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The Administration Unit of FERTIBERIA S.A., assuming its part in the responsibility for formulating policies and organizing internal management systems, issues this policy for the Criminal Risk Management and Bribery Risk Management system.

The objective of this Policy is to demand compliance with criminal legislation that is applicable within the organization.

Fertiberia assumes a series of obligations regarding criminal compliance and the commitment that said obligations are assumed, respected and applied not only by the company, but also by all its employees and other stakeholders.

The Senior Management Governing Body present the following Criminal Compliance Policy, as a sign of their commitment to comply with the requirements of the same, the Criminal Compliance Management System and all applicable criminal legislation; as well as the commitment in the ongoing quest for continuous improvement of the company and the Criminal Compliance and Anti-Bribery Management System .

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## 1.1. Object

The object of the Policy for the Criminal Risk Management System and Bribery Risk Management, on the one hand, allows establishing the bases of action for the identification and management of risks to prevent the commission of crimes that affect the organization, which must be mandatory for all employees and any third parties that are deemed appropriate who work at FERTIBERIA S.A. and on the other hand, the basic standards and a framework are established to prevent and detect bribery in the operations of FERTIBERIA S.A. Explicitly, this policy determines that the employees of the Organization do not allow the direct payment, request or acceptance of inappropriate payments (for example, illegal bribes or gratuities), whatever their form.

The object of this Policy is to reiterate the commitment of FERTIBERIA S.A. with full compliance by the Company, directors, workers, with all applicable local Anti-Bribery and Anti-Corruption laws. This Policy complements the Code of Ethics of Fertiberia S.A. and provides a guideline for compliance with company policies applicable to FERTIBERIA S.A. operations around the world.

The will of FERTIBERIA S.A. is to combat and prevent the commission of any illegal act within it, so this policy implies a commitment to monitor and punish criminal acts and conduct, maintenance of the management system and the creation of a business culture focused on ethics and honesty.

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## 1.2. Scope


The scope of this Policy includes all activities developed by FERTIBERIA S.A., including its subsidiaries. No process is exempted since the commission of crimes can occur in all areas of activity.

This Policy is applicable to all FERTIBERIA S.A. employees and its subsidiaries. The reporting requirement of this Policy is also applicable to FERTIBERIA S.A. contractors and suppliers and its affiliates. The purpose of this Policy is to supplement all applicable laws, rules, and other corporate policies. It is not intended to replace any local law.

## 1.3 Fundamental Principles for the Management of Criminal Crime Prevention.

The Management of FERTIBERIA S.A. is aware of the importance of criminal risks, and is committed to dealing with the risks that could affect the organization, by identifying, managing and controlling the different activities of the organization, establishing this Policy as a mechanism that allows it to serve as a framework for the definition of objectives as well as to achieve the objectives of the organization, provide security and guarantees to the different stakeholders and protect the reputation of the organization. The principles by which it is governed are:


- a) Implement actions necessary to prevent the commission of illicit acts through the preventive measures identified through the performed risk analysis.
- b) Encourage the communication of possible irregularities, through the whistleblower channel, through which any employee or concerned third party can make known the acts they have knowledge of, guaranteeing the confidentiality of the informant so that the person will not suffer retaliation for having reported.

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- c) Investigate any complaint that is submitted, guaranteeing the confidentiality of the whistleblower and the rights of persons under investigation.
- d) Impose disciplinary sanctions, at all times in accordance with the provisions of the applicable legislation, to conduct that is intended to prevent or hinder the detection of crimes and the non-communication of a criminal act.
- e) In case of non-compliance with this policy or with the obligations derived from the Criminal Compliance management system, persons may be sanctioned in accordance with labour regulations.
- f) Comply with the Code of Ethics and conduct established in the company.
- g) Raise awareness among all employees, so that there is no tolerance in the commission of crimes.
- h) Provide the material and human resources to the Criminal Compliance and Anti-Bribery Committee, so that it can carry out the tasks assigned to it.

#### **1.4 Fundamental principles for Anti-Bribery Risk Management.**


**Corruption is defined as the practice that consists of abusing power, functions, or means to obtain economic or other benefits. Bribery is the offer, promise, or payment of cash, gifts, or even excessive entertainment, or the inducement of any kind that is offered or given to a person in a position of trust to influence that person's views or conduct, or to gain an improper advantage. Corruption can take various forms, including the delivery or acceptance of:**

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- Payments in cash
- Bogus “consulting” jobs or relationships
- Bribes
- Political contributions
- Charitable contributions
- Social benefits; or
- Gifts, travel, hospitality, and expense reimbursement

The policy of FERTIBERIA S.A. regarding bribery and corruption is absolutely clear: no one may offer, give or receive bribes or improper payments with regard to their work for FERTIBERIA S.A. to or from anyone at any time and for any reason, and no one should ask anyone else to participate in a bribe or make an improper payment on behalf of FERTIBERIA S.A. No officer, director, employee or business partner may:


- Influence the will or objectivity of people outside the company to obtain any benefit or advantage through using unethical practices and/or contrary to the applicable Law.
- Make or offer, directly or indirectly, any payment -in cash or of any other type and under any contractual form-,
  - any other benefit or advantage to any natural or legal person: (i) in the service of any authority, entity, public or private, political party or candidates for public office, with the intention of obtaining or maintaining, illegally, business or other advantages; (ii) with the intention that they abuse their influence, real or apparent, to obtain from any authority, public or private entity
  - , any business or other advantage; or (iii) when it is known that all or part of the money or benefit in kind will be offered or delivered, directly or indirectly, to any authority, entity, public or private, political party or candidates for public office, with any of the purposes mentioned.
- Finance or show support or support of any other kind, directly or indirectly, to any political party, its representatives or candidates.

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- **Use donations to cover up improper payments.**
- **Request or receive unduly, directly or indirectly commissions, payments or benefits, from third parties when or due to the investment, divestment, financing or expense operations carried out by the company.**
- **Not promoting and encouraging among its partners, suppliers, contractors and collaborating companies the knowledge of this policy and the adoption of behaviour guidelines consistent with it.**
- **Not paying special attention to those cases in which there are indications of lack of integrity of the people or entities with which business is carried out, to prevent and avoid the carrying out of money laundering from criminal or illicit activities.**
- **Failure to accurately and adequately reflect all actions, operations, and transactions of the company in its records and systems.**
- **Not acting under the principle of information transparency, reporting all the Company's actions, operations and transactions in a truthful, clear and verifiable manner.**
- **Carry out "facilitation payments": Payments made to Public Officials to stimulate or accelerate the fulfilment of an existing duty or obligation (generally called "Facilitation payments") are prohibited by FERTIBERIA S.A.**

### **1.5 Anti-Bribery and Criminal Risk Management System.**

**The Policy is executed through the Management System, supported by the function of the Criminal Compliance and Anti-Bribery Committee and supported by internal support procedures, methodologies and tools, which allows:**


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- a) Identify the risks and threats that may affect the organization, managing their possible occurrence within the organization.
- b) Establish a structure of policies and guidelines for the approval and deployment of treatment plans focused on mitigating the company's risks.
- c) Measure and control risks following procedures and standards of the organization.
- d) Analyse the risks associated with services and processes, as an essential element in making decisions and business strategies.
- e) Maintain a control system for compliance with the policies and procedures implemented in the organization.
- f) Evaluate the efficiency and application of the Risk Management System and the best practices and recommendations regarding risks for their eventual incorporation into the Management System.
- g) Evaluate the effectiveness of the controls implemented through a table of indicators, reviews, and control reports.
- h) Audit the System to verify the adequacy of the processes and those of the controls defined to mitigate the identified risks.

#### **1.6 Audits.**

The Audits of FERTIBERIA S.A. to operating units, and contractors, will be carried out periodically to ensure compliance with the requirements of this Policy and the applicable procedures and guidelines. Audits may be carried out internally by FERTIBERIA S.A. or externally through contracted third parties. Action plans for performance improvement will be included in the Audit documentation.




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### 1.7 Records

**All Staff and Business Partners employed by FERTIBERIA S.A. must accurately document and record all expenses incurred on behalf of FERTIBERIA S.A. and they are prohibited from hiding or misrepresenting the expenses of the company or making payments on behalf of FERTIBERIA S.A. without the necessary approvals and supporting documentation verifying the validity of the transaction.**

### 1.8 Discipline

**Any worker who does not comply with the terms of this Policy will be subject to disciplinary action. Any worker who has direct knowledge of potential breaches of this Policy but who does not report such potential breaches to the Company's management or the Administration Unit, could be subject to disciplinary action. Any worker who misleads or hinders investigators who are conducting inquiries about potential breaches of this Policy will be subject to disciplinary action. In all cases, the disciplinary action may include the termination of the employment relationship. Any third party agent who does not comply with the terms of this Policy, who is aware of potential breaches of this Policy and who does not comply with informing the management of FERTIBERIA S.A. regarding said potential breaches, or that misleads or hinders researchers who are making inquiries about potential breaches of this Policy, may see their contract re-evaluated or terminated.**

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## 1.9 Continuous Improvement

Fertiberia, S.A has a high commitment to the continuous improvement of the Criminal Risk Management System and Anti-bribery.

### 1.10 Anti-bribery and Criminal Compliance Committee

The Anti-Bribery and Criminal Compliance Committee has no conflict of interest and demonstrates its integrity and commitment to criminal compliance on a day-to-day basis. In addition, the Anti-Bribery and Criminal Compliance Committee has:

- Capacity and authority for their advice to be accepted
- The necessary competencies to carry out their functions


The Anti-bribery and Criminal Compliance Committee is independent from the rest of the entity's bodies, guaranteeing impartiality in all decision-making.

### 1.11 Obligations to report and additional information.

All Staff and Business Partners of FERTIBERIA S.A. employed by FERTIBERIA S.A. or affiliated with FERTIBERIA S.A., have the responsibility to immediately report any suspicion or knowledge that an infringement of this Policy, other FERTIBERIA S.A. policies has been committed. and any of the applicable laws.

They can decide to submit a report to their supervisor or through the information channels listed below.

FERTIBERIA S.A. will ensure that reporting channels are available and make sure that accurate contact information for these reporting mechanisms is available.

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Reports can be anonymous, if local laws allow it.

The Whistleblower Channel is available at;

<https://www.grupofertiberia.com/es/compliance/>

**FERTIBERIA S.A. will not retaliate or tolerate retaliation against employees who report in good faith a possible violation of this Policy, even if an investigation determines that no violation has occurred.**

## **ANNEX I**

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**DECLARATION OF CONFORMITY OF THE CRIMINAL RISKS AND ANTI-BRIBERY SYSTEM MANAGEMENT POLICY.**

I have read and understand this Policy of FERTIBERIA S.A. and I AGREE to comply with all the provisions contained therein and consequently I accept the possible consequences that may arise from its breach (section 1.8)

**SIGNATURE**

**NAME AND DNI (NATIONAL ID)**

**POSITION:**

**DATE AND PLACE:**