

# CORPORATE SOCIAL RESPONSIBILITY POLICY

10 MARCH 2019

## 1. Definition of objectives and scope

Colbus understands Corporate Social Responsibility (hereinafter CSR) as the responsibility that corresponds to the company for the impact of it on society.

To do this we must reconcile the company's social interest with the legitimate interest of the different interested parties that may be affected, and also assume the impact of the company's activities on the community as a whole and on the environment.

The CSR Policy described here establishes a corporate reference framework to guarantee this responsible behavior and is applicable to all the companies and activities carried out.

## 2. Objectives and principles:

The social responsibility for Colbus is "a voluntary commitment in the relations with our interest group: workers, public bodies, suppliers, Opel, banking entities, society and environment, clients and temporary workers".

To this end, a framework based on ethical principles, compliance with legality, good practices and long-term creation for all interested parties is created. All this contributes to the satisfaction of the present and future needs of society.

In this line, the Principles of action are:

### 1. Responsible business:

- Achieve strategic objectives through responsible practices.
- Integrate new technologies in our processes to reach the final objectives in a more satisfactory way for all interested parties.
- Promote the integration of social and environmental criteria in the decision making of the Company.
- Establish and implement the Code of Ethics and Legal Compliance of each of the decisions taken by the company and its stakeholders.
- Prevent human and physical means from being used for the practice of illicit behavior.
- Encourage the application of good tax practices in the scope of the company.

2. Ethic and compliance. comply with current legislation at all times in all the territories in which Colbus operates or may operate.

- Apply the Commitment on Human Rights that includes respect for human rights in accordance with the International Charter of Human Rights, the United Nations Pact and the principles of action and recommendations for the development of the activity of business published by the United Nations, the organization for Economic Cooperation and Development and the International Labor Organization.

2. Good Corporate Management:

- Promote the implementation of the best business practices, giving priority to risk management and ethical management of the company.

3. Transparency:

- Disclose financial and truthful information about the performance of the company's activities as specified in the Code of Ethics and Legal Compliance.
- Promote transparent, clear and responsible communication and financial education to facilitate decision making.
- Maintain a responsible, fluid and bidirectional communication with the main stakeholders.

4. Commitment with the professionals of the company:

- Support the training and professional development of the company's employees.
- Promote diversity and equal opportunities, facilitating conciliation.
- Promote work-life balance practices.
- Implement practices to ensure the safety of the workforce and ensure the health of all employees.
- Promote a culture of social commitment and shared values among employees, facilitating the conditions for volunteering activities to be carried out.
- Involve employees in solidarity causes.
- Respect diversity and promote equal opportunities, as well as non-discrimination based on gender, age, disability or any other circumstance.

#### 5. Commitment to the environment:

- Define and apply an integrated Quality and Environment Policy that includes, among others, the management of risks in this area, the progressive integration of environmental variables into eco-efficiency together with the management of direct impacts.
- Participate and collaborate with the other interested parties in the dissemination of responsible practices.
- Promote innovation in solutions and services for environmental management.
- Awareness of workers.
- Promote energy efficiency in the company's facilities.

#### 6. Commitment to society:

- Promote social actions that favor the development of a more inclusive society, with special attention to the most disadvantaged and the development of new medical advances.

### 3. Communication channels:

Colbus has multiple channels and tools for communication, participation and dialogue with all interested parties. These tools ensure that interested parties communicate responsibly.

These channels are included in detail and updated in the information on our website.

In addition, communication is made by email, telephone, mailboxes, communications to employees and training.

### 4. Competent approval and monitoring bodies:

The approval of the corporate social responsibility policy corresponds to a group formed by the members of the departments directly involved with the company's stakeholders, finally managed by management for its supervision and approval.



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The actions developed within the framework of the corporate social responsibility policy will be voluntary for the company and will not cause a regulatory or regulatory duty.

The execution of these plans will be coordinated with the units responsible for the management of operational risks, in order to ensure that they do not contravene and fit with the measures that these units are adopting to carry out their function.