



Sustainability Policy

Cox Group understands **sustainability** as the **management** procedures linked to the **reduction of negative impact associated to its business activities** and the **increase of positive impact** in the countries where the organization operates, always considering the **expectations of stakeholders**.

Sustainability translates into a **method of managing businesses** which has an equal impact on the design of the strategy of the organization, **decision taking** and the management of **operations**.

Cox Group guarantees **full integration of sustainability** in the entire organization and the availability of **supervision mechanisms** allowing the company to detect non-compliant behavior.

Moreover, considering that companies play a fundamental role in **fostering a responsible business fabric**, Cox Group makes sustainability policies and commitments extensive to its **supply chain** irrespective of the industry or geographical areas where these are located.

Strategic lines

Based on the principles and values supporting responsible management, including the ten principles of the Global Compact that Cox Group has accepted as its own commitment, the following action lines have been designed:

Economic scope

- Strengthening and verifying the mechanisms set out to **combat corruption** and foster a culture of ethics and integrity among employees in completing their activities.



- Advancing the **use of reporting channels (internal and external)** among employees and the remaining stakeholders as the suitable tools to report any activities, practices or behavior contrary to the values of the organization, the code of conduct, to this policy or to any of the internal rules of Cox Group(NOC) to the most senior members of the organization.
- Offering the market and stakeholders **transparent and true information** on activities and impact.
- **Fostering the economic development of the communities** in which Cox Group operates through measures including purchases from local suppliers and hiring local employees.
- Consolidating and updating the **Global Risk Management System** and tools available for their appropriate control and effectiveness as the Risk Maps, thus guaranteeing excellence in management and decision-making
- **Promoting technology development and constant innovation** of solutions for sustainable development in order to favor the creation of value and increase the competitiveness of companies.

Social scope

- Guaranteeing the **health and safety of own employees and contractors** at all the facilities of Cox Group through awareness-raising actions and a culture of prevention, driving management approaches based on information and training for employees, allocating the most suitable resources and constant supervision of work procedures to ensure they are met and to reach a zero-accident rate.
- Assuring the **protection of Human Rights** in connection with all activities conducted by the company and by its supply chain.
- Fostering **gender diversity and equal opportunities and treatment** for men and women in the organization, stimulating measures that guarantee non-discrimination whatsoever and the promotion of under-represented groups at the workplace, giving them more visibility.
- **Ensuring that Cox Group's professionals are skilled** enough to achieve the goals of its Strategic Plan
- Committing to **social development of the communities** in which the company operates via collaboration projects with NGOs and local institutions. Investing in education to benefit the integration of the most vulnerable collectives and offering them the tools and resources needed for their economic, cultural, and social development.



- o Cultivating **corporate volunteering actions** among employees at Cox Group and their families to make them part of the commitment of the organization to social development while at the same time bolstering projects with their contributions.
- o Advancing a **culture of sustainability** within the organization, favoring communication and training in matters relating to any of the topics contained in this policy.

Environmental scope

- o **Appropriately and efficiently managing the impact** caused by the company's activities on the environment via management systems designed for this purpose, which must be implemented at all companies within the organization.
- o Guaranteeing commitment to the **protection of the environment** for all activities, beyond compliance with current legislation in force.
- o Fostering the **efficient use of resources** and promoting the purchase and use of recycled or certified materials.
- o **Reducing the impact on the environment** of the life cycle of the products and services of Cox Group, including the supply chain and the production of raw materials.
- o Encouraging proper **waste management**, advocating the reduction of the sources of the above and promoting the utmost reuse of such waste.
- o Championing the **combat against climate change**, inside and outside the organization, and designing specific programs for the suitability and reduction of the effects of this change, also establishing internal carbon pricing.
- o Collaborating with other organizations to attain greater **understanding and awareness of environmental protection** and sustainability of economic development.

*This policy was signed by the Chairman of Cox Group in
16/10/2023*

Enrique Riquelme Vives