

## Internal Code of Conduct of Communications Cables Zaragoza S.L.

This Code of Internal Conduct establishes the principles that the workers of CCZSL have the right and the obligation to fulfill and promote in their scope of professional action both internally and externally. In its preparation has had the cooperation and agreement of the representatives of workers.

It constitutes an express declaration of the social, ethical and environmental behavior to which we commit ourselves and which we intend to find in our business partners. All those cases that are not contemplated in it will be governed by the provisions of the rules and principles emanating from the United Nations Organization.

**Prohibition of discrimination.** No form of discrimination based on sex, race, religion, opinion, disability or age will be tolerated. Equal opportunities are guaranteed based on professional merits.

**Prohibition of child labor.** CCZSL will not hire minors, I understand as a minor that person with less than 18 years of age. We recognize the right of all children to a decent childhood.

**Prohibition of forced labor, abuse or inhumane treatment.** No form of forced or involuntary work will be allowed. In no case will physical punishment, sexual or racial harassment, verbal or power abuse or any other form of harassment or intimidation be tolerated.

**Respect for freedom of association and collective bargaining.** All individual and collective labor rights are guaranteed for the entire workforce. CCZSL guarantees its employees, without exception, the rights of association, affiliation and collective bargaining, without negative consequences arising from its exercise.

**Eradication of any form of corruption, extortion or bribery.** Corruption is rejected in all its forms.

**A safe and healthy work environment** will be established by taking the necessary measures to minimize the risks of work and accidents at work, both for the own personnel and the subcontracted personnel. Workers will be provided with training and preventive information necessary for the safe completion of their work. CCZSL workers will contribute to maintaining a pleasant and safe work environment.

**Constant commitment to the protection of the environment** and, at a minimum, the standards and requirements established in the applicable legislation will be met. Initiatives that promote greater environmental responsibility and the support and diffusion of technologies that respect the environment will be encouraged.

All CCZSL workers have a duty to comply with and promote the principles contained in this Code. They have the right and the duty to show any breach of the same before the HR Department.