

## 1. PURPOSE

The Management of PLAINTEC OBRAS Y SERVICIOS SLU (PLAINTEC) defines the following Corporate Social Responsibility Policy in order to establish the basic and specific principles of PLAINTEC action in this aspect.

This Corporate Social Responsibility Policy is supported by the different specific policies and codes of action, which meet certain information and/or action needs of the environment or of the different interest groups. Likewise, the necessary support instruments will be developed to enable the fulfilment of the established principles and commitments.

## 2. CORPORATE STRATEGY

PLAINTEC's corporate strategy is to promote sustainable development and the improvement of society, generating wealth to guarantee the wellbeing of people. PLAINTEC's commitment is summarised in four areas of action:

1. Respect for ethics, integrity and professionalism in PLAINTEC's relationship with the groups of Interest.
2. Respect for the environment, economic, social and environmental.
3. Promotion of innovation in the field of construction and building.
4. Creation of employment and welfare, as an economic engine for society.

The corporate values that PLAINTEC defends are:

- Commitment.
- Customer orientation.
- Professionalism.
- Teamwork.
- Social Responsibility.
- Honesty and Sincerity.
- Spirit of Improvement and Innovation.
- Exemplarity.

## 3. BASIC PRINCIPLES OF ACTION

PLAINTEC defines as stakeholders those groups that have the capacity to influence the achievement of the objectives of the organisation. Among these, the most important are customers, employees, suppliers, subcontractors and clients, who benefit from its policies related to quality, innovation, social action and the environment.

PLAINTEC's basic principles of action in relation to its stakeholders and the environment are based on compliance with the national and international laws and regulations in force in the countries in which it operates. Furthermore, PLAINEC undertakes to carry out all its activity following the fundamental principles of information transparency, ethics and integrity.

### INFORMATION TRANSPARENCY

PLAINTEC maintains a commitment of complete rigour in the information it transmits, always respecting the interests of the clients and the rest of the social partners of the company.

This general objective of transparency is articulated through the following guidelines:

- Transmitting corporate strategies to the outside world.
- Transparency in the business reality.
- Shaping a positive corporate image, which helps to achieve business objectives and commercial action.
- Maintaining a fluid relationship with PLAINEC's different interlocutors.

PLAINTEC manages its commitment to transparency towards its stakeholders through the website, Human Resources, Continuous Improvement and Marketing, and is working on the creation of an employee portal.

### ETHICS AND INTEGRITY

PLAINTEC is committed to the promotion, reinforcement and control in matters related to ethics and integrity, through measures that allow preventing, detecting and eradicating bad practices. It promotes the knowledge of the general principles of conduct, ethics and integrity by all the employees, clients, suppliers and subcontractors.

## 4. SPECIFIC PRINCIPLES FOR ACTION

### CUSTOMERS

PLAINTEC's commitment with the clients is faced from a clear strategy around the following points:

- Orientation towards problem solving.
- Continuous improvement.
- Feedback of the relationship with the client, by of the Quality survey.
- Identification of future needs and opportunities for collaboration.
- Search for the best technical and economic solution for the client.
- Responsible use of information, thus guaranteeing client confidentiality, in accordance with Data Protection regulations.

### EMPLEADOS

Plaintec's Human Resources policy is based on a series of principles:

- **EQUALITY**, in accordance with what is agreed in the current Equality Plan 2021 - 2025:
  - Promotion of the professional and personal development of all its employees, ensuring equal opportunities.
  - Non-discrimination on grounds of race, nationality, social origin, age, sex, marital status, sexual orientation, ideology, political or trade union opinions, religion or any other personal, physical or social condition.
- **INTEGRITY**: this is promoted through the recognition of behaviour in accordance with the ethical principles of good faith, which are manifested in loyalty to the company and defence of the company's interests; compliance with the laws in force; probity in management and prohibition of bribery and corruption; avoidance of any type of conduct and procedure against unfair competition and a commitment to confidentiality.

Likewise, PLAINTEC's commitment to the tax regulations in force in each country where PLAINTEC is present is established, avoiding the concealment of relevant information, the illegal avoidance of tax payments or the obtaining of undue tax benefits. Along these lines, PLAINTEC has adhered to the Code of Good Tax Practices of the Spanish Tax Agency.



- **PROFESSIONALISM:** PLAINTEC's employees and managers must stand out for their high professionalism based on continuous training, efficient performance focused on excellence and service quality. In this sense, their behaviour must be based on the principles of quality and innovation of their products and services; customer orientation; efficient use and protection of company assets; establishment of stable relationships based on trust and mutual benefit with collaborating companies and suppliers and commitment to information transparency.

- Respect for People and the Environment: PLAINTEC assumes the commitment to keep a scrupulous respect for Human Rights and Public Freedoms included in the Universal Declaration of Human Rights.
- The existence of a continuous training policy for the learning and personal and professional development of its employees.
- Commitment to health and safety at work.
- Eradication of child labour.
- Eradication of forced labour.
- Respect for the rights of minorities.

## **SUPPLIERS**

The purchasing department manages the relationship with suppliers and contractors, and defines management and control processes, detailed according to operational needs, including the following points:

- Existence of specific rules and systems for the management, classification, approval and risk control of suppliers and subcontractors.
- Analysis of the level of compliance with these systems.
- Promoting collaboration with suppliers and transparency in contractual relations.

All the workers of PLAINTEC who participate in selection processes of contractors, suppliers and external collaborators have the obligation to act with impartiality and objectivity, applying quality and cost criteria and avoiding the interference of their personal interests with those of the company.

## QUALITY

In accordance with the Quality Policy and the provisions of ISO 9001, PLAINTEC acts promoting:

- The periodic establishment of quality objectives and the evaluation of their fulfilment.
- The development of initiatives and actions aimed at improving the quality of the services provided.
- Carrying out specific collaboration activities with suppliers and subcontractors to improve quality.

The Quality Department is responsible for implementing the quality management system.

## ENVIROMENT

PLAINTEC combines its business objectives with the protection of the environment and the adequate management of the expectations of its interest groups in this matter. PLAINTEC's environmental policy defines the general principles to be followed, which are flexible enough to accommodate the elements of policy and planning developed by the companies in the different business areas, and to comply with the requirements of the ISO 14001 Standard. These principles include:

- Commitment to compliance with legislation.
- Commitment to pollution prevention.
- Commitment to continuous improvement.
- Commitment to transparency, communication and training of Group employees, suppliers, customers and other stakeholders.

Specifically and operationally, the main environmental measures revolve around four key risks:

- The fight against climate change.
- The promotion of eco-efficiency.
- Saving water.
- Respect for biodiversity.

In order to articulate and deploy a policy on these environmental commitments, the most significant ones are identified at corporate level and contrasted with the management systems of each company and the environmental priorities for each business. For each of these priorities, objectives and improvement programmes are established for each company or group of companies. The responsibility of supervising the environmental performance of PLAINTEC falls on the Environmental Management of each group of companies.

## **OCCUPATIONAL HEALTH AND SAFETY**

PLAINTEC is committed to the health and safety of its workers, which is why it has implemented ISO 45001.

The purpose of an OSH management system is to provide a framework for managing the risks or opportunities for occupational health and safety.

The objective and intended outcomes of this system are to prevent work-related injuries and health impairment to workers and to provide safe and healthy workplaces; consequently, it is of critical importance for the organisation to eliminate hazards and minimise risks to OSH by taking effective preventive and protective measures.

## **INNOVATION**

PLAINTEC, through its commitment to technological development, responds to the growing demand for improvements in processes, technological advances and quality of service on the part of clients and society, promoting the following lines of action:

- Development of strategic lines of research individualised by company.
- Strategic collaboration with external organisations.

## **SOCIAL ACTION**

The commitment to the improvement of society is part of PLAINTEC's objectives. In order to contribute to this objective, it seeks to promote Social Action, with the following objectives:

- Favours the impulse of the business and its sustainability. To improve the recognition and reputation of the company.
- To increase the satisfaction of employees and collaborators.
- Contribute to the improvement of the society in which it operates.



## **DIGITAL TRANSFORMATION**

Integration of the digital tools made available to our customers, suppliers and employees, generating added value and corporate transparency.

Under the continuous development of tools and new integration platforms, we facilitate communication between the entire management network.

Agility and efficiency in workflows, under the incorporation of online tools, reducing non-productive time and costs.

Digitalisation as the main objective to achieve maximum openness, immersion and technological integration. Optimising internal and external production, being more agile and operational in all our processes.