

***SOCIAL COMPLIANCE POLICY
OF PROMOCIONES SERIGRÁFICAS***

The Manager of PROMOCIONES SERIGRÁFICAS, S.A. is responsible of conducting the strategy and guidelines of the general policy of the company, of designing programs and pointing out the objectives for developing all the activities included in the social scope of the company, particularly approving, among others, the Social Compliance Policies.

The company contribution to the sustainability materializes through principles and practices of social responsibility based on needs and expectations of its interest groups. These are the principles which sustain PROMOCIONES SERIGRÁFICAS, S.A. policy:

1. Compliance with national laws and regulations and international standards.
2. Maintenance of practices based on corporate transparency, respecting the rules of free market and free competition and rejecting any irregular practice for business benefits
3. Respect for equal opportunities for employees, their privacy and freedom of opinion; fairness in labor relations, seeking a work environment healthy and safe, plus the necessary training and proper work carried out by each employee; pay fair and job security, avoiding any form of persecution, abuse or discrimination based ideology, creed, sex, sexual orientation, race or status, favoring the reconciliation of work and family life, and express rejection of child exploitation and forced labor.
4. Ongoing innovation in our products that add value to customers, quality always encouraging them.
5. Development of responsible practices in the value chain, mainly pushing them through the process of selecting and contracting providers, suppliers and partners, and to accompany them in their business development to be partners in implementing the policy of Social Responsibility of PROMOCIONES SERIGRAFICAS.
6. Maintenance of a performance environmental friendly, promotes effective measures to minimize as far as possible the ecological and environmental impact of the risks arising from our activities.
7. Communication and dialogue with all stakeholders, based on transparency, truthfulness and commitment
8. Promoting socially responsible actions, developing responsible practices in the chain, establishing transparent, objective and impartial with suppliers and customers by providing all relevant information about our products
9. Disseminate relevant and truthful information on activities, subjecting it to processes of internal and external verification to ensure their reliability and encourage continuous improvement.