

ANTI-BRIBERY POLICY

In the AMPER NERVIÓN GROUP, formed by NERVIÓN AMPER INDUSTRIAL S.L.U., NERVIÓN INDUSTRIAS, INGENIERÍA & SERVICIOS S.L. and NERVIÓN NAVAL OFFSHORE S.L., faithful to its principles of impartiality, transparency and ethical conduct and aware that Bribery and Corruption may represent an obstacle to the evolution of the organisation, is committed to:

1. Strictly prohibit Bribery and Corruption in all its forms and to implement measures to prevent and detect its possible execution.
2. Comply with Anti-Bribery laws wherever we do business.
3. Adopt as a reference and comply with the Anti-Bribery management system established in the organisation based on the UNE-ISO 37001:2017 standard.
4. Promote and resolve concerns and/or complaints, in good faith or on the basis of reasonable belief, and without any form of retaliation.
5. Improve the Anti-Bribery management system on a continuous basis.
6. Raise awareness and provide training to: all staff, business partners and business units.

NERVION INDUSTRIES, ENGINEERING AND SERVICES, S.L. has an Anti-Bribery compliance officer, whose main task, among others, is to control the correct development and implementation of the guidelines for conduct established in this Policy. Management assures him/her resources, authority and independence in order to be able to carry out his/her responsibilities effectively.

Likewise, in case of non-compliance with the Code of Ethics (Amper Group), as well as with this policy, the system of sanctions implemented in the organisation will be applied.

01/04/2022

Board of Directors

Antonio Alfonso

