

## Negratín's Equality and CSR Policy

Negratín Group's management establishes the following Equality and Corporate Social Responsibility policy, which must be followed by all company employees:

Within Negratín's working environment, guarantee the entitlement to effective equality of opportunity, equal treatment between men and women and avoid any type of gender-related discrimination in the fields of access to jobs, promotions, professional classifications, training, pay, work-life balance and other working conditions.

- Promote and improve women's chances of accessing positions of responsibility, thereby contributing to reducing any inequalities and imbalances that may arise within the company.
- Combat and penalise any conduct involving gender-related violence or sexual harassment.
- Pay financial remuneration to workers according to their duties and assigned responsibilities, as per current legislation and the applicable collective bargaining agreement.
- It is strictly prohibited to be present in the working environment under the effects of alcohol and drugs.
- As far as possible, facilitate the professional development of anybody in a reconciliation situation, by defining adequate professional development systems.
- Facilitate on-line training for anybody in a situation of reconciliation.
- Facilitate a balance between the working, personal and family lives of workers that favours productivity and efficiency.
- Respect people.
- Establish a healthy and safe working environment.
- Keep information confidential.
- Reject corruption and bribery, as well as money laundering and irregular payments.
- Work to maintain fair and honest competition.
- Protect intellectual and industrial property and information belonging to third parties.
- Show a commitment to the environment.
- Comply with International Labour Organization provisions regarding children by not accepting any child labour, or bonded or forced labour.
- Report any conduct that is observed to fail to comply with the organisational code of conduct.

Negratín Group guarantees that all of the company personnel understand this policy.

GRUPO NEGRATÍN guarantees that all of the Organisation's workers understand this Integrated Policy.

Granada, January 2019

Approved by the management