



# Ethical procurement policy

bankinter.

# 1 Legality, fulfilment of obligations. Subcontracting.

- ❑ All suppliers must fulfil the legal requirements applicable to them.
- ❑ If certain services or types of work are subcontracted by the supplier, the subcontracted company must also assume the obligations listed in this document.
- ❑ Both suppliers and subcontractors must inform their staff of these requirements. In no case will allegations of unfamiliarity or ignorance be acceptable.
- ❑ To assess compliance with this policy, joint audits and visits to premises may be conducted.
- ❑ Any non-compliance should be brought to the attention of the Bankinter Reputation Management Office ([OGR/Bankinter@bankinter.es](mailto:OGR/Bankinter@bankinter.es)) and may lead to cancellation of the contract and termination of business relations with the supplier.

# 2 Employment practices



Suppliers must respect and uphold:

- ❑ The elimination of all forms of forced and compulsory labour and the abolition of child labour.
- ❑ The fight against corruption in all its forms, including extortion and bribery.
- ❑ The protection of employees, guaranteeing them a safe, healthy environment.
- ❑ Similarly, they will treat employees with respect and dignity and will respect the maximum working hours and minimum wages established by law.
- ❑ Workers' freedom of association, right to unionisation and collective bargaining, as recognised by Articles 22.1, 28.1 and 37.1 of the Spanish Constitution.

# 3 Environment



All suppliers must:

- ❑ Be familiar with Bankinter's Environmental Policy.

[Read Policy](#)

- ❑ Comply with the environmental requirements established by law for the correct performance of their activity.
- ❑ Apply all necessary measures to reduce detrimental effects on the environment.
- ❑ Prevent accidents or incidents with environmental repercussions, taking whatever measures are necessary.