



Supply **CHAIN**

GLOBALTEC's supply chain policy

Contents

| | | |
|------------|--|----------|
| 01. | Introduction | 3 |
| | Objective and scope | 3 |
| | Related documents | 4 |
| | Description of our supply chain | 4 |
| 02. | General principles | 5 |
| | Principles related to the workers in our supply chain | 5 |
| | Principles related to society and local communities | 6 |
| | Principles related to the environment | 6 |
| | Principles related to regulatory compliance | 6 |
| 03. | Requirements of our supply suppliers and supply chain | 7 |
| | Labour relations and human rights requirements | 7 |

01. Introduction

The general management of GLOBALTEC, given its responsibility to set the company's general policies and strategies, approves this Supply Chain Management Policy.

GLOBALTEC is committed to managing its supply chain as an integral part of its responsibility to carry out its work sustainably, with respect for the environment, good corporate governance, regulatory compliance, human health, promotion of diversity and inclusion and respect for human rights, while also encouraging its suppliers to act in the same way.

Objective and Scope

The objective of this Policy is to extend our commitments, policies and values throughout our value chain, and to encourage our suppliers, providers, partners, contractors and subcontractors (jointly, "suppliers") to comply with the same commitments.

As part of this commitment, GLOBALTEC considers it a priority to prevent any risks from arising in its supply chain and in the goods and services produced or supplied by the companies in it.

The scope of this Policy extends to all the economic activities GLOBALTEC carries out, with all its suppliers and in any country where it performs any kind of action.

This Policy addresses the entire approach to responsible management of our supply chain, reflecting our commitment and that of our suppliers. At the same time, this supply chain policy is also in addition to the rest of the documents that govern our sustainability management in its three axes: economic, social and environmental.

Related documents

As indicated in the previous point, the documents associated with this supply chain policy are as follows:

- Sustainability policy.
- Environmental policy.
- Code of Conduct.
- Bribery control principles.
- Human rights policy.
- Equality and non-discrimination policy.
- GLOBALTEC's alignment with the SDG.
- Procedure for assessing supplier independence PC 03.
- Supplier evaluation questionnaire (Form F01-PC03).
- List of accepted suppliers (Form F02-PC03).
- Supplier form (Form F03-PC03).

Description of our supply chain

In accordance with the work it has carried out since it was founded in 2007, GLOBALTEC has a supplier workforce that has been identified and evaluated based on quality, good service and efficiency criteria. Since 2021 and with the integration of the social and environmental axes into the economic axis, GLOBALTEC's supply chain has also been evaluated based on the criteria of respect for the environment, social responsibility and good governance.

As for our suppliers, they are characterised by:

- Being Spanish and international. Specifically, GLOBALTEC has suppliers in Spain, Angola, Mozambique, Portugal and Armenia.
- Having a local and global area of action.
- To cover the needs of our operational and support processes.

Internally, our relationships with our suppliers have the following guidelines on responsibility:

- GLOBALTEC's employees deal with its suppliers of goods and services in a lawful, ethical and respectful manner.
- The selection of suppliers will be governed by criteria of suitability of the service or product, transparency and best terms.
- Stable relationships with ethical and responsible suppliers are promoted.
- GLOBALTEC's employees must not ask suppliers or accept information related to the agreed with other competing companies.

02. General principles

The general principles that must govern the responsible management of our supply chain are as follow:

- Provide our supply chain accurate and transparent information about our requirements in the purchasing and procurement process.
- Encourage all relationships with our suppliers to be fair, balanced and honest, respecting their basic rights.
- Work with suppliers who follow our Code of Conduct and our policies related to sustainability, good governance and regulatory compliance.
- Provide information to our suppliers on environmental, social and governance issues.
- Ensure and promote having the supplier selection process comply with not just quality, opportunity and cost criteria, but also the criteria of impartiality, integrity, objectivity, transparency, value creation, confidentiality, free competition and sustainability, promoting the selection of the suppliers that effectively implement social, regulatory, ethical, environmental and health and safety standards aligned with those of GLOBALTEC.
- Promote including environmental, social and good governance criteria in contractual clauses.
- Transmit GLOBALTEC's sustainability and corporate social responsibility to its supply chain.

Principles related to the workers in our supply chain

- Prevent any violation of the basic rights of subcontracted employees.
- Establish contractual terms of fair payment and delivery schedules that enable our suppliers to meet basic labour standards.
- Support the right to a minimum or living wage and monitor compliance with local minimum wage laws, regardless of the country in which they operate.

Principles related to society and local communities

- Respect the rights of all workers, especially migrants and particularly vulnerable workers.
- Take measures to support local social and economic development, opening channels of dialogue and communication with local communities.
- Support the recruitment of local labour, working with local suppliers whenever possible.
- Reduce the social impacts related to project closures, openings and restructurings.
- Prevent complicity in violations of the environmental rights of all the communities in which they operate.

Principles related to the environment

- Protect the environment and public health in line with the Sustainable Development Goals aligned with GLOBALTEC.
- Promote procurement of resources, materials and products of recycled origin that can also be reused or recycled at the end of their use. Promote and encourage the development of the principles of circular economy.

Principles related to regulatory compliance

- Ensure that our suppliers' performance is integral, ethical and in accordance with the applicable legislation, whether international, national or local, following GLOBALTEC's internal regulations that apply to them.
- Observe compliance with anti-corruption regulations by our supply chain, with zero tolerance for any form of corruption or conflict of interest practices.
- Prohibit anti-competitive behaviour by our suppliers that may pose a risk to free competition.

03. Requirements of our supply suppliers and supply chain

The following guidelines are minimum and basic standards for our suppliers and our entire supply chain:

Labour relations and human rights requirements

Suppliers are expected not only to comply with current legislation and the core conventions and recommendations of the International Labour Organization, but also to take proactive measures based on:

Suppliers adopting the UN Global Compact Principles.

All supplier companies must accept the Standard Terms and Conditions of Business in force at the time a contract is awarded. These indicate that the supplier agrees to adopt, and respect to the fullest extent, the following Ten Principles of the UN Global Compact, with regard to tasks carried out by both its own and subcontractors' personnel:

HUMAN RIGHTS

1. To support and respect the protection of human rights.
2. Not to be complicit in human rights abuses.

WORKING CONDITIONS

3. To support the principles of freedom of association and the right to collective bargaining.
4. To eliminate forced or compulsory labour.
5. To abolish all forms of child labour.
6. To eliminate discrimination with regard to employment and occupation.

ENVIRONMENT

7. To support a precautionary approach to environmental challenges.
8. To promote greater environmental responsibility.
9. To promote the development and diffusion of environmentally friendly technologies.

MEASURES AGAINST CORRUPTION

10. To act against all forms of corruption, including extortion and bribery.



COMPANY NAME

GLOBALTEC DESARROLLOS E INGENIERÍA SA

MANAGING DIRECTOR

Francisco Javier Valero Artola

ACTIVITY

Technical engineering services and other activities related to technical consulting.

Report drawn up with advice and help from GWSpain, transformation and sustainability consultancy.

www.somosgwspain.com

Thank you for all your support
and efforts in the struggle to
attain the SDGs.

contact

MAIN OFFICE

Calle Velázquez, 10 – 3º Derecha
28001 – Madrid – Spain

917 816 418

info@globaltecingenieria.com

www.globaltecingenieria.com