

POLICY SIG-PO-01

GOVERNANCE PRINCIPLES FOR SUSTAINABLE DEVELOPMENT



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1. Purpose

IFEMA MADRID promotes responsible actions in the design and management (marketing and production) of its own events and in the provision of spaces and services at external events, acting from a preventive approach and minimising economic, social and environmental risks. Therefore, it declares the following purposes and values to achieve suitable management of its events and its spaces and infrastructures.

2. Scope and general issues

These principles apply to the entire IFEMA MADRID organisation and its processes.

3. Development and responsibilities

The purposes and values are:

- I. Do not participate in actions that compromise or jeopardise the legality, code of conduct, IFEMA MADRID policies and governance principles described below.
- II. Promote the creation of wealth and development for the region and promote the project the image of Madrid both within and outside our borders.
- III. Focus its efforts on value creation, growth through the pursuit of opportunities, customer satisfaction and contributing to sustainable development.
- IV. View sustainability as a long-term commitment that reinforces the principle of economic and financial soundness. Presence essential in all the activities it undertakes, and this culture must be transferred to all stakeholders.
- V. Promote ethical values of respect, cooperation, teamwork and all the behavioural guidelines set out in its 'Code of Conduct'.
- VI. Reject any form of abuse, discrimination or violation of fundamental human rights among employees, suppliers, contractors, collaborators or society as a whole, promoting effective equality of opportunities. Do not accept any discrimination on the grounds of age, race, colour, sex, religion, political opinion, national ancestry, sexual orientation, social origin or disability.
- VII. Promote the hiring of the best professionals, ensuring real equality of opportunities, recognition of personal skills, professional merit and rejecting any kind of discrimination.

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- VIII. Offer fair and equitable remuneration and competitive working conditions, and have development plans for its professionals, facilitating the acquisition of new knowledge and management skills, as well as the development of new skills and competencies.
- IX. Have hiring plans that seek to incorporate groups at risk of social exclusion and people with disabilities into the company.
- X. Promote volunteering among its employees. The development of the IFEMA MADRID 'Volunteering Plan' is a benchmark in the fulfilment of this principle.
- XI. Favour the work-life balance of its employees by offering flexible mechanisms that promote the well-being of workers and their environment in accordance with the best practices of the places where it operates in its sectors of activity.
- XII. Prohibit forced labour in all its forms. Promote safe childhoods, eradicating child labour through its employment eligibility requirements.
- XIII. Defend freedom of association and the effective recognition of the right to collective bargaining.
- XIV. Monitor and correct any abuse committed to the detriment of human rights and, if necessary, refer the matter to the competent judicial authority, always collaborating with it.
- XV. Seek to add value in the geographical areas in which it manages events, implementing those actions that contribute to their social and economic development.
- XVI. Encourage the promotion of the avant-garde and the dissemination of culture.
- XVII. Seek the highest level of environmental efficiency in all its activities, making its employees aware of the integration of this variable in decision-making and business operations.
- XVIII. Foster innovation as one of the pillars of its activity, promoting the search for sustainable solutions in the technological and operational fields.
- XIX. Dialogue regularly and openly with stakeholders, gathering and responding to their expectations and incorporating the most relevant ones into the sustainability strategy.
- XX. Provide transparent, truthful and rigorous information to its stakeholders. The publication of the 'Annual Report' and the 'Sustainability Report', the content of the institutional website, the trade fair websites and the IFEMA MADRID intranet, are benchmarks in the fulfilment of this principle.
- XXI. Culture of integrity: aware of the importance of preventing and detecting corruption, it promotes a culture of integrity within the company through training and dissemination of ethical conduct. The publication of the Code of Conduct is a benchmark for compliance with this principle.
- XXII. Base its relations with its employees on loyalty forged by common interests. For this reason, respect the participation of its employees in non-company activities of all kinds, as

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long as they are carried out within the law and do not compete or conflict with their duties as employees.

- XXIII. Commitment to risk and opportunity management in the company, centralising it and making its analysis and periodic assessment part of IFEMA MADRID's strategy and decision-making.
- XXIV. Guarantee that the services and products it provides do not pose a risk to the health and safety of the workers, customers and communities for which they are intended and, in the event of non-compliance, undertake to correct it.
- XXV. Through its 'Ethics Channel', establish the systems and procedures for the detection, reporting, protection and suppression of actions or behaviour contrary to basic social rights and established ethical principles.