



Code of Ethics





TYPSA GROUP CODE OF ETHICS

TYPSA Group's Code of Ethics was launched in June 2013 to set out the basic principles of behaviour that all TYPSA Group (hereinafter, TYPSA) employees and management must follow. The Code was intended as a self-regulatory tool, which has proved to be effective, promoting the quality of TYPSA's services and its honest performance. Likewise, the Code constitutes an instrument that contributes to the constant improvement of the techniques and procedures necessary for providing a better service to society, as well as serving as an example of good conduct in the engineering sector.

GENERAL PRINCIPLES

According to this Code of Ethics, TYPSA must:

- Provide highly professional services.
- Comply with ethical and professional standards.
- Seek to safeguard public interest and the environment.
- Pursue sustainable solutions.

RESPONSIBILITY TOWARDS SOCIETY AND THE CONSULTING SECTOR

TYPSA must:

- Accept the consulting sector's responsibility to society.
- Seek solutions that adhere to the principles of sustainable development.
- Uphold the dignity, reputation and standing of the consulting industry at all times.

COMPETENCE

TYPSA must:

- Develop knowledge and skills in line with developments in technology, legislation and management.
- Provide services to clients with due skill, care and diligence, always offering the most appropriate and reasonable solution.
- Provide only services for which it is qualified. To achieve this, TYPSA shall maintain and improve staff knowledge and skills, as well as procedures, developments and systems.
- Agree with the client on the scope and content of services and the conditions of provision in a clear and precise manner.

INTEGRITY

TYPSA must:

- Avoid using methods that undermine the professional dignity of its employees or the respect for their professional values.
- Always act in the legitimate interest of the client and provide honest and loyal services.
- Advise clients when their interests are believed to conflict with the public interest or with the protection of the environment.

IMPARTIALITY

TYPSA must:

- Offer professional and impartial advice, opinions and decisions.
- Inform clients of any possible conflict of interest that might arise while providing its services.
- Reject any form of remuneration that may impair its independent judgement.



FAIRNESS TO OTHERS

TYPSA must:

- Promote 'quality-based selection'.
- Avoid damaging the reputation or business of others, by act or omission.
- Avoid directly or indirectly attempting, by dishonest means, to take the place of another consultant already appointed for a specific job.
- Act with honesty and courtesy when asked to review the work of another consultant.

CORRUPTION

TYPSA must:

- Refuse to offer any kind of remuneration that seeks to affect the impartiality of its services.
- Cooperate fully with any legitimately constituted investigative body which makes inquiry into the award of a contract.

CONTROL MECHANISMS

- TYPSA employees undertake to respect this Code of Ethics.
- TYPSA will sanction all breaches of this Code of Ethics that are reported to the company.
- The Compliance Committee will monitor, control and supervise compliance with this Code of Ethics.

UNITED NATIONS GLOBAL COMPACT ON HUMAN RIGHTS

On 30 August 2013, TYP SA Group became a signatory to the United Nations Global Compact on human rights, labour, environment and anti-corruption. TYP SA thus made a firm commitment to the principles of the Global Compact, which are fully aligned with the company's Code of Ethics. The ten principles enjoy universal consensus and are derived from:

- The Universal Declaration of Human Rights.
- The International Labour Organisation Declaration on Fundamental Principles and Rights at Work.
- The Rio Declaration on Environment and Development.
- The United Nations Convention against Corruption.

Having joined the United Nations Global Compact, TYP SA Group and its members must ensure the correct implementation of the 10 principles, the content of which is detailed below:

- Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence.
- Businesses should ensure that they are not complicit in human rights abuses.
- Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- Businesses should uphold the elimination of all forms of forced and compulsory labour.
- Businesses should uphold the elimination of child labour.
- Businesses should uphold the elimination of discrimination in employment and occupation.
- Businesses should support a precautionary approach to environmental challenges.
- Businesses should undertake initiatives to promote environmental responsibility.
- Businesses should encourage the development and diffusion of environmentally friendly technologies.
- Businesses should work against corruption in all its forms, including extortion and bribery.





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