

Letter of Commitment to Compliance with the Ethical Principles governing the relationship between El Corte Inglés Group of Companies and its Suppliers and Collaborating Companies

The El Corte Inglés Group has understood from its origins that ethical business behaviour is an essential requirement to guarantee and safeguard the balance between the rights of the stakeholders and society in general, being essential for the fulfillment of its business targets.

Consequently, its Board of Directors decided to align itself with the best corporate governance practices, not only complying with all applicable regulations, but also with the requirements and recommendations of the regulators.

In this spirit, in September 2017 it adopted a comprehensive Code of Ethics of all the ethical and acting principles to which the El Corte Inglés Group is committed, as well as its employees and directors in the development of their professional performance.

Likewise, Grupo El Corte Inglés expects from all its suppliers and collaborators a strict compliance with the regulations applicable to their agreements and contracts, as well as high ethical standards in their professional relationships.

Consequently, it requires that both its suppliers and collaborators, as well as the subcontractors with whom they work, **adhere to this Letter of Commitment to Compliance with their signature and commit themselves, in their relationship with the El Corte Inglés Group, to respect the following Principles:**

FIRST. *A mutual commitment to product or service quality, guarantees and safety:* Fulfilling all the norms, regulations and quality standards that are applicable, as well as the expectations generated to the consumer.

SECOND. *The search for excellence:* Mutual collaboration to improve the quality and development of products and services, with the common goal of delivering excellence to our consumers.

THIRD. *Fulfilment of agreed terms within the business relationship:* A commitment to abide by agreed contractual terms, delivery terms and payment terms.

FOURTH. *Stability in business relations:* Our wish is to enjoy long and stable relations with our suppliers, for mutual benefit and to the benefit of our consumers.

FIFTH. *Loyalty and Trust:* Our relations should be based on loyalty and trust, with a commitment to exchange any information relevant to the attainment of these Principles.

SIXTH. *Respect for human rights and social, labour and environmental conditions:* El Corte Inglés Group of Companies is adhered to the United Nations Global Compact and to amfori BSCI's Code of Conduct, which is based on the ILO Fundamental Conventions.

The Group undertakes to comply with these principles and, in this context, requires every company involved in the value chain regarding the manufacture, transformation, handling or transportation of goods or the provision of services, to also comply with them. These Principles are:

- Compliance with the laws and regulations applicable.
- Freedom of Association and the Right to Collective Bargaining.
- Prohibition of any kind of Discrimination.
- Decent working hours and a fair remuneration in accordance with the provisions of the legislation of each country.
- Occupational Health, Safety and Risk-prevention.
- Non-use of child labour.
- Adequate protection of young workers.
- Prohibition of forced labour or under duress, degrading treatment, as well as the elimination of precarious employment.
- Comprehensive environmental protection and the efficient use of resources, within a sustainable development.
- Ethical business behaviour.

In addition, the due diligence that the El Corte Inglés Group must exercise with respect to the products and / or services that incorporate trademarks owned by the companies of the El Corte Inglés Group, or licensed, imported, or exclusive to the Group, obliges it to verify, directly or through a third party, the degree of compliance of its suppliers with these principles. For this reason, these suppliers and collaborators will be obliged to inform of their centres of production or of provision of services. Under no circumstances will undeclared and / or previously unauthorized subcontracting be accepted.

SEVENTH. *Commitment to responsible and sustainable production and consumption with its customers.* Promoting consuming habits and increasing the offer of sustainable products that take into account the life cycle of products, their recyclability and the promotion of the circular economy.

To this end, suppliers are expected to comply, obtain and maintain the certifications which they are asked for, directly or via a third party, as a guarantee of the sustainability attributes accepted by the El Corte Inglés Group and which are included in the Sustainable Product Guide published on the El Corte Inglés supplier portal.

Likewise, suppliers are expected to ensure the proper treatment of unsold surpluses, in their commitment to the circular economy and compliance with current legislation, according to the hierarchy in waste management.

EIGHTH. *Commitment to regulatory compliance with Data Protection:* If within the framework of the established relationship it is necessary to process personal data, it will undertake to implement the technical and organizational measures needed in order to guarantee a level of security appropriate to the risk of treatment in accordance with the EU Regulation 2016/679, the LOPDGDD 3/2018 Spanish law and other applicable regulations on the matter.

In the frame of this commitment, if the personal data are resident in a country outside the European Economic Area, it will be guaranteed that said country has been declared as disposing of an adequate level of data protection by the European Commission or, otherwise, it will be guaranteed that it complies with any of the following guarantees: binding corporate rules, as approved by an equivalent supervisory authority or standard data protection clauses adopted by the European Commission.

NINTH. *Secure management of information.* The information of our customers, employees, collaborators, as well as that necessary for the development of our activity, is a very precious asset for the El Corte Inglés group. It must be managed with the proper security measures to maintain the value of the assets, ensure the provision of the service and guarantee the trust that customers place in us.

TENTH. The signer expressly declares that, in the development of his business, ***he abstains from carrying out any practice of corruption, bribery or unethical business***, as well as from making economic contributions, gifts, tips or gratuities, to employees of other companies, public officials or members of political parties or associations, in order to influence their will to obtain ethically inappropriate advantages.

In addition, it will ensure that its directors, employees, agents or representatives, shareholders or partners and subcontracted third parties refrain from carrying out the actions described in the previous paragraph.

Finally, it undertakes to cooperate loyally with the El Corte Inglés Group to determine whether there has been a breach of the provisions of this Principle.

ELEVENTH. *Regulatory compliance, integrity and adherence to the Code of Ethics:* Any company that intervenes in the preparation, transformation and handling of the product or the provision of services in the El Corte Inglés Group, must comply with all the rules that regulate its specific activity. In addition, it must respect and comply with the provisions of the El Corte Inglés Group Code of Ethics, from which our Corporate Policies emanate, the texts of which are available for consultation on the following website:

[Code of Ethics - El Corte Inglés \(elcorteingles.es\)](http://elcorteingles.es)

In the indicated link you can also access our Ethical Channel that facilitates direct and confidential communication to be able to report possible conflicts related to these Principles and Policies and, in particular, with the Corporate Policies (i) of Prevention of the Crime Commission, (ii) Against Corruption and Fraud and (iii) of Corporate Social Responsibility, (iv) of Data Protection and (v) of Information Security.

The acceptance of our purchase order or service request implies the express conformity with the content of these Principles and Policies.

COMMITMENT TO COMPLIANCE

In accordance with the above, the Company,
domiciled at, represented for these purposes
by, and acting in his/her
capacity as

FORMALLY DECLARES

That it accepts and shares the Ethical Principles that govern the relationships of the El Corte Inglés Group with its suppliers and collaborators, has become aware of the Code of Ethics and Corporate Policies and undertakes to comply with and implement them within the scope of its responsibility.

Signed in, on this day of 2.....

(Signature and stamp)