

The ASCENSORES TRESA, S.A. Code of Ethics represents the organization's fundamental commitment to compliance with the applicable law in its ordinary business activities.

This Code of Ethics sets out the values and behaviours that must govern the actions of employees and managers in the performance of their tasks.

## **VALUES**

- Integration.
- Excellence.
- Research and development.
- Sponsorship and patronage.

## **PRINCIPLES OF ACTION concerning:**

- Equal opportunities.
- Attention to associates.
- Relationship with shareholders/partners.
- Relationship with consultants, suppliers and third parties.
- Relations with Public Administrations and institutions.
- Relations with competitors.
- Insider information.
- Social and public relations.
- Safety and Occupational Risk Prevention.

As far as possible, ASCENSORES TRESA will also require any third parties it collaborates with to comply with the obligations mentioned in the previous points.

These values and principles of action that govern the business activity of ASCENSORES TRESA are elaborated in the extended version of our Code of Ethics and Crime Prevention Plan.

ASCENSORES TRESA has an Ethics Committee in place, which is the body responsible for compliance with the company's values and principles of action, as well as a confidential channel ([canaldenunciasa@scensorestresa.com](mailto:canaldenunciasa@scensorestresa.com)) open both to its employees and third parties, through which complaints or communications on the matter can be made.

Gijón (Spain), 29 January 2019

THE MANAGEMENT