

ARTECHE GROUP POLICY

We, Arteche Group,

As designers, manufacturers, integrators and marketers of products and solutions for measurement, protection, automation, control and communication in electrical networks and as project managers for the generation, transmission and distribution of electricity,

commit to:

Provide our customers with closeness and attention to the details satisfying their needs and their expectations thanks to the highest quality of Arteche products and services.

Establish a transparent environment where operate and interact focusing on the aspects that stand in our Ethical code and that are strongly present in our Corporate values, guaranteeing that our management is appropriate to the context and purpose of our organization.

Guarantee the security of information, in all our processes, products and services, within the organization and with third parties, identifying and eliminating detected risks.

Develop and promote a corporate culture of prevention of harmful conduct or control actions with adequate procedures that allow us to detect, correct and punish irregularities within the organization and with any external party.

Work for social progress, environmental balance and sustainable economic growth, protecting and guaranteeing human rights, safety in the work and the environment, respecting the individual and association rights of Arteche staff and promoting equality and non-discrimination by any cause, in order to better understand and meet human and environment needs.

Encourage communication, participation, consultation, teamwork, cooperation and collaboration, in all levels of the organization.

As a part of our culture and in order to assure the most competitive version of our products and services, we rely on the innovative and professional attitude of our staff with a preventive and continuous improvement culture, for the improvement of our products and services thanks to our vocation for efficiency and excellence.

21st February, 2020

<u>Alexander Artetxe</u>
Chairman and Managing Director
Arteche Group

2 de 4

© ARTECHE