

PERSÁN RESPONSIBLE SOURCING POLICY

PURPOSE

This policy sets out the principles supporting the Persán Group's commitment to a sustainable, transparent, and responsible business model and to responsible purchasing practices. It embeds environmental, social, and governance (ESG) criteria throughout the procurement process, in line with the Supplier Code of Conduct and the Company's Corporate Compliance Programme, including the Code of Ethics, Criminal Compliance Policy, and Anti-Corruption Policy.

SCOPE

This Policy applies to all procurement activities carried out by any department, team or project within Persán Group. It covers employees, consultants, contractors and third-party entities involved in procurement, as well as collaborative arrangements such as joint ventures, inter-agency partnerships, and consortium-based procurements.

OUR COMMITMENTS

- Persán reaffirms its commitment to a corporate culture based on ethics, regulatory compliance, integrity, and transparency. This commitment is implemented through its Corporate Compliance Program—specifically its Code of Ethics, Criminal Compliance Policy, and Anti-Corruption Policy—which are available on the Persán website (www.persan.es).
- Promote and respect the human rights recognized in the United Nations Universal Declaration of Human Rights and the principles of the International Labour Organization conventions, ensuring compliance throughout our supply chain.
- Incorporate environmental, social, and governance (ESG) criteria into business relationships with our suppliers, including them in supply contracts.
- Foster the continuous development of our suppliers by incorporating ESG (environmental, social, and governance) criteria into their evaluation.
- Provide suppliers with appropriate communication channels that facilitate dialogue, including our ethics channel, available at <https://persan.integrityline.com/>.



- Provide buyers with the knowledge, training, and tools to embed sustainability in purchasing practices and decisions.
- At Persán, we are committed to protecting the planet by reducing the environmental impact of our value chain. Through our Decarbonization Plan, we aim for 80% of the suppliers responsible for the highest Scope 3 emissions in our supply chain to adopt SBTi (Science Based Targets initiative) emissions-reduction targets by 2030.

UPDATE AND ACCEPTANCE

The Responsible Sourcing Policy will be reviewed and updated routinely every two years and, when necessary, at any time. Updates will incorporate changes in applicable legislation, industry best practices, and environmental and regulatory compliance commitments. The latest version approved by the Persán Group will be available on the Persán website (www.persan.es).

Ana Días
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