

Corporate Social Responsibility Policy



CORPORATE SOCIAL RESPONSIBILITY POLICY

1. INTRODUCTION AND PURPOSE

The ambition of the Baux Group is to work to make the business grow in a sustainable manner with a solid yet flexible structure that allows adaptation to market demands, the highest standards of quality, social responsibility, protection and improvement of the environment and returning to society part of the wealth generated.

Our development strategy is based on people as our main asset. Growing by making others grow is our priority. And this means the creation of stable and secure jobs that support the professional and personal development of our staff. It also means accepting health prevention as a first level commitment in all areas of the company.

Therefore, through this policy we hereby inform our stakeholders of our commitments in the realms of social and environmental responsibility.

2. PRINCIPLES AND GUIDELINES FOR ACTION

The Baux Group's commitment to social responsibility is embodied in the following principles:

- Promote ethical, responsible, cooperative, equal and respectful conduct with respect to human rights through guidelines that are developed in the BAUX GROUP's Code of Ethics, which is the cornerstone of our CSR system
- Work on the basis of transparency, truthfulness, trust and good faith in terms of both communication and accountability
- Foster the involvement and commitment of suppliers, contractors and collaborators in sustainability and social responsibility
- Promote awareness of the needs and expectations of stakeholders through the channels of dialog deemed necessary and effective
- Strictly comply with applicable laws, regulations and principles of legality in all areas of activity, directly or indirectly
- Work with integrity and honesty, avoiding any type of corruption or unethical practices aimed at influencing people's actions and will
- Foster an innovative culture that translates into the valuing and development of new ideas for products and services, the permanent analysis of trends, the purchase and sale of technology and the management of R&D projects.
- Return to society part of the wealth generated
- Continuously improve the social responsibility management model in accordance with the IQNet RS10 standard, which allows us to fulfill our purpose.
- The Baux Group is committed to complying with the legal and specific requirements determined by the quality, environmental and occupational health and safety standards that the group follows. In this sense, and with a constant orientation toward continuous improvement, the Baux Group is committed to protecting the environment and providing safe and healthy working conditions for the prevention of injuries and deterioration of health as well as the implementation of the

necessary measures to eliminate hazards and reduce risks to health and safety at work.

3. DISSEMINATION OF POLICY

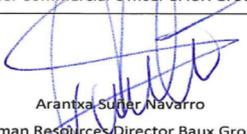
This Policy is published in internal channels to facilitate access to this information by all the people who are part of the Baux Group.

It will also be published in external channels such as the corporate website to make our commitments known to all our stakeholders.

4. REVIEW AND APPROVAL OF THE POLICY

This policy has been approved by Mr. Paul-Henri Chevalier, CEO of the BAUX GROUP, and the Commercial, Finance and Resources and Operations Divisions. It shall remain in force until any amendment or revision thereof is approved. The approval and entry into force of this Policy, as well as its modification and repeal, are the responsibility of the Corporate Social Responsibility Committee.

It will be regularly reviewed, and its content adapted to any changes in regulations, the environment or the Baux Group.

 Paul-Henri Chevalier Chief Executive Officer BAUX Group
 Santos Hernández Díaz Chief Finance and Resources Officer BAUX Group
 Gerardo Caniego Harinero Chief Operations Officer BAUX Group
 Carlos Chastel Mazarredo Chief Commercial Officer BAUX Group
 Arantxa Suñer Navarro Human Resources Director Baux Group