

# External Code of Conduct of Cables de Comunicaciones Zaragoza S.L.



This code is an explicit declaration of the ethical, social and environmental approach to which we are committed and which we pretend to find in our business partners.

We try to encourage among all our suppliers, clients and collaborating companies the uptake of action guidelines similar to those collected in this External Code of Conduct.

This external code sets the principles that the suppliers, contractors and subcontractors who want to hire their products or services with Cables de Comunicaciones Zaragoza (CCZSL) have the obligation to subscribe and fulfill in their professional scope of action.

CCZSL shall not contract services or buy products from suppliers that do not have ethical work practices compliant with the principles contained in this Code.

For cases not covered by this code, they shall be established the same regulations and principles drawn from the United Nations Organization.

**Human Rights protection.** Contractors, suppliers or subcontractors that do not have work ethic and practices accorded to the International Work Association and other requirements and principles of the United Nations shall not be recruited.

**Child work protection.** Child work may not be used by CCZSL providers. These will recognize the rights of all children to a decent childhood.

**Prohibition of forced labor, abuses or inhumane treatment.** No forced or involuntary labor, corporal punishment, sexual or racial harassment, authority or verbal abuse, or any other way of harassment or bullying will be permitted by any CCZL supplier in any case.

**Respect for freedom of association and collective bargaining.** CCZSL suppliers shall respect and guarantee the legal rights of association and collective bargain of their employees, without resulting in negative consequences from its application.

**Remuneration policy.** Suppliers shall guarantee their employees the minimal remunerations established in the existing legislation or, where appropriate, possible collective agreements. The number of working hours shall be reasonable and in compliance with the applied laws for each case.

**Eradication of any form of corruption, extortion and bribery.** CCZSL suppliers shall guarantee the local, national or international requirements, and they shall reject any form of corruption.

**A secure and healthy workplace shall be established**, by taking the necessary measures to reduce occupational risks and accidents. All CCZSL suppliers shall have a secure workplace and safe facilities that comply with current safety and hygiene provisions.



**Continued commitment to environmental protection.** For this purpose, the standards and exigencies of the environmental legislation in force in each case shall be at least satisfied. Suppliers will adopt, at least, a responsible attitude towards the environment.

**Supervision.** To guarantee the effectiveness of this code, it shall be transmitted throughout the entire organization and its suppliers. These shall make a written commitment to it, facilitating, when required, the verification of its compliance.

A handwritten signature in blue ink, appearing to read 'V. Iliescu', is centered on the page. The signature is written in a cursive style.

Mrs. Verónica Iliescu Grigoriu

Director-general

Zaragoza, June 1st 2019