



# *CHARTER OF PRINCIPLES AND VALUES*





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CHARTER OF PRINCIPLES AND VALUES





At MAGNA, we are committed to the responsible management of our business activity and to the implementation of our principles and values.

Integrity, transparency, responsibility and teamwork, as well as respect for professionals, suppliers, customers and all other collaborators, are the fundamental premises for the sustainable future of our company in the medium and long term.

We strive for excellence in our products and services. To do so, we are proud to count on the services of a great team of people: our employees.

The accomplishments over the years and MAGNA's core values, form the basis of the success obtained and generate the trust and confidence required to maintain future business relations with our customers.

We practice complete transparency in our management, as a vehicle to generate internal and external trust and confidence, and we are focussed on human capital, promoting equal opportunities and professional and personal development.

And all this, without overlooking our utmost commitment to the environment in which we operate. We act as a growth engine in the socio-economic development and promotion of life in our valleys and towns and villages.

This charter is directed at communicating our vision and values and, therefore, our business ethics to all the actors taking part in the daily activity of this great company.

Thanks to all of them, we are here today and we are progressing.

**Javier Creixell Catalán**  
General Manager

*"Our success is based on our employees"*

An aerial photograph of a lush, forested landscape. In the foreground, a large construction site is visible, featuring a large pile of earth or rock covered in a dark tarp, and several dirt roads winding through the site. In the background, a large body of water, likely a lake or reservoir, is nestled between rolling hills. The entire image is overlaid with a semi-transparent blue filter.

## OUR PRINCIPLES

As part of **Groupe Roullier**, the decisions adopted and our daily business activity are based on the following principles:

**RESPECT, RESPONSIBILITY and INTEGRITY**

## RESPECT

**Magnesitas Navarras** is committed to respecting fundamental human rights and, above all, to showing mutual respect among staff. In the conviction that our development can only be sustainable within the framework of respect for human rights, we are striving to ensure that this principle is applied on a daily basis with regard to our daily business activity, while showing respect, courtesy and consideration to our current and potential customers, suppliers and sub-contractors.

## RESPONSIBILITY

**Magnesitas Navarras** acts in accordance with the standards and regulations in force. Aware of the impact of our activities, we have adopted a voluntary and responsible safety model with regard to stakeholders as a whole. Likewise, our actions are directed at protecting the environment, through programmes to minimise potential environmental impacts generated by our activities.

## INTEGRITY

We act with integrity and honesty, according to the applicable laws and regulations. We comply with the accounting and tax rules and regulations, at a regional, national and international level, and we have made the prevention and detection of any type of fraud or corruption one of our top priorities.





## Mission

**Magnesitas Navarras** is one of the world's leading companies as a vertically integrated producer of solutions and materials based on magnesium oxide for the steelmaking, agricultural and environmental sectors.

All our mining and production activities are conducted with full respect for the land, using sustainable practices with a strong environmental commitment.

Our goal is to achieve excellence in our products and services, seeking to be a model of equilibrium between the quality of the raw material and the high-tech, innovative and pioneering production. With an ongoing commitment to research, we have created a unique, top quality product which, in combination with an attentive, customised service, has earned us unanimous customer satisfaction.

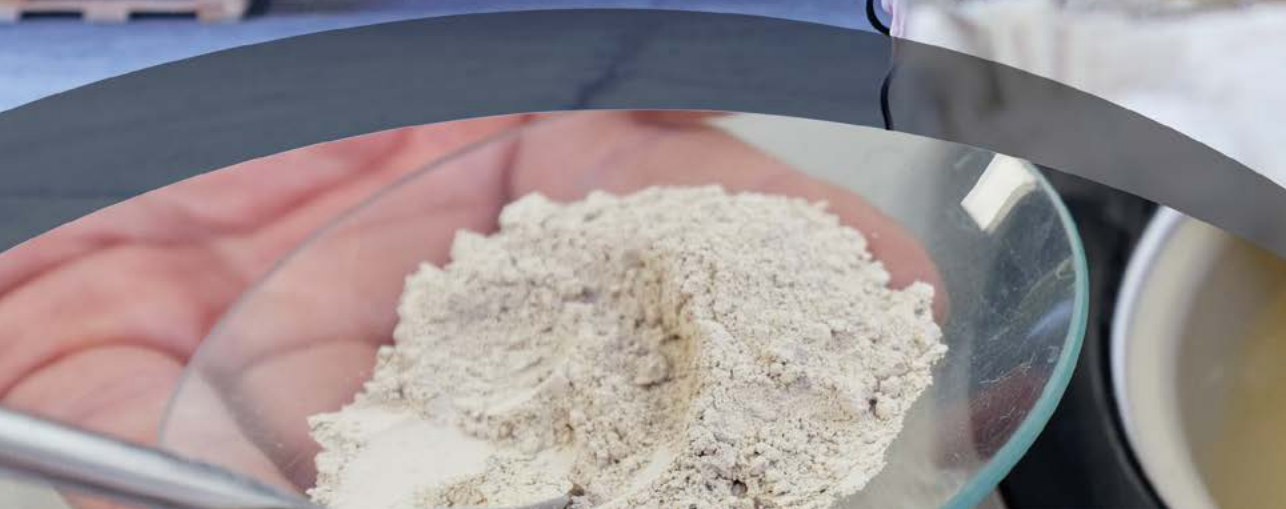
*“At Magna, we are committed to our environment, striving to promote social well-being and economic development in the areas in which we operate”*

## Vision

**Magnesitas Navarras** strives to lead the changeover process to sustainable mining, being in favour of the complete integration into the surrounding area, while contributing to the biodiversity and the protection of the ecological values that are present in the area in which the company operates, before, during and after its operations.

With a marked social commitment, we support the growth of the local economy, employment and life in rural areas.







# Values

## SUSTAINABLE DEVELOPMENT

Our economic model is based on a viable, sustainable project, giving priority to respect for the land and including preventive measures and suitable restoration plans in order to rehabilitate the areas of activity. We have implemented an Integrated Environmental Management and Energy Management System, conforming to standards UNE-EN ISO 14001 and UNE-EN ISO 50001.

## ENVIRONMENTAL PROTECTION

All our industrial and mining activities comply with the highest standards. We have been certified to ISO 14000 and we are promoting research projects focussed on testing decontamination products and improving biodiversity. For this purpose, we are proud to count on our own scientific team and have established collaboration agreements with prestigious institutes and universities.

*“We are a committed team, who looks to the future without losing sight of our past”*

## INNOVATION AND EXCELLENCE

We are committed to research and innovation in order to best meet current and future needs. As a vertically integrated producer, Magna guarantees the constant quality of supply, accompanied by customised service and focussed on excellence. We are certified to ISO 9001 and GMP.

## SAFETY

We are committed to ensuring the health and safety of our employees, subcontracted companies, their customers and visitors. The company's strong commitment is reflected in its Health and Safety Policy, applicable to all its employees and facilities. In this area, we are certified to OHSAS 18001.

## CORPORATE SOCIAL RESPONSIBILITY AND COMMITMENT TO THE COMMUNITY

For more than 70 years, MAGNA has served to attract industry to the north of Navarra, offering alternatives with a future to the community in which it operates, and encouraging and promoting cultural, sports and social activities that give life to the valleys in the area. All based on the utmost respect and commitment to the environment and its future.

# CSR COMMITTEE

MAGNA's CSR Committee was established in order to implement the Social Responsibility strategy in line with our mission, vision, values and principles. We have provided ourselves with a top level body, responsible for planning, implementing and supervising activities in this area. It comprises representatives of the main positions in the organisation.

## DUTIES

- Ensure the provisions of the resources (human, material and financial) required to guarantee the effective establishment, implementation and maintenance of the CSR, in line with the organisation's strategy and objectives.
- Approve the model for relations and dialogue with stakeholders.
- Supervise the CSR plans and initiatives undertaken, guaranteeing compliance with their objectives and goals. Identify the legal, social, occupational and environmental risks that may affect the organisation.
- Provide advice and guidance to Management with regard to suggestions, initiatives and improvement proposals.
- Assume responsibility with regard to the review and interpretation of the ethics management policy and social responsibility.

# In line with the principles and values, MAGNESITAS NAVARRAS assumes the following PUBLIC COMMITMENTS with regard to its activity:



## Responsible Business

Our day-to-day business activity is focussed on:

- Favouring the achievement of the strategic objectives through responsible practices;
- Encouraging innovation in supply and in the company's production processes, focussing on environmental innovation;
- Promoting the integration of social and environmental criteria in decision making;
- Driving the implementation of sound fiscal practices, wherever the company operates.



## Ethics and compliance with regulations

Strict compliance with the applicable legislation.

It is essential to observe the regulations on human rights and labour law in all countries in which MAGNA operates.

We apply a policy of zero tolerance with regard to fraud at all levels. We promote fair competition and respect for the applicable regulations.

We share the CSR international commitments supported by Groupe Roullier.



## Good corporate Governance

We are promoting the implementation of best Corporate Governance practices, as part of Groupe Roullier, giving priority to transparency, risk management and the ethical management of the company.



## Commitment to the community

Right from the outset, Magnesitas Navarras has maintained a strong social commitment with the communities in which it operates.

Not only are we engines of growth and economic and industrial development for these areas, but we are also implementing a strategy of social action related to the territory.

We would like to continue to contribute, by promoting strategic actions that favour the development of the valleys in which we operate.



## Commitment to talent

We act responsibly, guaranteeing working conditions that respect the health and safety of the company's employees, in all operations.

We support training and the professional development of the team.

We promote diversity and equal opportunities.

Our personnel policy is based on respect for the private life of all our collaborators and we ensure the fair and legal processing of their personal data.



## Commitment to the environment

We encourage innovation in environmental management solutions and services.

Our goal is to lead the way towards sustainable mining, emphasising the commitment to restore the areas exploited by MAGNA, to hand down a better environment to future generations.





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We are part of:





# *Sharing the **FUTURE***

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