

TO ALL THE PEOPLE WHO COLLABORATE OR WORK IN LANCOR
2000, S. COOOP.

The concerns and commitments that have been emerging in recent times in order to achieve economic and social development that is sustainable, fair and viable include the implementation or consolidation of a series of ethical principles that must be observed in our behaviour, both individually and collectively.

In line with all this, it is essential that organisations, as one of the important factors in economic development and evolution, are aware of their corporate social responsibility, of the need to adapt their activity to these ethical principles and commit themselves to making the necessary effort to ensure that these principles are effectively applied in the development of their activity.

LANCOR, aware of this responsibility, has taken an important step in this direction and has defined a Code of Ethics to serve as a deontological guide for all people, in order to achieve an ethical and responsible management in the development of its activity.

This guide is of a corporate nature and all the people who make up the organisation must apply the Ethical Principles set out in the Code, which guides the development of our activity based on ethics and professionalism. The implementation of these principles will make our organisation socially, economically and environmentally sustainable.

For all these reasons, a copy of this Code of Ethics, which we must all know and apply in our behaviour and activity towards the organisation, is handed out to all LANCOR employees.

The Governing Council would be grateful for any suggestions that may be made by any person, which may serve to improve this Code of Ethics, which we must all put into practice from this moment on, if in any way we have not already been doing so spontaneously.

In line with the implementation of the ethical principles and for the fulfilment of the commitments arising from the responsibility

In addition to the corporate social responsibility of our organisation, we have also proceeded to implement a Criminal Prevention Model.

It is necessary for the smooth running of LANCOR, that the behaviour of all the people who are part of it is adjusted to a model of good practices and ethical principles and rigorously avoid any kind of illegal behaviour. To this end, all persons are provided with the document that integrates the Criminal Prevention Model that LANCOR has developed and whose objective is to avoid all types of illegal behaviour; both through the implementation of measures that eliminate or reduce as much as possible the risk of committing such acts, as well as through the rapid detection of any risk that they may be committed.

The collaboration of everyone is essential for this Criminal Prevention Model to be effective and, therefore, and without prejudice to the sessions or meetings that are held to improve everyone's knowledge, from this moment on we ask everyone at LANCOR to carefully read the contents of the Model, in order to know the risks that exist and the conducts that must be avoided and reported. In this regard, we highlight the existence of a specific channel, defined in the Model, through which we must report the commission or risk of commission of any illegal act of which we are aware.

Thanking the essential collaboration of all people, for the proper implementation and effectiveness of the Criminal Prevention Model, as well as the Code of Ethics, in the coming days all LANCOR people must sign a Commitment to Good Practices and Confidentiality, which reflects our involvement with the ethical principles that should govern our activity and contribute to avoid the violation of them.

With thanks in advance for the cooperation of everyone,

March, 2022.

THE GOVERNING BOARD OF
LANCOR 2000, S. COOP.