



## Code of Ethics



## TYP SA GROUP CODE OF ETHICS

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The Code of Ethics in place at TYP SA Group (hereinafter TYP SA) aims to lay down the basic principles of behaviour that all TYP SA Group people must adhere to in the course of their activities and duties at work.

The United Nations Global Compact and its ten principles on human rights, labour, environment and anti-corruption, provide the guidelines for this Code.

At TYP SA we are committed to respecting all legal provisions in force, safeguarding sustainability, observing the commitments contained in this Code of Ethics and to demanding the same from our collaborators.

### 1. COMBATING CORRUPTION

- We commit to actively combat corruption and bribery in all its forms and to respect a zero-tolerance commitment for these behaviours.
- We require the people in our organisation, and those who collaborate with it, to meet the highest standards of integrity.
- We will not accept any reward, gift or promise intended to influence the impartiality of our services, neither will we make offers to influence a decision in our favour.
- We will fully cooperate with any legally constituted and legitimate body to investigate those cases of corruption and bribery that require our collaboration.

### 2. COMMITMENT TO THE ENVIRONMENT

Our management respects the environment, and we encourage the ongoing improvement of our environmental performance, especially by:

- Using resources responsibly.
- Managing waste properly, fostering recycling and reuse.
- Requiring correct environmental practices from our people and suppliers, aligned with our environmental management system.
- Prioritising the use of renewable energy.
- Minimising our environmental impact and carbon footprint and committing to calculating, recording and reducing GHG emissions.
- Introducing into our work solutions lifecycle thinking, resource efficiency, resilience and climate change mitigation and adaptation.
- Considering social development and economic and environmental sustainability when conducting our work, taking care to protect biodiversity and natural resources.
- Designing solutions that incorporate circular economy concepts and recommendations and applying up to date environmental and social safeguards.

### 3. HUMAN RIGHTS

#### ■ Respect and awareness

We uphold an unwavering commitment to respect for Human Rights across our entire scope of activity, promoting awareness of the issue.





- **Combating forced and child labour and modern slavery**

As a company, we actively assume our role in promoting decent working conditions and eradicating child and forced labour and modern slavery. We also require our subcontractors to meet the same standards, in pursuit of a supply chain in alignment with this Code of Ethics.

- **Non-discrimination, equality and inclusion**

We seek to ensure equal treatment and opportunities by condemning any discriminatory behaviour, whatever its cause or origin.

#### 4. OUR TEAM

- **Commitment to training**

At TYP SA we strive to ensure that each individual achieves full professional and personal development. It is the responsibility of each individual to take advantage of all the resources that the company makes available for their training.

- **Career advancement**

Capacity, competence, professional merit and commitment to integrity are the principles that govern the internal promotion process at TYP SA. The decisions taken in this area are always transparent and meet objective criteria.

- **Health and safety at work**

We commit to guarantee the workplace meets all legal requirements and to provide optimum occupational health and safety conditions. It is also the responsibility of each person to observe safety and occupational risk prevention regulations.

- **An inclusive and respectful work environment**

We actively fight against any sign of harassment, intimidation or abuse from any of our people, maintaining a safe and respectful work environment.

- **Freedom of affiliation and collective bargaining**

At TYP SA we support organisations that represent and defend employees' economic and social interests, in accordance with the relevant legal provisions, and we understand that defending these interests defends the company.

#### 5. CLIENTS

The following principles govern the services we provide to our clients:

- Quality, always proposing the most appropriate and reasonable solution.
- Transparency, agreeing with the client on the scope and content of our services and the conditions under which we provide them, in a clear and precise manner.
- Honesty, only providing services for which we are qualified.
- Competence, promoting knowledge and capacity building in line with recent technologies.
- Integrity, acting at all times for the legitimate benefit of the client and giving advice when we consider that their interests may conflict with the public interest or with the protection of the environment.
- Impartiality, offering objective professional advice, opinions or decisions, avoiding conflict of interest and rejecting any remuneration that may affect our independent judgment.

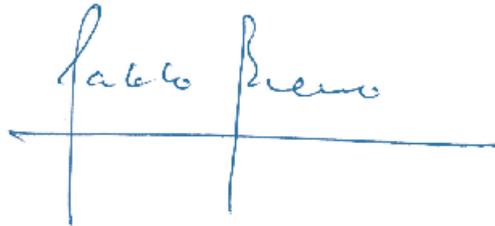
## 6. SOCIETY AND THE CONSULTING ENGINEERING INDUSTRY

At TYPESA we ensure that we:

- Assume the responsibility of the consulting engineering industry towards society
- Defend the dignity, reputation and prestige of the sector at all times.
- Respect the business of others and are honest in reviewing the work of others.

## 7. CONTROL MECHANISMS

- We will punish any breaches of this Code of Ethics of which we become aware, ensuring protection for those reporting in good faith.
- Our control bodies are responsible for monitoring, supervising and ensuring compliance with this Code of Ethics and our whistleblower channel is available for reporting breaches and incidents.

A handwritten signature in blue ink that reads "Pablo Bueno Tomás". The signature is written in a cursive style and is positioned above a horizontal line that spans the width of the signature.

Pablo Bueno Tomás  
President and Chief Executive Officer

