

POLICY AGAINST MODERN SLAVERY

PUBLICATION DATE: 13th of January, 2022

SCOPE OF APPLICATION

This policy shall apply to Grupo Empresarial IC S.L. and the companies that comprise it, hereinafter "Grupo IC", as well as the members of the board of directors and all employees of the companies that comprise Grupo IC.

OBJECTIVE

To promote a corporate culture based on respect for human rights and combat any violation of these rights.

COMMITMENTS

To respect and promote human rights. GRUPO IC has zero tolerance for any form of modern slavery:

- The company's Code of Ethics contains ten principles, one of which (number nine) reads 'Fairness: We will treat everyone with fairness and respect'.
- The Code of Ethics also mentions 'strict compliance with the legislation applicable in each case'.

To reject and report the use of child labour. We consider children and underage workers to be an at-risk group, and therefore pay close attention to respecting their rights throughout the value chain of our activities.

To ensure that all Grupo IC personnel work willingly and receive the financial compensation established in the collective agreement and the other rights established in the labour legislation. Before hiring, we ask the workers for the corresponding legal documentation in order to establish the employment relationship according to each case.

To seek and select only suppliers whose business practices respect human dignity and comply with the law.

To promote respect for human rights among contractors, suppliers and business partners.

To work with suppliers and subcontractors who comply with current legislation and who are audited periodically to confirm that they are compliant with regards to employment contracts, social security registration and current medical examinations..

A handwritten signature in blue ink, appearing to be "Alberto Miró Cuello".

Alberto Miró Cuello

CEO