

Ethical Principles

The ethical frame Espada Construction upholds in relations with employees, partners, suppliers, clients and society.

1. Purpose

This policy puts a reliable, fair and consistent working order into writing at Espada Construction. Our aim is to keep decisions and conduct transparent, accountable and respectful of human dignity.

Ethical principles are not only written text — they are a working discipline held every day on site and in the office. This frame applies to every task carried out on Espada's behalf.

2. Scope

The policy covers Espada employees and managers, and subcontractors, suppliers and other third parties acting on Espada's behalf. The same care is expected in local and international work.

3. Core values

- Reliability — word and work stay aligned; commitments are clear and traceable.
- Usefulness — work leaves a real contribution for people, projects and the settings we work in.
- Respect for people and merit — a fair, respectful, merit-based environment is the rule.
- Honest competition — strength means raising our own standard, not weakening someone else's.

4. Principles

- We act in line with law, contracts and this ethical frame.
- Transparency and accountability are kept in view in decisions and practice.
- There is no place for discrimination, harassment, bullying or mistreatment.
- Confidential and commercial information is protected and not shared without authority.
- Situations that create conflicts of interest are disclosed and managed.
- Bribery, corruption and facilitation payments are not accepted.
- Company assets and resources are used only for legitimate business purposes.

5. Application and reporting

Everyone is responsible for knowing and applying these principles. Leadership must set an example, provide suitable conditions and treat breaches seriously.

Concerns are raised through appropriate internal channels. Those who report in good faith are protected; retaliation is not accepted. Where needed, employment and commercial processes are applied.

Espada Construction — This policy guides how we work with people, partners and projects. It is reviewed as our practice evolves.