



# OUR TEN PRINCIPLES:

- 1 Compliance WITH THE LAW AND APPLICABLE REGULATIONS**

Everyone in BETANZOS HB commit themselves to strictly complying with the law, the company's internal rules and legal and administrative decisions.
- 2 RESPECT FOR HUMAN AND LABOUR RIGHTS**

At BETANZOS HB we are committed to human rights and those of workers so our company and all our professionals shall be governed by the strict observance of these rights recognised in national and international laws.
- 3 NON-DISCRIMINATION AND EQUAL OPPORTUNITIES**

BETANZOS HB promotes and guarantees equal treatment and opportunities at work, without discrimination on grounds of race, gender, disability or any other circumstances that might be a source of discrimination.
- 4 RESPECT AND CONSIDERATION FOR OTHERS**

At BETANZOS HB we treat each individual in a fair and even-handed way. We reject and never tolerate harassment, abuse, intimidation, and lack of respect or any type of physical or verbal aggression to anyone.
- 5 INTEGRITY, TRANSPARENCY AND LOYALTY**

Our relationships with third parties are carried out within the strictest standards of integrity, loyalty and transparency. Therefore, business decisions must be adopted based on rational and objective criteria, such as quality, competitiveness or service level.
- 6 CONFLICT OF INTERESTS**

At BETANZOS HB we will avoid any conduct that may pose a conflict of interest, holding back on those negotiations or situations that may compromise our reputation and/or impartiality.
- 7 PROTECTION OF THE ENVIRONMENT**

We consider the environment as a primary asset of vital importance and therefore we commit to protect it while minimising environmental impacts that may be caused by our activity.
- 8 RESPONSIBLE USE OF CORPORATE RESOURCES**

At BETANZOS HB we know that corporate resources and computing devices should be used in an efficient, appropriate and reasonable manner and employ them solely for the development of our professional activity.
- 9 ZERO TOLERANCE FOR CORRUPTION**

At BETANZOS HB we have assumed a commitment of zero tolerance to corruption and fraud and we have created the measures and controls necessary to fight them. None of us will accept any gift aimed at granting a direct or indirect advantage to a third party.
- 10 CONFIDENTIALITY OF INFORMATION AND DATA PROTECTION**

At BETANZOS HB we commit ourselves to maintain the due secrecy and confidentiality of information, data or documents to which we have access and refrain from using them for our own or a third-party's benefit.

**These ten principles represent the values that we should bear in mind in our daily tasks in BETANZOS HB.** The company and its members are committed to respecting them and fulfilling them in the exercise of our professional activity.

Any violation of these values and ethical principles must be communicated immediately to the company through the Whistleblowing channel or directly to the compliance officer. If you have any questions regarding the application and/or interpretation of these principles, please contact the compliance officer, who will answer any queries: [jmdafonte@betanzoshb.es](mailto:jmdafonte@betanzoshb.es)