



Cex Internacional S.A.

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CEX INTERNACIONAL, S.A. DECLARATION CORPORATE SOCIAL RESPONSIBILITY POLICY

When we speak about corporate social responsibility we are referring to the responsibility that Cex Internacional has to assume, for the consequences of its actions.

The management of the company Cex Internacional, S.A. powers and develops an Ethical Management Policy. It undertakes to comply with the requirements and the applicable legislative requirements, principles and intentions:

- Be communicated and available to all members of the organization as well as their stakeholders .
- Be revised periodically to adapt it to the reality of the company at all times and serve as a reference in the objectives establishment and, in general, in the process of continuous improvement of the system.
- Responsibility regarding the job: We promote measures aimed at reconciling work and family, offer courses and training activities, reduce overtime and maintain a cordial and respectful treatment in all aspects.
- Our principles and directives are aimed at achieving "zero injuries to people" and we intend to improve the occupational health and safety of workers:
 1. We do not violate or alter any security measure, nor allow anyone to do so.
 2. The rules on the use of personal protective equipment corresponding to a specific task must be complied at all times.
 3. It is forbidden to work under the influence of alcohol and / or drugs.
 4. All injuries and incidents must be reported.
- Environmental responsibility: All business activities have an impact on the environment. To be responsible at the environmental level we optimize the resources used as much as possible and try to minimize the impact with energy saving measures and waste reduction.
- Community responsibility: We constitute the positive development of the community in which we find ourselves encouraging the workers to be from the area.
- Responsibility for the market: We are committed to maintaining quality standards in our products and services, providing transparency policies so the market has full guarantees of this.

Llerona, Les Franqueses del Vallès, January 2018