

CORPORATE SOCIAL RESPONSIBILITY POLICY



Televes Corporation®

**CODE OF ETHICS. EXPRESS DECLARATION OF VALUES  
AND PRINCIPLES, AND GUIDELINES FOR CONDUCT  
DURING ALL ACTIVITIES**



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## I. PURPOSE

The Code of Ethics for the Televes Corporation represents an express declaration of the values, principles, and guidelines for conduct that must govern the professional activities of everyone who is part of the Corporation, or who in some way interacts with it.

The process that has been implemented for increasing diversity and internationalization has contributed a new dimension to the Corporation, where the diversity of people and their backgrounds has become an intrinsic value for the Corporation, and part of its identity.

This Code is intended to ensure collective application of the Corporation's commitments, effective protection of human rights and labor rights, and integration of all groups into the Corporation's culture, with all of their complexities and diversity.

The Code has been created in order to share the corporate values that are part of the Corporation's business culture with all of its stakeholders, and it has the following purpose:

- To implement the appropriate models and guidelines for professional, ethical, and responsible behavior, which must be followed by everyone who is part of the Televes Corporation, or who interacts with it during its activities.
- To prevent commission of any crimes or unlawful acts by anyone who is subject to this Code, when performing their professional activities.
- To establish the necessary mechanisms for monitoring and control, to ensure compliance with this Code.

## 2. SCOPE OF APPLICATION

This Code has a scope of application that extends to cover all companies belonging to the Televes Corporation, including all foreign subsidiaries, and to all persons associated with them:

- The members of their Boards of Directors
- Their executives
- All of their employees

When business relationships are being established with other companies or professionals, one of the selection criteria that must be taken into account is whether they are committed to principles of conduct and management that do not contradict those established in this Code.

In all cases where the Televes Corporation has appointed any Board of Directors members at its investee companies, those board members must propose, to the greatest extent possible, adoption of values similar to those expressed in this Code.

## 3. CORPORATE VALUES

This Code of Ethics is one of the main elements of the Corporate Social Responsibility management system maintained by Televes, as a channel for implementing its corporate values, which are listed here below:

- Integrity, honesty, ethical behavior, and effectiveness during all of the Corporation's activities
- A spirit of advancement and continual improvement in relation to professional performance

- Loyalty and responsibility towards the Corporation's clients, customers, personnel, and shareholders, and towards the community in general
- Transparency and accurate information reporting, which must be appropriate and sufficient in conformity with the auditing principles and standards

These are the underlying values that form the basis for this Code, and they establish the general guidelines that everyone at the Televes Corporation must observe when performing their work.

## 4. GUIDELINES FOR CONDUCT

### 4.1. Basic principles of behavior

#### 4.1.1 Compliance with the law

When performing their professional activities, everyone at the Televes Corporation must strictly comply with the laws and regulations in force in all geographical locations where the Corporation does business, also avoiding any conduct that, even if lawful, could harm the Televes Corporation's reputation.

Everyone who is obligated to comply with this Code must immediately notify the Coordinator of the Corporate Social Responsibility Committee (CSRC) if they are accused of any unlawful acts in connection with their professional activities, or if they become involved in any criminal proceedings.

#### 4.1.2 Ethical integrity

The Corporation believes that personal integrity and professional ethics are very valuable assets.

Therefore, everyone at the Corporation must perform their activities with objectivity and professionalism, based on the values of integrity, transparency, and avoidance of any form of corruption. The Corporation maintains a zero-tolerance policy regarding any practices that could be classified as corruption, extortion, or bribery in relation to professional relationships, especially those maintained with public officials.

#### 4.1.3. Respect for human rights

During all activities performed by the Televes Corporation and by the people who work there, there must be scrupulous respect for the human rights and fundamental freedoms established in the Universal Declaration of Human Rights, in the Ten Principles of the United Nations Global Compact, in the United Nations Guiding Principles on Business and Human Rights, and in the Declaration on Fundamental Principles and Rights at Work promoted by the International Labour Organization (ILO).

### 4.2. General guidelines for conduct

#### 4.2.1. Protection of the Corporation's reputation

The Televes Corporation has gained a solid reputation not just because of its extensive experience, but also because of the professionalism and loyalty of its technical personnel, who are committed to the values and know-how that are part of the Televes corporate culture.

Each and every person who works for the Corporation must participate in the task of protecting the Corporation's reputation and strengthening the Televes brand.



#### **4.2.2. Loyalty to the Corporation and conflicts of interest**

Everyone who is part of the Corporation must act exclusively to the benefit of their company's interests, and they must therefore refrain from performing any private or personal activities that could represent or give rise to conflicts of interest. As a result of this, they must immediately report any currently existing or potential situations that could represent a conflict of interest, to ensure that it is promptly detected and addressed, and they must actively participate in its resolution.

The Corporation is always concerned with safeguarding the interests of all stakeholders involved in its business activities, and it implements the appropriate procedures and measures to identify and eliminate any possible conflicts of interest.

### **4.3. Relationships with and among the Corporation's personnel**

#### **4.3.1. The work environment**

Televes always endeavors to create work environments that are characterized by trust, dedication, effort, teamwork, and respect for everyone's personal dignity. The Corporation expressly prohibits any abuse of authority or harassment in the workplace, and any other behavior that could generate an intimidating, offensive, or hostile work environment.

#### **4.3.2. Equal opportunity and non-discrimination**

Televes guarantees equal opportunity and objective evaluation of abilities, and it is committed to providing the means necessary to assist all of its employees with their personal and professional development.

During all activities performed by the Televes Corporation and by the people who are part of it, there must be scrupulous respect for the human rights and fundamental freedoms established in the Universal Declaration of Human Rights.

In addition, all forms of discrimination are prohibited, whether based on gender, race, sexual orientation, religion, political views, nationality, social background, disability, or any other circumstance that could be a source of discrimination. Everyone at the Corporation must help ensure that the principles of equal opportunity and non-discrimination are being applied.

#### **4.3.3. Diversity**

In relation to its human resources, the Televes Corporation is working to integrate diversity and complexity, while at the same time ensuring collective application of a single set of internal rules.

In turn, it is expected that everyone who is part of the Corporation will show respect for diversity, a proactive attitude towards integration, and support for a solid corporate identity.

#### **4.3.4. Professional development and training**

To the greatest extent possible, the Corporation is committed to providing the means that will contribute to learning, training, and updating of knowledge and skills for everyone at the Corporation. This is done with the aim of enhancing their employability and professional advancement, which will also contribute added value for the Corporation's clients and customers, shareholders, and society in general.

In turn, all of the Corporation's personnel must participate in the training programs to the extent requested of them, and they must make an effort to take maximum advantage of these opportunities.

#### **4.3.5. Occupational health and safety**

The Televes Corporation believes in the fundamental importance of occupational health and safety, and it is committed to making the necessary means available to minimize risks in the workplace, for the Corporation's own personnel and also for subcontractors.

Everyone at Televes must play an active role to ensure that a safe work environment can be created and maintained, in scrupulous compliance with all legislation currently in force in any locations where they perform their activities.

#### **4.3.6. Eradication of child labor and forced labor**

The Televes Corporation is committed to protecting human rights, and it encourages their protection by others as well. In particular, this includes rights related to prohibition of child labor and forced labor, and the Corporation will not collaborate with any company or organization that fails to respect those rights. The Televes Corporation is therefore committed to complying with all laws, regulations, and principles related to prohibition of child labor and forced labor, including those established by the International Labour Organization and the United Nations.

#### **4.3.7. Right to union affiliation**

Everyone at the Corporation has the right to free association and union affiliation.

#### **4.3.8. Personal data protection and privacy**

The Televes Corporation must process all personal data obtained in relation to its activities, including data related to its employees, in strict compliance with the applicable data protection legislation. All non-public information must be treated as private and confidential, which means that the necessary mechanisms must be applied in order to protect its integrity, availability, and confidentiality.

Everyone at the Corporation who has access to such information must also perform oversight to safeguard its confidentiality, and must refrain from disclosing that information or using it improperly.

#### **4.3.9. Use and protection of the Corporation's assets and resources**

The Televes Corporation gives its employees the resources they need in order to perform their professional activities, along with the means necessary to adequately protect and safeguard those resources.

Everyone at the Corporation is responsible for proper use and protection of the assets and resources provided to them by the Corporation. Those resources must be understood to include intellectual property, facilities and systems, equipment, and financial resources.

When the Corporation makes IT or communications equipment or systems available to its executives and employees, they must make use of them exclusively for the purpose of performing their work-related activities. At all times, the Televes Corporation will maintain a policy on use of IT technologies and information systems, which will include details regarding the uses that are considered to be inappropriate.

The Corporation's IT systems must not be used for personal reasons, unless expressly authorized by the Corporation, or by the applicable legislation in force at any given time.

## **4.4. Market relationships**

### **4.4.1. Quality and innovation**

The Televes Corporation endeavors to maintain the highest quality standards in relation to its products and services. The Corporation therefore provides its employees with the best possible technical know-how, technologies, and material resources, and it encourages everyone to get involved with the dynamics of innovation.

In turn, everyone at the Corporation must collaborate in order to achieve these quality standards, by applying suitable levels of professionalism, commitment, and initiative, while always emphasizing the needs of the clients and customers and ensuring that their expectations will be met.

#### **4.4.2. Transparency and accurate information reporting**

The Televes Corporation is committed to accurate reporting of information by all of its companies, while also applying the safeguards necessary to ensure that the most sensitive information always remains confidential. Everyone at the Corporation must perform oversight to ensure that all financial transactions performed on behalf of their company are clearly and accurately recorded in the appropriate accounting records, which must reflect a true and fair image of the transactions performed. All applicable accounting principles and standards must be strictly followed, with complete and accurate financial reports prepared, and with internal controls and procedures in place that are sufficient to ensure that the financial and accounting reports prepared are in compliance with the law.

#### **4.4.3. Transaction management to prevent unlawful payments**

In order to prevent any unlawful payments, all transactions performed using the Corporation's funds:

- must be duly authorized and related to the corporate purpose, or to an activity that is part of the Corporation's commitment to social responsibility,
- must be properly documented and recorded, with a reasonable proportion existing between the amount spent and the service received or product acquired.

#### **4.4.4. Confidentiality**

Information is one of the Corporation's most valuable assets, because of its importance in relation to managing the Corporation's activities. Therefore, when making use of information as a resource, everyone who is part of the Corporation must apply maximum prudence to ensure its integrity, confidentiality, and availability, and to minimize any risks that could arise from improper internal or external disclosure or use.

#### **4.4.5. Respect for free competition and conduct in relation to markets**

The Televes Corporation is committed to operating in its markets in a state of free competition, to the benefit of the local consumers and communities. This must also be done in order to comply with all laws existing on the subject of competition in the various countries where the Corporation operates, and in order to avoid any activities that could represent market abuse or contradict the principle of free competition.

Everyone at the Corporation must therefore avoid any form of conduct that could represent any unlawful abuse or restriction of competition.

#### **4.4.6. Relationships with suppliers, service providers, and contractors**

The processes that the Corporation uses to select suppliers, service providers, and contractors must take place in compliance with the concepts of impartiality, objectivity, and legal compliance. Those processes must also ensure protection of the rights and values recognized in the primary international laws and practices on the subject of human rights and labor rights.

During those selection processes, everyone at the Corporation must apply the necessary criteria in relation to quality, opportunity, and cost, always acting in a manner that protects the Corporation's interests. They must also ensure that all suppliers, service providers, and contractors are aware of the contents of this Code, so that the principles it contains will be applied as broadly as possible.

Within the scope of business relationships in the private sector, it is prohibited to offer any form of unlawful advantage to people from other companies who are responsible for procurement or contracting of goods or services, for the purpose of encouraging them to preferentially acquire our services or products rather than those of a competitor.

During all relationships with suppliers, service providers, and contractors, the Code of Conduct for Suppliers and the Code of Ethics for Procurement must also be applied.



#### **4.4.7. Anti-money laundering**

As a measure intended to prevent money laundering, Televes must only establish commercial relationships with clients and collaborators on the basis of their professional competence. During all transactions and other activities where a risk of money laundering could exist, the Corporation must apply compliance measures based on knowledge of the client or customer, and must cooperate with the competent authorities.

### **4.5. Relationships with the community**

#### **4.5.1. Environmental protection**

Televes is firmly committed to respecting and protecting the environment, and it therefore performs its activities based on the premise of minimizing negative environmental impacts and preventing pollution. It does this through continual improvement of its processes, and by ensuring that its employees and collaborators have adequate training on the subject of proper environmental management, based on the risks associated with the various activities and the need for optimal management of natural ecosystems. In turn, everyone at the Corporation must respect and protect the environment and minimize any negative environmental impacts. This includes working with maximum efficiency in relation to their use of energy and natural resources, respecting the need to protect biodiversity, putting into practice the knowledge they have acquired, and always remaining vigilant when participating in their various activities.

#### **4.5.2. Corruption and bribery**

With regard to the Corporation's relationships with governmental entities in Spain or in any other countries, or with international organizations, all of the Corporation's executives and employees, as well as any external persons that provide their services to the Corporation, must avoid any conduct that could in any way induce any public officials to violate their duties on impartiality, or to violate any laws or regulations.

This obligation serves as the basis for:

- A strict prohibition against directly or indirectly offering any type of improper benefit to any public officials, for the purpose of encouraging them to violate their obligations in order to give some sort of advantage to the Televes Corporation.
- A prohibition against any form of conduct or activity, other than that described above, intended to unlawfully influence the behavior of a public official and encourage that person to make a decision, or not make a decision, in a manner that favors the Televes Corporation.

The Televes Corporation's Anti-Bribery Policy is attached as a separate Annex.

#### **4.5.3. Commitment to society**

The Corporation's commitment to society is focused on promoting initiatives that will improve quality of life for people living in the communities where the Corporation operates, and in all other areas where its activities take place.

Everyone at the Corporation is expected to adopt a proactive attitude and participate in this commitment to the community, especially in relation to actions that benefit society.

Everyone subject to compliance with this Code has an obligation to be aware of its contents and the values on which it is based. They also have an obligation to comply with its contents, and to assist the rest of their team members to help them comply as well. This Code must be understood as dynamic in nature, and everyone's participation is encouraged. Therefore, any suggestions for improvement, uncertainties, or criticism may be submitted to the Corporate Social Responsibility Committee (CSRC). This is the body responsible for overseeing compliance with this Code, and for ensuring its distribution and availability of the specific training needed for its proper application. Because of the importance that compliance with this Code has in relation to the Corporation's activities, the necessary material and human resources must be made available in order to achieve full compliance.

## 5. MONITORING AND CONTROL

### 5.1. Corporate Social Responsibility Committee (CSRC)

The Corporate Social Responsibility Committee is a body that has a minimum of three members and a maximum of six members, who are appointed by the Board of Directors. Its fundamental purpose is to ensure continual improvement and implementation of the CSR system maintained by the Televes Corporation.

### 5.2. Corrective measures

Specific rules may be established for purposes of implementing or supplementing this Code of Ethics, and these may include specific corrective measures to be applied in cases of non-compliance.

The Televes Corporation will implement the legal or disciplinary measures considered appropriate, in accordance with the legislation in force, in order to prevent or penalize any non-compliances with this Code of Ethics, and to ensure that no inappropriate retaliation occurs against anyone who reports violations of it.

### 5.3. Whistleblowing Channel

The Televes Corporation has a Whistleblowing Channel that is made available to all stakeholders, which they can use to provide notice of any non-compliances or irregularities in relation to the principles and expectations established in this Code of Conduct and in the Corporate Social Responsibility Policy.

Anyone who becomes aware of a possible non-compliance must report it by using the Whistleblowing Channel, which is made available in a specific section of the corporate website.

All reporting must be based on the principle of good faith, and those using the Whistleblowing Channel may identify themselves or remain anonymous. Under all circumstances, those communications will be treated as confidential. The Whistleblower Channel is operated in accordance with a set of established rules, and there is a protocol in place for analyzing the reporting received and for communicating with the Corporate Social Responsibility Committee and/or Compliance Committee.

## 6. PERIOD OF VALIDITY

This Code of Ethics will enter into force on the day following its approval by the Board of Directors of the Televes Corporation, and it will remain valid until the time when that Board approves its updating, revision, or revocation. The Board of Directors will also be responsible for determining the frequency with which the Code must be reviewed and updated. Any revisions and updating performed must take place in compliance with the commitments that Televes has taken on in relation to Corporate Responsibility and Good Governance.

## 7. ANNEXES

### 7.1. Environmental Policy for the Televes Corporation

### 7.2. Anti-Bribery Policy

### 7.3. Code of Ethics for Procurement

### 7.4. United Nations Global Compact

## 7.1 ENVIRONMENTAL POLICY FOR THE TELEVES CORPORATION

As part of its commitment to contributing to the well-being of all people, the Televes Corporation recognizes the importance of the environment in relation to economic and social progress.

It therefore endeavors to minimize the environmental impact of its activities, by promoting best management practices and adopting environmental criteria at all of its facilities.

Basic principles from the Environmental Policy of the Televes Corporation:

- To reduce energy demand at its manufacturing facilities, by using high-quality maintenance and optimization to reduce energy consumption over the long term.
- To perform ongoing, systematic analysis of raw material consumption, with an emphasis on optimization and waste reduction.
- To perform ongoing monitoring at all work locations, regarding the environmental and safety aspects of their facilities and systems. To increase knowledge of the environment and raise awareness about the need for environmental protection. To require all suppliers and service providers to implement environmental policies consistent with these same principles.
- To encourage rational energy use and energy savings at each company, and in all areas.

## 7.2. ANTI-BRIBERY POLICY

### ***1. Policy statement. Our commitment***

At the Televes Corporation we have taken on a commitment to carry out all of our business and activities under the highest standards of integrity and responsibility, while combating all forms of corruption. This is done by establishing principles and guidelines that will govern the conduct of everyone who is part of the Corporation.

We have a zero-tolerance attitude towards bribery and corruption, and in order to ensure that all work is performed with fairness and integrity, we have effective systems designed to prevent bribery.

### ***2. Scope of application***

This Policy applies to, and requires compliance by, all persons who are board members, executives, or employees at any of the companies belonging to the Televes Corporation, and it also applies to all external parties that collaborate with the Televes Corporation, participate in its activities, or act on its behalf.

### ***3. Combating corruption and bribery***

A bribe is defined as any offer, promise, or delivery of any inappropriate payment or benefit, made directly or indirectly to, or received from, a public official, commercial partner and/or family member of a public official or commercial partner.

The intention of a bribe is to obtain, retain, or influence a business operation or transaction in an inappropriate way, or to gain any other type of inappropriate advantage when doing business.

Under our zero-tolerance approach to bribery and corruption, any acceptance of gifts, favors, or services from external parties is prohibited, whether received in cash or in kind, or as any other item of value, except for any with a strictly symbolic value that do not represent any effort to influence the objectivity that should be guiding everyone's actions.

#### **4. Gifts and hospitality**

This policy does not prohibit giving or receiving promotional gifts with little monetary value, or any acts of normal and appropriate hospitality. However, gifts and acts of hospitality are prohibited if they are provided with the intention of producing inappropriate persuasion, in order to influence any person's performance of their duties, and in any event, any that go beyond standard courtesies, and they are permitted only as long as there is no expectation that something will be received in exchange for that gift or hospitality.

In order to be permissible, any gifts or hospitality of this nature offered by anyone who is part of the Televes Corporation must have lawful purposes, and must take place under the following circumstances:

- The intention or purpose pursued by the offer of the gift or invitation must comply with normal standards of courtesy and standard business practices, without any expectations of receiving anything in return, or receiving any unjustified commercial advantage.
- They must be appropriate and proportional. A gift or invitation will be understood as appropriate and proportional when it is socially acceptable, with no risk that it would generate any social disapproval if it became public knowledge.
- It must always comply with all laws and regulations in force at any given time, including those in the country where the gift or act of hospitality is being given and those in the country where it is being received.
- The associated costs must be properly recorded in the accounting records in accordance with their nature, so that they will be subject to traceability, reporting, documentation, and auditing.

#### **6. Donations and sponsorships**

Donations and sponsorships are prohibited in any case where the intention is to gain or obtain any type of commercial benefit or advantage. In other words, they must not be used as a substitute form of bribery. Any activities involving sponsorship or patronage must be performed with full transparency, and they must not be used as a covert form of electoral support, or as a covert way of bribing a public official, public authority, or political party.

#### **7. Bookkeeping and accounting records**

All transactions must be fully and accurately recorded. This produces an obligation to maintain adequate internal records and controls, in order to provide clear evidence of the reasons for every transaction that results in a payment to an external person or company, with any false or fraudulent statements regarding particular operations or transactions strictly prohibited.

#### **8. Reporting of suspicions and irregularities**

Televes encourages all employees to immediately report any suspicions they have regarding the possible existence of improper practices. No employee will be subject to any form of retaliation for doing so.

Everyone who is subject to compliance with this policy is obligated to report, or submit questions about, any acts or events they become aware of that represent, or that they suspect could represent, non-compliances or violations.

Anyone who becomes aware of a non-compliance, or who suspects that one may exist, must provide notice of this by using the Whistleblowing Channel that is made available in a specific section of the corporate website.

All reporting must be based on the principle of good faith, and those using the Whistleblowing Channel may identify themselves or remain anonymous. Under all circumstances, those communications will be treated as confidential. The Whistleblower Channel is operated in accordance with a set of established rules, and there is a protocol in place for analyzing the reporting received and for communicating with the Corporate Social Responsibility Committee and/or Compliance Committee.

### **9. Oversight and monitoring**

The results of this policy must be periodically reviewed by the Corporate Social Responsibility Committee.

Any failure to comply with the commitments acquired will give rise to the appropriate disciplinary action.

## **7.3. CODE OF ETHICS FOR PROCUREMENT**

### **PRINCIPLES**

- 1. Never take advantage of a position or authority held in order to obtain some form of personal benefit, whether within or outside of the organization.*
- 2. Maintain an irreproachable level of integrity during all commercial relationships, both within and outside of the business organization.*
- 3. Encourage the highest levels of professional competence among all members of each division.*
- 4. Optimize the use of all resources that are under each person's responsibility, in order to obtain maximum benefits from each expenditure managed.*
- 5. Reject and report any inappropriate business or personal practices that violate these principles.*

### **GUIDELINES**

#### **1. Declaration of interests**

Any personal interests must be declared to the company if they could contradict the principle of impartiality, or if they could be reasonably judged by others as representing a lack of impartiality, in relation to any significant aspect of each person's obligations.

#### **2. Confidentiality and accurate information**

All information received during exercise of each person's professional duties must be treated as confidential, and must not be used for that person's own benefit; and in turn, all information provided must be accurate, and must never be given with any intention to defraud or deceive.

#### **3. Competition**

When considering the benefits of an ongoing relationship with a supplier or service provider, any agreement that could hinder competitive practices over the long term must be avoided.

#### 4. Gifts and hospitality

The practice of giving or receiving “business gifts” must be discouraged, in order to preserve the image and integrity of the members and the companies. All gifts must be rejected, except for those that have only a minor, intrinsic symbolic value.

A moderate level of hospitality is an acceptable courtesy within the context of a good commercial relationship.

However, those accepting an invitation must never allow themselves to be put in a position where it appears as though accepting that act of hospitality has influenced their decision-making, or where it could be interpreted in that way by others.

The frequency and scale of the hospitality accepted must not be significantly greater than those that that person receiving the hospitality would be able to provide in exchange.

If there are any doubts about whether an act of hospitality can be accepted, the offer should be declined, or approval should first be requested from the recipient’s immediate supervisor.

Under all circumstances, accepting any gift or act of hospitality that contradicts the guidelines established in the Anti-Bribery Policy of the Televes Corporation is prohibited.

### 10 KEY RULES FOR PURCHASERS

1. *First, consider the interests of your company during all transactions, and remain actively engaged with the policies established and perform all work in compliance with them.*
2. *If your colleagues from the organization have reasonable advice to offer, use it for guidance and assistance, while still maintaining the dignity and responsibility of your own employment position.*
3. *Make purchases with the aim of obtaining maximum benefits from each expenditure.*
4. *Perform the work necessary to continually improve your knowledge of the materials, services, and production processes, and establish practical methods for managing supplies in a transparent, efficient, and effective way.*
5. *Act with honesty and truthfulness during all transactions, and report any form of bribery or indications of its existence.*
6. *Respond promptly and courteously to anyone who has a legitimate business matter, or who is involved in any matters related to your work.*
7. *Comply with your own obligations and ensure that others comply with theirs, with the aim of ensuring good business practices.*
8. *Participate in professional development programs as a way to improve and enhance the work you perform.*
9. *Cooperate with your supervisors by providing them with information that is as specific and objective as possible, without concealing anything or pursuing personal interests, so that decisions can be made in an efficient and effective way.*
10. *Encourage acceptance of these ethical principles and 10 Key Rules for Purchasers by others at your company, as well as by your suppliers and service providers, and by any other people you do business with in general.*



## 7.4. UNITED NATIONS GLOBAL COMPACT

The Global Compact is an international initiative developed by the United Nations, with the aim of encouraging good corporate citizenship. The goal of the United Nations is to get companies involved in managing some of the main social and environmental challenges that have arisen as a result of increasing globalization.

The Global Compact provides an opportunity for enterprises worldwide to participate in taking on these challenges. They can make a contribution by voluntarily implementing this initiative, within their own organization and across their entire supply chain. They can also work jointly with the United Nations, public authorities, and NGOs, to participate in activities that contribute to sustainable development internationally, or in their local communities.

### ***Commitment to the Ten Principles***

The Teledes Corporation is committed to following, and encouraging others to follow, the Ten Principles that form the basis for the Global Compact initiative, and it takes a proactive approach to encouraging observation of those principles by all of its stakeholder groups.

- Principle 1:*** *Within their scope of influence, businesses should support and respect the protection of internationally proclaimed human rights.*
- Principle 2:*** *Businesses should make sure that they are not complicit in human rights abuses.*
- Principle 3:*** *Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.*
- Principle 4:*** *Businesses should uphold the elimination of all forms of forced and compulsory labor.*
- Principle 5:*** *Businesses should uphold the effective abolition of child labor.*
- Principle 6:*** *Businesses should uphold the elimination of discrimination in respect of employment and occupation.*
- Principle 7:*** *Businesses should support a precautionary approach to environmental challenges.*
- Principle 8:*** *Businesses should undertake initiatives to promote greater environmental responsibility.*
- Principle 9:*** *Businesses should encourage the development and diffusion of environmentally friendly technologies*
- Principle 10:*** *Businesses should work against corruption in all its forms, including extortion and bribery.*



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