



Ethics Code

Integrity is one of Instalaciones ELEMSA's core values. Here we outline the objectives and norms that define the company:

Objectives:

- To offer the same opportunities to all our suppliers and contractors.
- To make business with the highest levels of honesty, integrity and justice.
- To create the same opportunities for men and women and allow them to achieve their goals.

Guidelines:

While doing their job, employees of Instalaciones ELEMSA must follow the following norms:

- Respect every suitable law.
- Never offer any kind of special benefit to any person involved with Instalaciones ELEMSA for commercial benefits.
- Avoid any conflict of interest between their job and personal interests, especially with clients, competitors and suppliers. Thus, every person working for Instalaciones ELEMSA won't offer or accept gifts or invitations that are incompatible with our practices or suitable laws.
- Secure the confidentiality of any information they may have access to during their professional activities.
- Inform Instalaciones ELEMSA Ethics Committee of any behavior that may not fulfill the norms mentioned in this document.