

INTEGRITY AND TRANSPARENCY POLICY

This Integrity and Transparency Policy is the materialization of Altermia Asesores Técnicos commitment with integrity and transparency in its business activity. All the people in Altermia and especially the Management, commit themselves to fulfil it and make it known among its employees, suppliers and clients.

- **PUBLIC COMMITMENT:** The Management promotes and spreads the inclusion of these values in its business philosophy.
- **GOOD GOVERNANCE:** Professional relationships are based on respect for the constitutional principles, laws and dignity of the people.
- **INTEGRITY:** The company has the necessary mechanisms to avoid any interference from clients, suppliers or third parties, in the objectivity and professional impartiality of its business activity.
- **CONFIDENTIALITY:** All employees comply with professional secrecy and data protection law, maintaining the confidentiality of information regarding the company at all times.
- **COMMUNICATION:** It has simple and accessible mechanisms available to our employees, suppliers and clients to request information or report situations of conflict of interest.
- **TRANSPARENCY:** The company deposits its annual accounts in the Mercantile Registry. With the Annual Report of the Global Compact, we report our activities in human rights, labour standards, environment, and anti-corruption.
- **CONTINUOUS IMPROVEMENT:** Our Transparency Policy is reviewed whenever it is considered advisable, due to important changes in the activity or structure of the company or changes in legislation and market rules.