



DANIMA
engineering

Principles of CSR

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PRINCIPLES OF CSR

FOR ALL OUR INTERESTED PARTIES



SUPPORT FOR THE UNITED NATIONS GLOBAL COMPACT

OUR PRINCIPLES

- Communication
- Compliance with principles
- Legality and social compliance

PURPOSE AND APPLICATION

- Derechos humanos
- Human rights
- Equal opportunities
- Human resources
- Fair competition
- Child labor
- Working conditions and slavery
- Supplier relations
- Environmental protection
- Reputation
- Business relationships
- Information control
- Protection of confidential information
- Corruption and bribery
- Conflict of interest
- Communication channel and supply chain

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WE SUPPORT



We express our firm commitment to universal values and fully support the ten guiding principles of the **United Nations Global Compact** regarding human rights, labor standards, the environment, and anti-corruption:

Human Rights

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure that they are not complicit in human rights abuses.

Labour

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labour;
- Principle 5: the effective abolition of child labour; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

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OUR PRINCIPLES

COMMUNICATION

Our corporate principles are communicated to all interested parties and disseminated by providing copies of them, publishing them on the corporate website, or through any other means determined by the organization's Management.

We consider our employees to be one of the company's most valuable assets. Participation at all levels is based on transparent communication, both regarding specific business matters and the company's activities in general, remaining receptive to suggestions and proposals for changes aimed at continuous improvement.

COMPLIANCE WITH PRINCIPLES

We recognize that our interested parties have a sincere and legitimate interest in the conduct, beliefs, and actions—beyond the mere name of the company in which they place their trust—and that no business venture could exist without them. Therefore, we are committed to respecting management principles in all our activities, always taking into account current legislation and the environment in which we operate.

Individuals involved in the organization are required to comply with corporate principles, with absolute respect for the values they contain and establish. Internally, the principles are directed at all members of the organization, such as Management or employees, regardless of the type of contract determining their relationship, hierarchical position, or the location where they carry out their activity.

LEGALITY AND SOCIAL COMPLIANCE

We carry out our activities convinced that respect for current legislation represents the best guarantee of responsible conduct. However, we understand that complementary guidance for employees, in the form of voluntary management principles, ensures compliance with the most stringent standards throughout the organization. We maintain a firm commitment to complying with all applicable regulations, with the mandatory legal framework prevailing in any case over any other guideline should any discrepancy in interpretation arise.

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Corporate principles provide the framework for achieving the highest standards of governance and social responsibility at Danima.

These principles are the expression of the values that govern the conduct of the organization and all its members in the performance of their duties and their labor, commercial, and professional relations. The objective of our activities is to manufacture and market our products while delivering lasting and sustainable value for all interested parties (customers, employees, suppliers) and for our economic and social environment.

We do not support generating profits at the expense of sacrificing long-term business development, recognizing the need to consistently create value to ensure the company's strength and finance our investments. We foster relationships based on trust, integrity, honesty, and respect for basic human values.

1. Human Rights

We expect our activities to strictly respect and comply with laws concerning human rights, fully supporting the guiding principles of the United Nations Global Compact in this area. We aim to be an example of sound practices across all our operations, fostering the improvement of social conditions as a fundamental factor for sustainable development.

2. Equal Opportunities

We foster a work environment where equal opportunities ensure non-discrimination based on race, sex, ideology, nationality, disability, religion, or any other personal, physical, or social condition. Likewise, we strongly reject any manifestation of harassment or conduct that creates an intimidating or offensive environment. We develop recruitment and promotion policies based on objective criteria such as merit, experience, and professional competence, ensuring equal treatment at all times.

3. Human Resources

We are aware that the company's success is a reflection of the professionalism, behavior, and responsible attitude of the people who make up the organization. Therefore, proper hiring, continuous training, and professional development are key factors. We foster professional competencies at all levels of the organization, offering opportunities for advancement based on each person's effort and merits.

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4. Fair competition

We foster an open and fair competitive market. We carry out our commercial activity based exclusively on the quality, service, and merit of our products, rejecting any unfair practice, practice that restricts competition, or practice contrary to applicable commercial regulations.

5. Child Labour

We categorically reject any form of child exploitation. In this regard, we are committed to:

- Not employing minors, strictly complying with current legislation and ensuring by all necessary means that all our personnel are of legal age.
- Requiring our suppliers and business partners to apply standards aligned with these same criteria of respect and protection of children.
- Rigorously complying with applicable regulations, as well as reference international conventions regarding the minimum age for entering the workforce and the eradication of the worst forms of child labour.

We understand that all actions in this area must be inspired by the protection of minors and strict compliance with the current legal framework.

6. Working Conditions and Slavery

We guarantee freedom of association and the genuine recognition of workers' right to collective bargaining, respecting the right to establish representative organizations and to freely join or not join trade unions. We maintain a constructive dialogue, refraining from any action that limits employees' freedom of association and ensuring the absolute elimination of all forms of forced or compulsory labour.

Our business practices aim to:

- Offer competitive salary and working conditions, strictly complying with current national and sectoral legislation regarding working hours, wages, and overtime.
- Limit the number of overtime hours to reasonable levels in accordance with applicable regulations.
- Treat all employees with respect and dignity, tolerating no form of harassment (mobbing), abuse, or degrading treatment.

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Furthermore, our organization maintains a firm policy to ensure that neither slavery nor human trafficking has a place in our operations. To this end, we rigorously apply labor agreements, current regulations, and the standards established within our social responsibility principles.

7. Relations with Suppliers

Raw materials and supplies are key factors in the quality and cost of our manufactured products and, consequently, directly influence the company's results. The constantly evolving economic and technical environment requires us to continuously adapt our sourcing strategies.

Our key suppliers are selected and approved to ensure they comply with corporate principles or share our commitment to sustainability and quality. In this context, we support:

- Sustainable production systems that meet long-term economic, environmental, and social requirements.
- The viability and security of supplies, ensuring that raw materials meet the required quality standards.
- Commercial relationships based on trust, dealing exclusively with reliable suppliers and periodically evaluating agreements to seek continuous improvement in quality, service, and costs.

The decision to establish or maintain our supply channels depends on strict company criteria regarding quality, safety, quantity, cost, security of supply, and responsibility in production.

8. Environmental Respect

Since our inception, we have strived to apply business practices that respect the environment, contributing to sustainable development that meets current needs without compromising future generations. This activity guarantees the continuous improvement of our environmental measures throughout the entire value chain: from the procurement and purchasing of supplies to production, distribution, and final delivery.

Individuals involved in the organization, within the scope of their duties, are aware of and assume our environmental policy, adopting habits and best-practice behaviors to minimize the impact resulting from their activity and the use of facilities, equipment, and work tools, always striving for their efficient use.



In this regard, our organization is committed to:

- Integrating respectful environmental practices across all management and operational areas.
- Operating our facilities with the aim of achieving efficient and sustainable resource use, reducing adverse environmental impact, minimizing waste generation, and ensuring the safe and responsible disposal of waste materials.
- Respecting and strictly complying with current environmental legislation.
- Providing adequate training and communication to ensure the understanding of our environmental commitment, both internally and externally.
- Establishing environmental protection objectives, monitoring their progress, and evaluating results to drive continuous improvement in this area.

9. Reputation

The reputation and image of the organization are among our most valuable assets for preserving the trust of all interested parties, such as employees, customers, suppliers, authorities, and society in general. Therefore, all members of the company shall exercise the utmost care to preserve this image in their professional activities, especially in any public intervention, dealings with the media, or participation in professional conferences or seminars, always guided by the principles of loyalty and good faith.

In the performance of professional activities, the highest ethical and behavioral standards shall be maintained at all times, assuming a firm commitment to act responsibly and maintaining an optimal level of quality to contribute to the company's sustainable development and maximize value for our interested parties.

10. Business Relations

We base our institutional and business relations on transparency, informational rigor, and strict compliance with the regulatory framework.

- Authorities and local environment: We foster transparent dialogue with governmental authorities, regulators, and groups in our environment, complying with relevant legislation and agreements that protect the interests of the parties involved and ensure a fair competitive context.



- Academic and professional relations: We encourage communication and cooperation with academic and professional entities with the aim of fostering a constant update of knowledge, for mutual benefit and directed toward the continuous improvement of our products, policies, and services.
- Economic and financial information: Our communication is open, accurate, and truthful. The company's economic and financial information faithfully reflects its asset and management reality, in accordance with the accounting principles and legal regulations applicable at all times, ensuring transparency with interested parties.

11. Information Control

Truthfulness and confidentiality are core principles in all our operations. We guarantee rigorous communication at both internal and external levels, scrupulously protect privacy and personal data in accordance with current legislation, and safeguard information and knowledge as essential strategic assets for the company's management.

12. Protection of Confidential Information

All internal company information, as well as any external information that we are obligated to safeguard, is considered reserved and confidential, regardless of the medium on which it is stored. Such information is subject to professional secrecy and may not be disclosed to third parties unless expressly authorized or required by legal, judicial, or administrative mandate. It is the responsibility of all professionals within the organization to provide the necessary security measures and apply established procedures to properly protect all transmitted and processed information, whether proprietary or belonging to third parties.

13. Corruption and Bribery

We insist on honesty, integrity, and loyalty in all our activities, expecting identical principles from the companies and suppliers with whom we relate. We categorically reject any practice of corruption, extortion, or bribery, firmly supporting international measures and principles aimed at combating it in all its forms.

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14. Conflict of Interests

We require our management and employees to act with the utmost integrity, professionalism, and loyalty, avoiding any situation that may give rise to a conflict of interests between personal interests and those of the company. Any improper act, or one that appears to be so, must be avoided when conducting negotiations, refraining from influencing or participating in decisions in which one has a direct or indirect personal interest.

We declare ourselves opposed to influencing the will of third parties through unethical practices, as well as allowing others to use such practices with members of our organization. Any reprehensible behavior or abuse in the application of these principles may be subject to review and corresponding disciplinary measures in accordance with applicable regulations.

15. Communication Channel and Supply Chain

We make established internal channels available to all personnel to communicate any matter subject to consultation or reporting in a confidential and secure manner.

Furthermore, to the extent possible and within our supplier approval processes, we encourage our suppliers and business partners to know and share these principles of social responsibility, fostering a supply chain aligned with our ethical and sustainability values.