



# Corporate Social Responsibility Policy

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**LeciTrailer** contributes to global economic and social development through its international expansion, prioritising a sustainable future. The company responsibly manages the impact of its activities on the environment and the communities in which it operates, guided by universal principles that regulate its behaviour. This commitment goes beyond mere legal compliance, as it integrates social, environmental and economic practices into its business decisions, seeking to create value in a profitable and sustainable manner, always considering the interests of all parties involved. This comprehensive approach is reflected in the company's work philosophy and in the strategies it implements to ensure that its operations are responsible and beneficial to both the economy and society as a whole.

**LeciTrailer** is committed to:

1. **Commitment to Human and Labour Rights:** We ensure the defence and respect of basic labour rights and human rights in accordance with the Universal Declaration of Human Rights. We do not employ, directly or indirectly, child or forced labour and we guarantee our employees freedom of association, expression and opinion.
2. **Development and Participation Environment:** We foster a work environment in which employees can align themselves with the company's strategic objectives, developing professionally and personally. To achieve their commitment, employees must be informed and participate in the achievement of corporate objectives, enhancing their skills and sharing knowledge.
3. **Respect and Ethical Behaviour:** We value mutual respect as a fundamental principle. We reject any form of harassment, violence or behaviour that violates the dignity and rights of individuals.
4. **Equal Opportunities and Diversity:** We are committed to creating an inclusive work environment, free from discrimination, where diversity in all its forms is valued and equal opportunities are guaranteed.
5. **Occupational Health and Safety:** We guarantee safe and healthy work environments, thus protecting the health and physical integrity of our employees.
6. **Responsible Use of Resources:** We provide our employees with the tools and resources necessary for their professional work, which must be used exclusively for work purposes and protected against any damage or loss.
7. **Confidentiality and Data Protection:** We respect confidentiality and protect personal data. All information related to customers, employees, suppliers and strategic data is handled under strict confidentiality.
8. **Responsibility for Corporate Reputation:** We value our brand, image and reputation; therefore, every employee must act in a manner that maintains and reinforces the good image of LeciTrailer.
9. **Commitment to Quality and Fair Competition:** We continuously strive to improve the quality of our products and services, and we establish relationships of respect and trust with our customers. We compete in the market actively and ethically, without practices that distort free competition.
10. **Integrity in Relations with Suppliers:** Our relations with suppliers are based on integrity, transparency and equal treatment, selecting them using objective and professional criteria. It is not permitted to accept or offer commissions, gifts or favours other than those of symbolic value.
11. **Principles of Collaboration with Partners:** Relationships with partners are based on loyalty, transparency, collaboration and mutual benefit, and employees must always act in accordance with these values.
12. **Rejection of Corrupt Practices:** We condemn any practice of corruption or bribery that seeks to improperly influence decisions to obtain advantages. No employee should offer or accept bribes, and the reporting of any known acts of corruption is encouraged..

**October 2024**  
**Carlos Leciñena**  
**Director General**