

## CORPORATE RESPONSIBILITY POLICY

Since its origins in 1958, Elecnor has been governed by criteria which could be considered today as being inherent in any Corporate Responsibility policy: focus on customers, promoting a motivating work atmosphere, involvement in the social environments in which we act and so on. This attitude, maintained over time and continuously updated and improved, is the key to our reputation on the market and in society as a whole.

Along these lines of permanent updating, Elecnor wishes to formally establish the main principles of its current concept of Corporate Responsibility (CR) as a way of sharing the values described in it with all its interested parties: customers, employees, shareholders, suppliers and the general public.

The five principles of this Declaration do not make up a series of policies that can be isolated from each other. In Elecnor's opinion, genuine Corporate Responsibility should deeply and honestly impregnate each corner of our activity and our business strategy. Therefore, this Declaration aims to be our formula for our way of being and the role that we wish to play in the world of the 21st century.

1. We formulate our long-term aspirations in strategic plans, which we then share with the organisation, markets and society as a whole. Plans with a high degree of compliance, worthy of the credibility of our stakeholders and the explicit support of the financial community, a vital factor for continued investment and growth.
2. Elecnor understands the concept of responsibility as a fundamental value which underpins its relationships and ties to all of its stakeholders. This concept materializes in a clear commitment to our clients, employees, shareholders and suppliers.
  - Commitment to clients: we are sincerely involved in their aspirations and objectives, offering them our best capabilities and maximum availability.
  - Commitment to employees: we seek the most talented professionals and we do our utmost to create an attractive, motivating and safe work environment in which to promote professional advancement. We strive to make this commitment mutual, fostering the commitment of our professionals towards business goals, loyalty, hard work and the honest fulfilment of duties, as detailed in the Group's Code of Ethics.
  - Commitment to shareholders: our corporate strategy pursues the sustainable development of our business model, regardless of the nature of the different economic cycles. Consequently, ours is a long-term vision, ultimately aimed at instilling elements of predictability and a feeling of trust in our shareholders and investors.
  - Commitment to suppliers: we view relationships with suppliers as mutually satisfying relationships, with a long-term vision and sustainable growth. We want to improve together, setting new challenges in terms of quality, responsibility and efficiency.
  - Commitment to society: our activities are closely tied to the key constituents of social progress. Infrastructures, energy, water, environmental concerns or the space industry push societies towards a better future and help tackle global challenges, especially climate change. These fields of action are reinforced by the initiatives of the Elecnor Foundation, which is particularly active in the provision of basic infrastructures to disadvantaged communities.

3. Elecnor's technical prestige has been built up over fifty years of business, with constantly evolving approaches and solutions, yet an unwavering spirit and philosophy of service. The consistency and permanence of these values form the foundations of the confidence shown us by the market and by all of our stakeholders. These are the distinguishing features of Elecnor that we want to preserve as the most valuable of all the legacies passed down by the first generations at the head of the company.

4. We establish detailed and certifiable policies in the most relevant business management areas, which are an example of the rigour of our work:

**Quality:** not only focused on maximum client satisfaction, but also on looking after all aspects of our internal organization and external projection.

**Environment:** a significant part of our activities are aimed at environmental protection and the efficient consumption of energy resources. In addition, we have established a general culture of organisational responsibility in regard to the environmental impact of our activities.

**Prevention:** our goal is "zero accidents". A special effort is devoted to prevention through training programs, site audits and informative campaigns.

**R&D&i:** Elecnor focuses its R&D&i activities on aspects that provide added value and allow it stand out from its competitors. Its technology areas of interest are related to Energy, Environment, Sustainability, Infrastructures and ICT, among others.

5. Elecnor is an organisation in constant evolution, open to new ideas and technologies, responsible for some of the most ground breaking advances within its fields of activity. Every new solution we are able to contribute to a specific social need acts as a powerful stimulus to keep us looking ahead to the future.

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