

General Policy on Corporate Social Responsibility and Sustainability

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1. Purpose

The Board of Directors of Cementos Molins, S.A., according to Article 5.m of the Regulations of the Board of Directors and Article 529 of the Capital Companies Act (LSC), has the non-delegable power to approve the Molins Group's General Policy on Corporate Social Responsibility and Sustainability.

The Molins Group has a long-term business vision and maintains an ethical commitment to the development of a sustainable and responsible model of competitiveness.

The purpose of this policy is to set up a basic framework for the establishment of the specific objectives of the Group's activities to develop a business focused on sustainability, respect for the environment, product quality, work and effort that generates value and allows us to fulfill the stakeholder expectations, and is aligned with the company's Mission, Vision and Values, Ethical Code, Policies for the Prevention of Occupational, Environmental and Quality Risks.

2. Scope of application and communication of non-compliance with the Policy.

2.1 Scope of application

This policy applies to all the Spanish companies of the Molins Group and to the international individually-controlled subsidiaries.

In subsidiaries where control is not direct or is shared, the Board of Directors of the subsidiary is responsible for ensuring that the internal General Policy on Corporate Social Responsibility and Sustainability is aligned with the general guidelines of this policy, making the changes necessary to ensure their alignment.

2.2 Communication of non-compliance with the Policy

All employees of the Molins Group must comply with the Corporate Governance Policies and communicate to the Ethics and Compliance Committee any breaches of the guidelines and procedures described in this document in the shortest possible time and through the channel established for this, i.e., the available Group's complaints channel. The Molins Group will determine the sanctions to apply proportionally to the seriousness of the act to the person directly responsible for the breach of the Corporate Governance Policies and to those who, having the duty to prevent the breach, have not prevented it. In addition a sanction will be applied in a proportionate manner to those who, knowing the existence of the breach, did not duly report it.

3. Responsibilities

The following are the roles and responsibilities of the General Policy on Corporate Social Responsibility and Sustainability:

- The Board of Directors: is responsible for approving the General Policy on Corporate Social Responsibility and Sustainability and ensuring its supervision, compliance and updating. In addition, it is responsible for approving the Corporate Social Responsibility and Sustainability strategic plan prepared by the Strategy and Sustainability Department.

- The Management Committee: is responsible for proposing and monitoring the Corporate Social Responsibility and Sustainability strategic plan and supervising the sustainability reports prepared by the Strategy and Sustainability Department as well as dealing with issues relevant to the Group. Once the issues to be addressed, the action plans and how they will be carried out are decided, they are reported to the Management Committee, who will communicate it to the Board of Directors for approval prior to its implementation.
- The Managing Director: is responsible for reporting to the Board of Directors the subjects discussed in Corporate Social Responsibility and Sustainability by the Management Committee, also including the developed proposal of the action plan in this area.
- The Strategy and Sustainability Department: is responsible for developing the Molins Group's strategic plan on Sustainability and for implementing appropriate monitoring mechanisms to carry out the strategic plan once approved. In addition, it is responsible for coordinating the Group's entire Corporate Social Responsibility and Sustainability system. It is also responsible for preparing the Group's sustainability reports and reporting them to the Management Committee.
- The General Management of each Society: is responsible for defining, together with the Strategy and Sustainability Department the annual action plan on Sustainability for the whole company, and for implementing the action plans designed, and ensuring compliance with the company's own internal regulation in matters of Corporate Social Responsibility and Sustainability.

4. Basic principles

The Molins Group articulates the Group's responsibility for the following four basic principles:

- To ensure the company's competitiveness and a sustainable economic profitability in the long term, so guaranteeing the investments required for the future.
- To minimise the environmental impact of all the Group's activities and promote the preservation of biodiversity and natural heritage.
- To maximise the creation of shared values with all our stakeholders, developing partnerships and long-term alliances.
- To promote the social dimension of the Group's activities, mainly in relation to our employees and local communities.

5. Lines of action and commitments

In relation to the previous basic principles, the Molins Group undertakes to:

5.1 Guarantee the company's competitiveness

The Molins Group believes that economic sustainability must be based on a responsible business model, which allows us to offer very competitive products thanks to the team's work:

- The Group works to achieve ongoing improvement of product and service quality, responsible innovation and optimization of logistics, to ensure customer loyalty through service excellence.
- The Group makes a constant effort to increase efficiency in processes and to optimize costs by involving employees and other stakeholders.
- The Group gives the highest priority to the promotion of health, safety at work and the welfare of employees; all basic aspects to improve productivity.
- The Group promotes a human resources policy that pushes for continuous training, employee participation, talent management and the promotion of gender equality across all our activities.
- The Group believes in complete and sustainable management of the company's value chain via stable and fair relations with suppliers.

5.2 To minimise the environmental impact

The Molins Group is convinced that having a high level of expectations is the way to constantly improve and reduce the impacts on the environment:

- By promoting efficiency and minimisation of consumption along the value chain, circular economy and optimization in the use of basic resources: energy, water and raw materials.
- By reducing CO2 emissions and actively promoting a model of low carbon production.
- By promoting the use of alternative fuels and incorporating the most advanced technological solutions to limit and reduce environmental impact.
- By restoring the quarries and extraction areas, promoting the conservation of biodiversity and natural heritage.

5.3 To maximise the creation of shared value

The Molins Group is committed to a model that generates value in a responsible and long-term way:

- Increasing the creation of value and taking care of the corporate profit as a fundamental priority for the future sustainability of the Group, as well as promoting good practices in relation to all the company's stakeholders.
- Developing a constructive dialogue with all stakeholders, incorporating their expectations and promoting collaboration with them.
- Actively participating in sectoral associations and other collaborative initiatives in order to contribute to economic and social development that is more sustainable.

5.4 Promotion of the social dimension

As a result of the activity, the Molins Group also wants to generate value in a broader sense, working to improve people's quality of life:

- By respecting and promoting fundamental human rights in all its actions and in everywhere it operates.
- By developing a balanced and fair working relations model, which responds to the needs of the company and, at the same time, is capable of generating stable, quality employment.
- By fostering responsible leadership through an organisational culture based on trust, initiative, commitment and collaboration between all members of the Group.
- By contributing to the progress of the communities where we are involved through social action programs and collaborations with local governments and entities, preferably addressed to vulnerable groups.

To ensure effective compliance with the Group's commitment, good corporate governance will be developed, as well as strengthening mechanisms for risk management, integrity, transparency and accountability.

6. Channels of dialogue with stakeholders

Cementos Molins, S.A has two channels of dialogue, participation and two-way communication with its stakeholders to facilitate the communication of expectations and complaints or proposals for improvement to the company, as well as the strategy for its management and response to encourage the contribution of value to the societies of the different localities they are located in. More specifically, there are channels of dialogue with:

- Shareholders.
- Public Administrations.
- Local community, neighbours and NGOs.
- Workers, trade unions and subcontractors
- Clients.
- Suppliers.
- Guilds and professional associations.
- Collaborators: educational centers, universities and research centers, special work centers, accreditation bodies.

In the design of the communication strategy with its Stakeholders, the Molins Group makes the most of the synergies between the companies to promote joint initiatives and, in this way, to offer a response according to the expectations of all its stakeholders.

7. Management, monitoring and communication

The Group has a series of support tools for developing and implementing this policy of Corporate Social Responsibility and Sustainability in all societies.

The Management Committee, which meets monthly, addressed the topics related to Corporate Social Responsibility, following up the annual action plans defined at a national level. The topics discussed in the Management Committee are reported by the Managing Director to the Board of Directors at least twice a year on a semi-annual basis, via a report monitoring the evolution of Corporate Social Responsibility and Sustainability throughout the year, and monitoring compliance with each society's action plan and its termly progress.

The Molins Group's Strategy and Sustainability Department coordinates the creation of the sustainability report at Group level as an external communication mechanism in the field of Corporate Social Responsibility and Sustainability. The report is prepared on an annual basis, based on the Global Reporting Initiative (GRI).

8. Reference documents

This section includes the documents referenced in this policy, which are:

- Annual Sustainability Report of the Molins Group.