

# Stakeholder Relations Policy

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## 1. Purpose

The Board of Directors of Cementos Molins, S.A has the power to approve the Stakeholder Relations Policy.

The purpose of this Policy is to define the general principles intended to establish the relations between the Molins Group and its stakeholders in order to strengthen mutual relations, gain trust and promote the inclusion of the stakeholders into the Group's business and activities.

The Molins Group has other policies regarding stakeholder relations, particularly, the Environmental Policy or the Human Resources Framework Policy.

## 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 Stakeholder Relations Policy 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 roles and responsibilities of the Stakeholder Relations Policy are as follows:

- The Board of Directors: is responsible for defining the communication strategy with its stakeholders and for providing resources to guarantee its compliance.
- The Auditing and Compliance Committee: is responsible for supervising and assessing the stakeholder relations processes in accordance with the Board of Director Regulation.
- The Ethics and Compliance Committee: is responsible for ensuring compliance with the general communication principles and with the monitoring and reporting plan defined in this Policy.

- The Communication Manager: is responsible for communicating and publishing information regarding the stakeholders and for ensuring a fluent communication with them.
- The Strategy and Sustainability Department: is responsible for identifying and analysing the stakeholders of all the subsidiaries belonging to the Molins Group, and for preparing action plans in order to enhance its relations with the stakeholders and involve them into the planning and preparation of the Group's projects.

#### 4. General communication principles with stakeholders

For the proper development of the relations between the Molins Group and its stakeholders, the former has defined the following general principles:

- A greater transparency level with the stakeholders must be achieved.
- Information must be provided to the stakeholders in order to guarantee an equity level between them.
- Long-term sustainable relations must be proposed.

Thus, the Molins Group undertakes to:

- Provide the resources required to generate an open and proactive communication style close to its stakeholders.
- Ensure that the stakeholders accede to the Group's Ethical Code.
- Ensure transparency in communication and the common good of stakeholders.
- Ensure equanimity between its stakeholders.
- Promote participation of the various stakeholders in the relations established.
- Ensure and guarantee cooperative relations that can be maintained in the long-term.
- Design a dynamic organisational structure to coordinate relations with its stakeholders.
- Provide its stakeholders with relevant, reliable, faithful and complete information.
- Implement an adequate corporate webpage in line with the Company's characteristics, intended to be the main communication channel between the Company and the outside world.

#### 5. Communication channels

The main communication channel between the Molins Group and its stakeholders is the corporate webpage. The webpage is intended to address the stakeholders' needs and requirements.

The information included on the webpage is regularly updated according to the required needs and matters for the purpose of maximising its effectiveness and value.

## 6. Monitoring and reporting of stakeholders

The Strategic and Sustainability Department prepares an annual report on the information provided to the stakeholders which contains a record of the queries made, communication channels and information provided. This report is passed on to the Corporate General Management and the Auditing and Compliance Commission, which informs the Board of Directors of its contents.

## 7. Reference documents

This section includes the documents referred to in this policy, namely:

- Board of Director Regulations (reference DOC.2.2017.V1).