

Social Responsibility Charter

As members of TEXKNIT S.A.

- We adhere to the objectives of sustainable development. We are committed to acting responsibly and continuously to integrate them into our economic activities, into our social relationships and, in general, into our contribution to value creation.
- We exercise our social responsibility in our strategic decisions and in our daily operations. We agree to settle accounts for this through honest information that we will communicate appropriately to our parties involved.
- We commit ourselves to respect, anticipate detriments and, to the extent of our means, promote the fundamental rights and legitimate requirements of our parties involved. We ensure that we take into consideration their interests, material and moral, when these are or may be affected by our business management behaviour or by the activities of the companies that we manage or with which we act.
- With this vision, we commit ourselves especially:

1. Respect Human Rights

- Respect the freedom of association and the exercise of trade union rights.
- Prevent all forms of discrimination and promote equal opportunities, between men and women, and in favor of vulnerable categories, mainly the disabled.
- Prohibit the work of children under 15 years of age.
- Promote collective bargaining, prevent labor disputes, and provide the necessary means to resolve them peacefully.

2. Continuously improve labor and working conditions, and professional relationships

- Improve the skills of employees, promote training and professional improvement.
- Strictly comply with the legal obligations relating to the declaration of all employees before security and social protection agencies.
- Guarantee all employees hygiene and safety conditions that are, at least, in accordance with current legislation and, in all cases, decent health infrastructure
- Strictly comply with the legislation on occupational accidents and occupational diseases.
- Continuously improve the conditions and content of social dialogue.
- Avoid abusive appeal in atypical or precarious contracts.

3. Protect the environment

- Define, in the terms and according to the modalities adapted to the company, a framework of action dedicated to the protection of the natural environment, preventing further environmental impact, communication and cooperation with local communities and authorities, awareness and the training of wage earners.
- Reduce the consumption of water, energy, raw materials and polluting emissions or those that generate a greenhouse effect.
- Promote the use of renewable energies.
- Evaluate and minimize the environmental impact of investment projects.
- Develop emergency plans to anticipate and mitigate accidental damage to the environment, safety or health.

4. Prevent corruption

- Prohibit any behavior that tries, directly or indirectly, to promise, offer, request or grant illicit payments with a view to obtaining or keeping a contract or any other irregular or illegitimate benefit.
- Do not offer or accept to pay public or private agents, or their relatives, payments, hidden commissions or gifts to obtain or modify, in return, a contract for goods or services.
- Make visible, with the appropriate means, the principles and the company's intervention against corruption and extortion.
- Make employees aware of the measures taken by the company to fight corruption and extortion, and encourage compliance with these provisions by employees through appropriate information, training programs and disciplinary proceedings.

5. Respect the rules of healthy competition

- Do not close or execute agreements with a view to:
 - Impose prices, submit bids or impose restrictions on production.
 - Participate in market sharing agreements through the distribution of customers, suppliers, geographical areas or branches of activity.
 - Perform imitations.
 - Resort to under-invoicing practices.

6. Consolidate the transparency of corporate governance

- Guarantee the voting rights of the shareholders.
- Strengthen the internal control mechanisms and expand the fields of risk review through audits and certifications of independent accounts in the conclusions communicated to the decision-making and control bodies.

7. Respect the interests of customers and consumers

- Ensure the safety of products and services, and the health of consumers.
- Provide accurate and clear information on the composition, safety of use, maintenance, storage and disposal of products and services in terms accessible to consumers to allow them to make informed decisions.

- Develop transparent and effective procedures to guarantee customers the processing of their claims and the prompt resolution of their disputes in good faith.
- Avoid false advertising claims, as well as omissions, misleading or unfair practices.
- Respect the privacy of customers and consumers and protect their personal data.

8. Promote the social responsibility of suppliers and subcontractors

- Apply the following purchasing criteria: the regularity of supplier and subcontractor accounts with security and social protection bodies, protection of the safety of its employees, respect for the minimum age for access to work.
- Offer technical assistance and cooperation in order to establish lasting contractual links, always respecting the rules of competition.

9. Develop social engagement

- Contribute to the human and economic development of the company's territorial communities and the improvement of the living environment of its neighbours.
- Promote local work and training for employees of the company's implementation position.
- Contribute to any initiative of national or local scope dedicated to the prevention or mitigation of the effects of natural disasters, ecological imbalances or diseases, to the fight against poverty, illiteracy, inequalities in regional development or, generally, to the promotion of culture, arts and knowledge.

A handwritten signature in black ink, consisting of a stylized 'J' and 'R' followed by a horizontal line.

Jordi Rojas
Manager