



COMPLIANCE POLICY

The Compliance Policy approved by the Board of Directors is the framework in which the Industrias Alegre group, regardless of the country in which it is represented or active, will establish all measures and behaviours to prevent against non-compliance with all requirements (Regulations, Legislation, Standards) International, Regional or Local. The breach risks of the Compliance policy will be assessed, and Industrias Alegre Group is committed to revising its system and establishing the appropriate actions for the continuous improvement of its management.

The Board of Directors and Senior Management of the Industrias Alegre group undertakes to:

- Establish a Strategy and implement the Objectives that ensure fulfilment with this Policy and establish the Company's values with *Compliance's* obligations.
- Monitor fulfilment with the processes established for *Compliance* Management and carry out all the necessary actions in the case of detection of any non-conformances within the *Compliance* Management.
- Provide the necessary information and resources to the *Compliance* Management body so that it can perform its functions with high performance.
- Create the communication channels with the senior management to report any irregularities or risk detected in the Organization in a free and confidential way.
- Adopt a systematic approach that allows risk assessment and ensures the necessary corrective measures that reduce and/or eliminate the effects of non-fulfilment with the *Compliance* Policy.

The mandatory compliance with these principles is a requirement for all members of the Organization and the effectiveness of *Compliance* Management will be assessed through regular audits. The development of the code of ethics of conduct will always be linked to this Policy.

Presidenta Consejo Administración

Dña. Natalia Olmos

CEO Industrias Alegre S.A.

Enrique Careaga Sánchez