

POLICY SIG-PO-01

GOVERNANCE PRINCIPLES FOR SUSTAINABLE DEVELOPMENT

POLICY SIG-P0-01
**GOVERNANCE PRINCIPLES SUSTAINABLE
DEVELOPMENT**

Contents

1. Purpose	3
2. Scope and general issues	3
3. Development and responsibilities	3

1. Purpose

This Declaration aims to establish and communicate the governance principles for sustainable development that guide IFEMA MADRID's strategy, decision-making, and management, integrating economic, social, environmental, and good governance considerations into all its activities.

These principles constitute the reference framework for the design, organisation, and management of proprietary events, the provision of venues and services for external events, as well as the management of the organisation's infrastructure and resources, promoting responsible, ethical, transparent conduct focused on the creation of sustainable value for its interested parties.

Through this Declaration, IFEMA MADRID reaffirms its commitment to the prevention and minimisation of impacts, continuous improvement, compliance with applicable requirements, and contribution to sustainable development, in alignment with its purpose, mission, vision, and corporate values.

2. Scope and general issues

This Declaration applies to the entire organisation of IFEMA MADRID, as well as to all its activities and processes.

These principles are developed in alignment with IFEMA MADRID's purpose of acting as a driving force for the economy and employment through the promotion, encouragement, and development of trade, industry, and services, as well as through strengthening the "Madrid" and "Spain" brands at the international level; with its mission to create and promote environments that connect people, businesses, and society, fostering economic growth and competitiveness through excellence and added value; with its vision to establish Madrid and Spain as benchmarks on the international economic stage, contributing to wealth creation, knowledge generation, and the development of business opportunities; and with its values of commitment and proximity, dynamism and creativity, effectiveness and efficiency, sustainability and transparency.

3. Development and responsibilities

The sustainable development governance principles set out below constitute the reference framework for integrating economic, social, environmental, and good governance considerations into all IFEMA MADRID activities:

POLICY SIG-PO-01

GOVERNANCE PRINCIPLES SUSTAINABLE DEVELOPMENT

I. Does not participate in actions that compromise or endanger compliance with the law, the Code of Conduct, IFEMA MADRID's policies, or the governance principles described below.

II. Promotes wealth creation and development for the region and enhances and projects the image of Madrid and Spain both nationally and internationally.

III. Directs its efforts towards value creation, growth through the pursuit of opportunities, customer satisfaction, and contribution to sustainable development.

IV. Understands sustainability as a long-term commitment that reinforces the principle of economic and financial soundness. Sustainability must be present in all activities undertaken, and this culture must be extended to all interested parties.

V. Promotes ethical values of respect, cooperation, teamwork, and all behavioural standards set out in its "Code of Conduct".

VI. Rejects any form of abuse, discrimination, or violation of fundamental human rights among employees, suppliers, contractors, collaborators, or society in general, promoting genuine equality of opportunity. It does not tolerate discrimination on the grounds of age, race, colour, sex, religion, political opinion, national origin, sexual orientation, social origin, or disability.

VII. Promotes the recruitment of the best professionals, ensuring genuine equality of opportunity, recognition of individual capabilities and professional merit, while rejecting any form of discrimination.

VIII. Provides fair and equitable remuneration and competitive employment conditions. It also maintains development plans for its professionals, facilitating the acquisition of new knowledge, management approaches, and the development of new skills and competencies.

IX. Has recruitment plans aimed at incorporating individuals from groups at risk of social exclusion and people with disabilities into the company.

X. Promotes social commitment among its employees.

POLICY SIG-P0-01

GOVERNANCE PRINCIPLES SUSTAINABLE DEVELOPMENT

XI. Encourages a balance between employees' professional and personal lives by offering flexible arrangements that promote the wellbeing of employees and their environment, in accordance with best practices in the locations and sectors in which it operates.

XII. Prohibits forced labour in all its forms. Promotes a safe childhood and eradicates child labour through its employment admission requirements.

XIII. Upholds freedom of affiliation and association, and the effective recognition of the right to collective bargaining.

XIV. Monitors and remedies any abuse committed to the detriment of Human Rights and, where necessary, refers the matter to the competent judicial authority, cooperating fully in all cases.

XV. Seeks to create value in the geographical areas where it manages events by developing initiatives that contribute to their social and economic development.

XVI. Promotes innovation and the advancement of leading-edge trends, as well as the dissemination of culture.

XVII. Pursues the highest level of environmental efficiency across all its activities, raising employee awareness of the integration of environmental considerations into decision-making and business operations.

XVIII. Encourages innovation as one of the pillars of its activity, promoting the search for sustainable technological and operational solutions.

XIX. Maintains regular and constructive dialogue with interested parties, gathering and responding to their expectations and incorporating the most relevant ones into its sustainability strategy.

XX. Provides transparent, truthful, and rigorous information to its interested parties. The publication of the "Annual Report" and the "Sustainability Report", together with the content of the corporate website, trade fair websites, and the IFEMA MADRID intranet, serves as a benchmark for compliance with this principle.

POLICY SIG-P0-01

GOVERNANCE PRINCIPLES SUSTAINABLE DEVELOPMENT

XXI. Integrity culture: aware of the importance of preventing and detecting corruption, it promotes a culture of integrity within the company through training and the dissemination of ethical conduct. The publication of the Code of Conduct serves as a benchmark for compliance with this principle.

XXII. Bases its relationship with employees on loyalty arising from shared interests. Accordingly, it respects employees' participation in activities outside the company of any nature, provided they are carried out within the law and do not compete or conflict with their duties as employees.

XXIII. Is committed to the management of risks and opportunities across the company, centralising this process and ensuring that their periodic assessment and evaluation form part of IFEMA MADRID's strategy and decision-making.

XXIV. Ensures that the services and products it provides do not pose a risk to the health and safety of employees, customers, and communities for whom they are intended and, where any non-compliance is identified, commits to taking corrective action.

XXV. Through its "Ethics and Whistleblowing Channel", establishes systems and procedures for the detection, reporting, protection against, and elimination of actions or behaviours that are contrary to fundamental social rights and established ethical principles.