

GRES ARAGON - FAVEKER is committed to Social Responsibility, based on the following principles:

Transparency and legal compliance

To be an exemplary and transparent organization in the exercise of its activity. With an inexcusable compliance with the law, which implies the obligation without exception to comply with the legislation and regulations and internal ethical standards that, in each case, are applicable to the activities of the Company. To this end, a robust Corporate Governance structure is adopted to ensure professionalism and integrity in decision-making and in its actions. And a criminal compliance management system is developed.

Customer Orientation and Excellence in Management

Commit to excellence in management and continuous improvement to offer the best products to our customers based on a relationship of trust and credibility.

The actions with our clients are based on:

- Offer customers products or services that suit their characteristics and needs.
- Clarity in the marketing of products so that the customer understands their content, benefits, risks and costs.
- Seek excellence in the company's goods and services so that customers and consumers obtain the satisfaction expected from them.
- Guarantee the company's products and services and respond quickly and efficiently to consumer and user complaints seeking their satisfaction beyond mere compliance with current regulations.

Respect for the people employed

Promote at all times professional relationships based on respect for the dignity of others, collaboration, fairness and communication, which foster a good professional environment.

Carry out actions to:

- Promote the reconciliation of personal, family and work life
- Promote safety, health and hygiene at work, in accordance with occupational risk prevention legislation and best practices in the matter.
- Ensure a work environment free of harassment in any of its manifestations (labour, sexual and/or due to gender).
- Seek the labor integration of people with disabilities or handicaps, eliminating all kinds of barriers in the company for their insertion.
- Promote the effective application of equality between women and men, guaranteeing the same opportunities for income and professional development in the workplace.
- Recognize the rights of association, unionization and collective bargaining.
- Promote the development, training and professional promotion of the people employed.
- Link the remuneration and promotion of the people employed to their conditions of merit and capacity.

Signed: Marco A. Lahoz –General Manager
Alcañiz, 15 de Julio de 2022

Respect for the Environment and Sustainability

As a socially responsible company, we are committed to finding a balance between environmental care, social welfare and economic growth.

Respect for the environment is promoted through the implementation of actions related to the control and responsible consumption of natural resources, the minimization of environmental impact and the promotion of clean technologies, among others.

Among the measures, continuous improvement actions are promoted aimed at:

- Promote the sustainable use of resources, increase energy efficiency, prevent pollution by mitigating climate change and maximize the reuse of ceramic waste by incorporating it into the production process itself.
- Protect biodiversity by ensuring environmental quality, especially to act on the emission of greenhouse gases.

Actively incorporate environmental, social and Good Governance criteria into the company's processes, products and services, taking into account the impacts it generates on society and, therefore. In this way, we contribute to the sustainability of the organization itself and to the development of the societies with which it interacts. A dialogue is established with the interlocutors and commitments are made with our interest groups.

Relationship with suppliers

For all the people in the company and specifically for those who intervene in the selection or decision on the contracting of supplies or services or the negotiation of rates or other conditions, an ethical and responsible relationship with suppliers is required, avoiding any interference that may affect impartiality in this matter.

In this sense, actions aimed at selecting suppliers are promoted:

- Whose business practices respect human dignity, do not break the law and do not endanger the company's reputation.
- Based on the suitability of its products or services, as well as their price, delivery conditions and quality, not accepting or offering gifts or commissions, in cash or in kind, that may alter the rules of free competition in production. and distribution of goods and services.
- Based on environmental criteria of environmental impact in the manufacture and transport of the product, and prioritizing local and proximity suppliers.

Commitments to Society

- Reinvestment
- Creation of quality employment
- Excellence and integrity
- Innovation



GRES ARAGÓN_FAVEKER also subscribe to the policies and commitments established by the SAMCA GROUP to which they belong, on [Legal Compliance](#) and [Code of Ethics](#).