



STATEMENT OF SUPPORT FOR THE UNIVERSAL DECLARATION OF HUMAN RIGHTS, THE INTERNATIONAL LABOUR ORGANIZATION (ILO), THE UNITED NATIONS GLOBAL COMPACT AND THE UK MODERN SLAVERY ACT (2015)

Patentes TALGO, S.L, specialises in the design, manufacture and maintenance of rolling stock and auxiliary equipments and other services associated. TALGO's key success factors are the promotion of innovation, sustainability, safety, quality and competitiveness, with a full custom approach deployed for every project.

The Company fully supports the principles of the Universal Declaration of Human Rights, the International Labour Organization (ILO), the United Nations Global Compact and the United Kingdom Modern Slavery Act (2015). As such, it rejects any kind of slavery, servitude, human trafficking or forced labour that constitutes an abuse of the right to freedom and equality in dignity and human rights.

TALGO is firmly committed to preventing any practice or conduct that may infringe on promoting freedom, equality and dignity in human rights.

All employees must abide by and be committed to TALGO's Group Code of Conduct. This sets out the rules and standards of responsible behaviour with which all professionals and collaborators of TALGO Group must comply. It refers to certain ethical values, commitments and good practices that must be applied to all aspects of Group activity management. This is to ensure compliance with even the most stringent regulatory standards.

TALGO's Code of Conduct (Article 8) refers explicitly our commitment to the promotion and protection of human rights and labour rights (as set forth in both national and international legislation) and is aligned with the principles underlying the Universal Declaration of Human Rights, the International Labour Organization (ILO), the United Nations Global Compact and the UK Modern Slavery Act (2015). It also reaffirms our complete rejection of forced labour and our commitment to ensure compliance with International Labour Organization provisions, especially those related to child labour.

TALGO makes an 'Ethics Mailbox', managed by an external brand, available within its Head Office to ensure there is a channel for all TALGO employees and collaborators to make confidential complaints related to any internal and external conduct that could



risk breaching the law, Talgo policies and procedures, or any other performance standards specified in the Talgo Code of Conduct.

Additionally, TALGO enforces a specific Code of Conduct for its suppliers which makes clear their obligation to uphold human rights as internationally recognised in the "International Bill of Human Rights", as well as those that are included in the International Labour Organization's Core Conventions. This is applicable regardless of their countries of operation or the countries to which they deliver their components or services. This responsibility entails, inter alia, that the supplier must eliminate all forms of forced labour, ensure equal treatment and equal access to opportunity for women, eradicate child labour and ensure the absence of discrimination on grounds of race, religion, sex, language, ethnicity, disability, political opinion or any other factor.

TALGO also requires all suppliers to comply with TALGO's Ethical Standards and internal Ethics Code.

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SIGNED: 

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