

# CÓDIGO ÉTICO

Altermia Asesores Técnicos Code of Ethics offers a guide of good ethical practices for us, and for everybody that maintain a business, labour and professional relationship with us, our Suppliers and Clients. The objective is to present the Principles and Values that guide us, in order to achieve:

- A set of guidelines to go in case of an ethical dilemma evidence
- A field of trust, integrity, and collaboration with our employees, partners, suppliers, and clients.
- An unequivocal commitment and respect for the Environment, Socio-Cultural background, and people's Health and Safety.

## **Ethical Principles**

### 1. Independence and Objectivity

Our first Ethical Principle is our cover letter. Beginning with the fact that Altermia is a completely independent company, which allows us to carry out our advisory services with total and true objectivity. For each advisory service that we offer, we will declare the absence of conflicts of interest, past or current, with the project and/or its developers.

### 2. Experience, Professionalism, and Quality

The professionals that integrate Altermia bring together 20 years of experience as independent technical advisors to Financial Institutions, Investment Funds, and Promoters in renewable energy, energy saving and environmental projects, which allows us to advise our Clients with extensive experience, maximum professionalism, and quality in our advisory services.

### 3. Confidentiality and Data Protection

Altermia, as well as its employees and partners, must maintain the due confidentiality of the advisory services in which they participate, internally safeguarding the information, complying with the signed confidentiality agreements, and the applicable rules on Data Protection.

The information and data obtained from the projects cannot be used for personal use or disclosed before, during and after the project, unless expressly authorized by Altermia and the final Client.

### 4. Legality, Anti-corruption

Altermia, as well as its employees and partners, respect all the regulations of the countries where they provide their advisory services, without tolerating any practice of corruption, bribery and/or money laundering.

## 5. Respect and Equality of Opportunities

Altermia, as well as its employees and partners, does not discriminate against any individual on the basis of gender, race, ethnicity, religion, social status, sexual orientation, physical disability, or any other social class protected by law.

We also do not tolerate discrimination, harassment or misfeasance of any kind.

## 6. Human and Labour Rights

In Altermia, we respect Human and Labour Rights, following the guidelines of the International Labour Organization, as well as adhering to the United Nations Global Compact.

## 7. Professional Development

In Altermia, we promote a safe working environment and conciliatory towards private life, while we encourage professional development and continuous training with the aim of giving the best service possible to our Clients.

## 8. Fair Competition

In Altermia we respect our competitors and, as far as we can, we always try to collaborate with them in order to offer the final Customer the best possible advice.

## 9. Corporate Social Responsibility

Altermia has published its Sustainability and Corporate Social Responsibility Policy with the aim of contributing to sustainable development in a framework of social, economic and environmental coherence and ethic.

## 10. Responsibility towards Future Generations

Altermia encourages the development and diffusion of environmentally friendly technologies based fundamentally on Renewable Energies and Energy Efficiency, as an act of responsibility to future generations who have the right to enjoy at least the same degree of well-being than us.

## **Ethics Committee**

The Altermia Ethics Committee is formed by its founding partners. Any breach evidenced by the Code of Ethics should be reported in writing to the Ethics Committee who will carry out the necessary measures for its resolution and correction.