

CONTENTS

- 1.- Objective
- 2.- Corporate strategy
- 3.- Basic principles of action
- 4.- Specific principles of action:
 - 4.1. Clients
 - 4.2. Employees
 - 4.3. Suppliers
 - 4.4. Shareholders
 - 4.5. Environment
 - 4.6. Quality
- 5.- Validity

1.- OBJECTIVE

SURIS has wished to formally establish the main principles of its current concept of Corporate Social Responsibility (CSR), as a way to share the values described therein with all of its groups of interest; clients, employees, shareholders, suppliers, and the society as a whole.

SURIS recognizes that an effective Corporate Social Responsibility Policy is an integral and fundamental part of business activity.

SURIS has approved the following Corporate Social Responsibility Policy in order to establish the basic and specific principles of action in said area, as well as in the relationship between the company and its environment. This Corporate Social Responsibility Policy is supported by the various different policies and specific codes of action, which attend to given needs for information and/or action of the area or of the different interest groups. In addition, the necessary support instruments will be developed in order to allow the company to comply with the principles and commitments established.

2.- CORPORATE STRATEGY

The commitment of SURIS towards society is summarized in four areas of action:

- 1.** Respect for ethics, integrity and professionalism in the relationship between the company and its interest groups.
- 2.** Respect for the economic and social situation and the environment.
- 3.** Promotion of innovation and research.
- 4.** Creation of employment and well-being, as an economic engine for society.

The corporate values that SURIS has developed throughout all of its history form the basis for the actions of all employees, and are the following:

- Commitment to its task.
- Respect for integrity.
- Excellence in its professional activity.
- The seeking of the trust of the client.
- Obtainment of profitability.

3.- BASIC PRINCIPLES OF ACTION

SURIS defines groups of interest as those groups that have the capacity to have an influence on the achievement of the objectives of the organization. Among these, clients, employees, suppliers, shareholders, and society as whole stand out, with these benefiting from its policies on quality, innovation, social action and the environment.

The basic principles of action of SURIS in relation to its interest groups and the environment are based on compliance with national and International laws and regulations in force in the countries in which it operates.

4.- SPECIFIC PRINCIPLES OF ACTION

4.1 Clients

The commitment of SURIS towards clients is addressed with a clear strategy based around the following points:

- Focus on the resolution of problems.
- Feedback on the relationship with the client.
- Information on the capacities of SURIS
- Identification of future needs and opportunities for collaboration.
- Search for the best technical and economic solution for the client.
- Responsible use of information, thereby guaranteeing confidentiality for its clients.

4.2 Employees

The General Code of Conduct constitutes a guide for the professional performance of all of the employees and executives of the company in relation to their work, the resources used and the business environment, as well as for all companies in which SURIS has invested in which it has management control.

We want the best talent and we take care to create an attractive, motivating and safe working environment in which professional progression is facilitated.

We work to make this commitment mutual, seeking involvement of our professionals with the business objectives, loyalty, dedication to work, and honest performance, as is stated in detail in the Code of Ethics.

4.3 Suppliers

We understand the relationship with suppliers to be a mutually satisfactory relationship, with long-term vocation and sustained growth. We want to improve together, setting new challenges for ourselves in terms of quality, responsibility and efficiency.

All of the employees of Suris who participate in processes of selection of contractors, suppliers, and external collaborators are under the obligation to act impartially and objectively, applying criteria of quality and cost and avoiding any conflict between their own personal interests and those of the company.

4.4 Shareholders

The commitment of Suris towards markets, shareholders and investors is sustained on informative transparency.

Prior to the holding of each meeting, the Board of Directors makes all information legally demandable available to the shareholders, as well as any which, while not being so, may have to be supplied on the basis of the interest of the company and that of the shareholders, for them to form their criteria. Along these lines, the company attends to any requests which, due to the meeting to be held, any shareholders may make to it, provided that this does not damage the interests of the company.

4.5 Environment

Suris combines its business objectives with the protection of the environment and appropriate management.

The environmental policy of Suris defines the general principles to be followed in order, thereby, to comply with the requisites of ISO Standard 14001.

Within these principles, the following is established:

- Commitment towards compliance with legislation.
- Commitment towards prevention of contamination.

4.6 Quality

For Suris, quality supposes a differentiating factor in relation to the competition in our industrial sector, thanks to the technical sophistication developed.

The company adapts its needs to the specific characteristics of its type of production, promoting the following:

- The establishment, on a periodic basis, of objectives in the area of quality and the evaluation of their fulfilment.
- The development of initiatives and actions intended to improve the quality of the services provided.
- The carrying-out of specific activities of collaboration with suppliers and sub-contractors to improve quality.

5.- VALIDITY

These *Social Responsibility Policies* shall come into force on the day of their publication. They shall be reviewed and updated periodically by the Management Committee.

THE MANAGEMENT COMMITTEE

In Barcelona, on 15 February 2017