

Cellnex Telecom joined the **United Nations Global Compact** in 2015, and took on board its principles as an integral part of the company's Corporate Responsibility (CR) programme. This programme is an integral part of the company's value creation model which takes into account the economic, social and [environmental](#) dimensions.

This Communication on Progress serves as a renewal of our commitment and a reiteration of our continued support for the Global Compact.

Cellnex Telecom's governance model

Cellnex Telecom was created in April 2015 with a project imbued with the ambition to be the European leader in the provision of telecommunications infrastructure and connectivity solutions. As an independent listed group, the company has undertaken from the outset to deploy policies and practices that embody a management style strictly committed to the objectives of transparency and compliance with and attention to the ethical principles of integrity, honesty, respect for diversity and sustainability.

These principles underlie a model of governance and management based on four pillars:

- **Corporate culture** based on the founding values of the organisation with a mission and vision aimed at creating value.
- **Corporate Governance** safeguarding the interests of all stakeholders.
- **Risk management** shared throughout the organisation and aligned with the levels of risk tolerance and risk appetite set by the Board of Directors.
- **Responsible management of the value chain** based on a threefold vision: financial, social and environmental.

Cellnex's corporate policies and codes

This responsible management model is implemented through corporate policies and codes that are both cross-cutting and mandatory for everyone who is part of Cellnex Telecom. The following are currently in force - the Corporate Responsibility Policy, the Communication and Contacts Policy, the Remuneration Policy for the Governance Bodies, the Policy for the Selection and Appointment of Directors, the Equality and Diversity Plan and the Code of Ethics with its ethics channel.

For its Corporate Responsibility Policy, Cellnex has developed a CR Steering Plan that revolves around six key areas:

Ethical management and good governance
People development
Sustainable development of the business
Adding value to society
Communication and reporting
CR governance system

Implementation of the principles of the Global Compact

HUMAN RIGHTS

During the year we established a number of key documents and procedures.

1. Group Code of Conduct and Ethics Channel
2. Supplier Self assessment questionnaire: We prepared and sent out a questionnaire based on the requirement that our suppliers have a basic level of Corporate Responsibility.
3. Corporate Social Responsibility Policy

Cellnex Telecom belongs to the following associations concerned with defending human rights:
- The Global Compact

LABOUR PRACTICES

Implementing a project called The Hub, which is a management tool to foster the development of people within the organisation.

The company's Equality Plan, through which it remains firmly committed to equal opportunities and non-discrimination.

ENVIRONMENT

We received the Best Newcomer CDP 2016 Spain award after completing and publishing the questionnaire corresponding to the 2016 Climate Change Report.

We performed exhaustive checks on the various vectors/aspects that make up the group's environmental management and a continuous improvement policy that allows us to develop environmental measures. A good example is the introduction of Clean CO2 software, which allows us to calculate and to compensate for both the corporate carbon footprint of the Group's companies and that of the services offered to our customers.

Energy efficiency actions were taken to monitor and reduce consumption in air conditioning and lighting at our various operations.

ANTI-CORRUPTION

Defining and implementing a Director Selection Policy which must ensure that Corporate Governance progressively adopts best practices and criteria in terms of diversity of knowledge, experience, internationality, independence and also in terms of gender diversity.

Preparing a study of tax payments for information purposes concerning taxes collected and paid, using commonly accepted or applied methodologies.

Drafting a Criminal Risk Prevention Plan to be launched in late 2016 and early 2017, once validated.

Projects

HUMAN RIGHTS

Drawing up a manual for responsible and proximity procurement

LABOUR PRACTICES

Measuring staff satisfaction through a new Employee Job Satisfaction Survey in 2017.

Continuing to implement the Leadership Plan, extending its scope to the company's entire management team.

Road safety Mobility Plan to reduce accidents on trips made by workers.

ENVIRONMENT

Designing and developing a strategy of voluntary compensation of CO2 emissions to reduce the company's carbon footprint.

Designing a Sustainable Mobility Plan to reduce emissions associated to trips made by workers.

ANTI-CORRUPTION

Training Plan on the ethical code for employees of the Company

Integrating new companies incorporated into the general risk policy.