



## **PERSÁN RESPONSIBLE SOURCING POLICY**

### **PURPOSE**

The purpose of this policy is to outline the standards that set our commitment with a sustainable, transparent and responsible business model, and the behaviour of Persán in promoting best practices in procurement, through responsible management, integrating environmental social and governance criteria in the whole procurement process, in accordance with the behaviour patterns settled out in the Suppliers Code of Conduct and Corporate Compliance Programme, in particular, the Code of Ethics, Criminal Compliance Policy and Anticorruption Policy.

### **SCOPE**

This Policy applies to Persán and its subsidiaries, to its suppliers and subcontractors and to all third parties who are involved in purchases made on behalf of Persán.

### **OUR COMMITMENTS**

Persán is strongly committed to:

- Promoting an ethical corporate culture, legal compliance, integrity and transparency. This commitment is reflected in its Corporate Compliance Programme, in particular, in its Code of Ethics, Criminal Compliance Policy and Anticorruption Policy, which are available on the Persán website ([www.persan.es](http://www.persan.es)).
- Uphold and respect the human rights enshrined in the United Nations' Declaration of Human Rights, as well as the principles set forth by the International Labour Organization Convention and ensure that these principles are respected throughout our supply chain.
- Integrate ESG (Environmental, Social and Governance) criteria into our business relationships with suppliers by including them in supply contracts.
- Promote and collaborate in the continuous development of our suppliers by integrating ESG (Environmental, Social and Governance) criteria into their evaluation.
- Provide suppliers with appropriate communication channels to facilitate dialogue and communication. Among them, we make available our Ethical channel, through the following link <https://persan.integrityline.com/>.



- Provide the vision, training and tools for buyers to integrate sustainability into their purchasing practices and decisions.
- Persán is committed to preserving our planet, and therefore we aim to protect the environment by reducing the impact in our value chain. To this end, in the year 2025, we are committed to obtaining the real emission factor of 60% of our acquisitions representing 80% of the Scope 3 impact. We are seeking to develop a decarbonization plan with our suppliers that will enable us to achieve our Company goal of net zero emissions (scope 1, 2, and 3) and to positively value those suppliers who have set decarbonisation goals and drawn up decarbonisation plans.

## UPDATE AND ACCEPTANCE

The content of this Persán Responsible Sourcing Policy will be updated and reviewed on an annual basis, and / or any other moment. Any updates will reflect changes in applicable law, industry best practices and environmental and compliance commitments. The latest version approved by the organisation will be available on Persán website ([www.persan.es](http://www.persan.es)).

Acceptance and compliance with the terms of this Policy is a continuing condition for the commercial and business relationship between Persán and its suppliers. Given the above, suppliers confirm their acceptance and commitment to comply with the terms of this Responsible Sourcing Policy, including any future modifications and/or updates.

**Ana Días**  
Chief Procurement Officer