



# TRANSPARENCY POLICY

Continuing with the path of maximum integrity, where honesty is the most important pillar of Estanislao Durán Shipping P&I Services, S.L (Hereafter, E. Durán) we strive for maintaining and showing an impeccable reputation.

Giving compliance to what is stated in the Handbook of Prevention of Criminal Risks, as well as in different Ethical and Conduct Codes established in E. Durán each member of the Company shows his/her integrity and commitment to the transparent management of the Company.

Objectives of the Transparency Policy:

- Increase the active transparency of information from the company to the staff, informing them about significant facts, whether successes or defeats.
- Increase transparency in recruitment and arrangements, maintaining employees duly informed by their legal representatives.
- Review, on a regular basis, the Handbook of Prevention of Criminal Risks and the Ethical and Conduct Codes, as well as prepare supplementary patterns when necessary.
- Regularly inform the Company's staff about the compliance of the Compliance Program, about new issues related to it, and supervise the process of management of breaches in the business conduct.
- Inform, in a transparent way, about economic results, initiated projects and other data via our website.
- Implement and develop Policies of equality and non-discrimination.

The Transparency Policy will be revised periodically for its adequation and improvement.

Vigo, 15<sup>th</sup> December 2023

Ramiro José Cobo García - Cobo