICY

At Cables de Comunicaciones Zaragoza S.L we consider it is vital to accept our responsibility in all actions related to the people who take part in the process of designing, manufacturing and commercializing cables, as well as that deriving from the impact that these operations have on the environment.

Our greatest commitments are to ensure that nobody whose work contributes to achieving our success as a company is denied his or her rights as a human being and to maintain effective environmental management that is responsible with our surroundings.

To reinforce this commitment we have decided to implement a social and environmental responsibility model with the aim of:

- Complying with all of the requirements relating to social responsibility, work conditions and environmental management defined in our internal code of conduct and internal policies.
- Adhering to and complying with Spanish legislation and all other applicable legislation as well as with the Universal Declaration of Human Rights, the United Nations Convention on the Rights of the Child, the United Nations Convention on the Elimination of All Forms of Discrimination against Women, and the applicable conventions and recommendations of the International Labour Organisation.
- Respecting equal opportunities amongst employees as well as their privacy and freedom of opinion: equality in labour relations, ensuring a safe and healthy work environment, as well as the necessary adequate training for the work that each employee carries out; fair remuneration and job stability, preventing any form of persecution, abuse or discrimination due to a person's ideology, beliefs, gender, sexual orientation, race or condition; furthering the reconciliation of personal life and work life; and expressly rejecting child exploitation and forced labour.
- Maintaining corporate governance practices that are based on business transparency and mutual confidence with our shareholders and investors, respecting the rules of the free market and free competition and rejecting any type of irregular practices to obtain business advantages.
- Implementing continuous improvement in all of our activities.
- Making our actions and achievements relating to the commitment we have assumed accessible to the public.
- Supporting initiatives that help to improve our social environment.

Company Management is committed to making available all of the means, both human and technical, at our disposal in order to guarantee the success of this model.

At the same time we require all of our suppliers and subcontractors to respect our code of conduct when producing or commercialising our products and, if it is the case, to pass it on to their respective suppliers/subcontractors.

Managing Director
Verónica Iliescu Grigoriu

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