

Compliance policy for suppliers, customers and tenants (obligations of fiscal, social and labor content)

The undersigned declares the fulfilment of the following obligations:

Tax Obligations

- I. The Company is up to date with the fulfilment of the tax and Social Security obligations imposed by the current provisions, and it does not have any debts in the payment executive period, unless these were guaranteed.
- II. The employer (if it is a natural person), or the company, its administrators and representatives (if it is a legal entity), as well as the signatory of the offer, are not subject to any of the prohibitions and incompatibilities to sign contracts indicated in article 71 of Law 9/2017, of November 8, which approves the Public Sector Contracts Law in the terms and conditions set forth in it, and that in the Administration or Government Bodies of the company, there is no person referred to by Law 11/2003, of September 25 of the Government and the Consultative Council of Castilla-La Mancha (DOCM No. 143, of October 6, 2003).
- III. The company comprises an organization with sufficient personal and material elements for the proper execution of the contract, and its purpose or activity is directly related to the object of the contract.
- IV. The company has not been convicted by a final judgment, among others, for crimes against the Public Treasury and Social Security and crimes against the rights of workers.
- V. The company has not been firmly sanctioned for a very serious infraction in labor or social matters, in accordance with the provisions of the recast text of the Labor Infringements and Penalties Law, approved by Royal Legislative Decree 5/2000, of 4 August, as well as for the serious infraction provided for in article 22.2 of the aforementioned text.
- VI. The employer (if it is a natural person), or the company does not pay taxes in tax havens, being compulsory to execute the contract with criteria of equity and fiscal transparency, so the income or benefits from them will be fully declared and taxed according to the current tax legislation, not being allowed to use addresses and, therefore, pay taxes in any country on the list of tax havens included in Royal Decree 1080/1991, of July 15, either directly or through subsidiary companies.

Social Obligations

- VII. The goods that are the object of the contract have been developed respecting the social-labor norms in force in Spain and in the European Union or the International Labor Organization.
- VIII. The workers assigned to the execution of this contract comply with the provisions of article 13.5 of Organic Law 1/1996, of January 15, on the Legal Protection of Children.
- IX. Over the life of the contract, it will be guaranteed equal treatment between women and men, access to employment, job classification, promotion, permanence, training, extinction, remuneration, quality and job stability, duration and working time arrangement among the workers assigned to the execution of the contract.

Labor Obligations

- X. The employer is subject to all the provisions on protection and working conditions that are applicable in the place where the work that is the object of the contract will take place, stating that he has taken into account in his offer such obligations.

- XI. The employer complies with the current provisions on labor, social security and occupational health, and labor integration, in particular:
 - a. When the benefits that must be developed are subject to a collective agreement, the employer will comply with the provisions contained in said agreement.
 - b. Throughout the execution of the contract, the employer will pay the salary included in the collective agreement of application according to the professional category corresponding to the worker. In any case, the salary to be paid cannot be less than that.
 - c. The company must adopt the mandatory or necessary occupational safety and health measures to rigorously prevent the risks that may affect the life, integrity and health of workers.
- XII. The employer respects the recognition of trade union dialogue and other rules regarding freedom of association on the part of the personnel assigned to the execution of the contract.
- XIII. The employer complies with the obligations in terms of prevention of occupational risks established by current regulations, certifying compliance with the following obligations:
 - a. The risk assessment and planning of the preventive activity corresponding to the contracted activity.
 - b. The training and information of the workers assigned to the execution of the contract in preventive matters.
 - c. The supply of personal protective equipment that, where appropriate, is necessary.
- XIV. The economic offer submitted by the awarded company is adequate and sufficient to cover the cost of the workers assigned to the execution of the contract following the sectoral collective agreement, and in the complementary agreements applicable. In any case, the hour-prices of the salaries contemplated cannot be lower than the hour-prices indicated in the agreement plus the Social Security costs.
- XV. The workers who will perform the execution of the contract are affiliated and registered in the social security.