

## **CONDUCT CODE FOR EMPLOYEES**

- Always act with integrity (honest and sincere behavior).
- In the workplace, we should devote ourselves to our responsibilities/tasks and not to personal activities.
- Avoid conflicts of interest (direct from the Employee or through related persons).
- Not to take on secondary professional activities that prevent us from fulfilling our responsibilities/tasks.
- Not to accept money or material gifts from Clients, Suppliers and Public Administrations.
- Respect the privacy and confidentiality of the personal data we handle, as well as Clients and Suppliers.
- Not to falsify the information we handle (processes, safety, environmental, financial, etc.).
- Technical, commercial and financial information is the property of ECS Mobility (even if generated by a Supplier) and as such should be considered confidential and not shared externally.
- Respect the confidential information and intellectual property of other Companies and Organizations.
- Ensure the correct use of Company assets (materials, machines, equipment, vehicles, information, etc.).
- No one (regardless of grade or position) is authorized to request or encourage an Employee to commit an illegal act or act that breaches the terms of this Code of Conduct.
- Do not tolerate any discrimination on the basis of race, religion and gender (sex).

## **COMPLAINTS CHANNEL**

For any questions and/or information on irregularities regarding the application of the Code of Conduct, you should contact your supervisor and/or the HR manager.

You can also do so anonymously by sending an email to: [canaldenuncias@ecsmobility.com](mailto:canaldenuncias@ecsmobility.com)

This code of conduct is complemented by the "**Rules of behavior at Work**" which have been disseminated throughout the Organization and which are mandatory for the personnel.

This ECS Mobility Code of Conduct is communicated both internally and externally and is reviewed annually based on the results of the Management System Evaluation.

Abadiano, November 2nd 2023



Iñigo Unzaga

Director General