

# CORPORATE SOCIAL RESPONSIBILITY POLICY





TSK understands Corporate Social Responsibility (CSR) as its responsibility for the impact of its activities on society. To this end, TSK integrates the social, environmental and ethical concerns for human rights and stakeholders in its daily activities and relationships with them. At TSK we believe that our CSR has to be part of our general strategy with the aim and commitment of improving the well-being of those communities where we are present.

**Through its CSR policy, TSK contributes to the following aims:**

- To carry out its main activity responsibly, placing people at the center of its operations.
- To maximize the creation of sustainable and shared value for its shareholders and other stakeholders as well as the whole of the society in which we carry out our activity.
- To prevent and mitigate the possible negative impacts derived from our activity.
- To improve TSK's reputation.

This CSR policy aims to create a reference framework that contributes to defining and promoting behaviors that allow the generation of value for all stakeholders. At the same time, this policy is deployed through TSK's Code of Ethics, which establishes guidelines for behavior in relation to stakeholders and material issues in accordance with the organization's values.

**The principles that govern the CSR policy are:**

- Accountability - TSK is liable for the impacts of its decisions and activities on society, the environment and the economy, especially significant negative consequences.
- Transparency - TSK is transparent in its decisions and activities that impact society and the environment.
- Respect for the interests of stakeholders - TSK takes into account the relationship of the interests of its stakeholders with the broader expectations of society and sustainable development, as well as the nature of the relationship of stakeholders with the organization.

- Respect for the principle of legality - TSK complies with the legal requirements of all jurisdictions in which it operates, even if those laws and regulations are not adequately enforced.
- Respect for international rules of behavior while abiding by the principle of respect for the principle of legality.
- Respect for human rights: TSK respects and promotes the rights established in the Universal Charter of Human Rights.

TSK is committed to rigorous compliance with all the requirements and applicable legislation, as well as to the continuous improvement of its Social Responsibility Management System, through the establishment of objectives and plans and the evaluation and accountability of its results.



*\* Policy approved by the President of TSK Mr. Sabino García Vallina on February 22, 2019*



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