BAIKOR

COMPANY POLICIES · EDITION NOV. 2026

# CORPORATE SOCIAL RESPONSIBILITY POLICY

BAIKOR WORLDWIDE, S.L. contributes to sustainable development through the following principles, based on the needs and expectations of its stakeholders:

**01** Comply with the legislation in force in the countries where it operates.

**02** Adopt advanced corporate governance practices, based on business transparency and mutual trust with the company's shareholders.

**03** Respect human rights, rejecting child labour and forced or compulsory labour.

**04** Develop a positive framework for labour relations based on equality, non-discrimination and respect for diversity, promoting a safe and healthy environment and facilitating communication with our people.

**05** Develop responsible practices with external suppliers through transparent, objective and impartial processes, and provide customers with all relevant information on the products supplied.

**06** Promote respect for the natural environment, reducing the environmental impact of the company's activities and encouraging information and training.

**07** Support transparency and free-market rules, respecting fair competition.

**08** Reject bribery, corruption and any other contribution intended to obtain a benefit through unethical practices.

**09** Promote socially responsible actions and encourage them among suppliers through our selection and contracting processes.

**10** Strengthen communication and dialogue with the different groups connected with the company's activities, to align business values with society's expectations.

**IÑIGO GOÑI**
Managing Director
Arbizu, 10 November 2026