

TRANSPARENCY POLICY

Carmar Maritime Services S.A. strives constantly to transmit and uphold our excellent reputation, in line with the company's principle of total integrity, in which honesty is the bottom line.

In compliance with the Criminal Risk Prevention Manual and the different codes of ethics established in Carmar Maritime Services S.A., every member of the company demonstrates their integrity and commitment to the transparent management of the company.

Furthermore, it must be remembered that through transparency the company informs society of how it acts, opening the door to possible criticisms or value judgements. The route to transparency is communication, implying that the company's communication system must be strengthened both internally and externally.

Transparency Policy objectives:

- To actively increase the transparency of company information for employees, informing them of important milestones, whether they are achievements or setbacks.
- To increase transparency in recruitment and bargaining agreements, keeping workers duly informed through their legal representatives.
- To regularly review the Criminal Risk Prevention Manual and codes of ethics and to draw up complementary guidelines.
- To regularly inform company staff about compliance with the Compliance Programme, new related issues and to supervise the process of handling breaches of business conduct.
- To transparently report economic results, ongoing projects and other data on our website.
- To implement and develop equality and non-discrimination policies.

The Transparency Policy will be reviewed regularly to ensure it is kept up to date and improved.

In Madrid, a June 10, 2019

Javier Ferrer Muñoz-Seca
Chairman