



4.7. Political neutrality

DERCOISA carry out its activity and develop its business model without any intervention in political process. Any relation between DERCOISA and governments, authorities, institution or political parties will be based on legality and political neutrality.

DERCOISA recognizes the right of its employee to express freely about everything, provided that its does not interfere any activity in the company where an external may associate DERCOISA with one or another political opinion.

4.8. Interest conflicts and loyalty to the company

Interest conflicts appear in those circumstances where DERCOISA employees' interests conflict with the company's, and they can interfere in their responsibilities.

The relationship between DERCOISA and its employees must be based on loyalty. The company respects the participation of its employees in financial or business activities, provided that the internal rules do not say the opposite, that such activities are legal and do not interfere with their responsibilities.

All DERCOISA employees must avoid situations where conflicts of interest can appear. For this reason, they do not intervene or influence in management or decisions making when, directly or indirectly, they or close people may have personal interests.

Any employee that considers interest conflict must inform their superior and the Ethics Committee. The superior will inform the Committee which measures have been taken to deal with the situation. The Committee will study the proposed measures and will evaluate the performance.

4.9. Other activities

DERCOISA employees only carry out work and professional activities when those activities do not interfere in the company. Any activity that may interfere with their functions must be communicated previously to the Ethics Committee.