

ETHICAL CODE AND CODE OF CONDUCT

Arruti Group stemmed from a family business background and has always remained loyal to their deeply-rooted technical and scientific principles. Our main goal is to become a beacon to all the operators of the sector of transmission and distribution lines.

Our wide range of products is constantly being adapted in order to be competitive and unbeatable when it comes to quality.

We aim to understand in order to be understood; we aspire to solve in order to be useful and we wish to always give a fair response. The willingness to serve is the main asset of the people who form this company and the core value of the company is its people. The success of the business is mutual trust among all the parts: staff, general manager, executive managers, clients and suppliers. It is vital to know how to build this grounding and preserve that trust.

Besides sharing values, models and sources, each business unit in the Group has total operative independence to develop their own objectives and strategies which, historically underpin their success. The short term and prompt response in any circumstances single us out.

With all that in mind, we have increased figures; we have strengthened the loyalty of our clients, suppliers; we have progressed, promoted people; we research, develop new products and aim to improve the quality of life and safety of people around the world.

The pillars of our company are transparency, working flexibility, innovation, family-work balance and workers empowerment.

Our actions do not only affect ourselves but also those who surround us. Many of our professional decisions entail ethical responsibility. If we tell a lie, we can lose someone's confidence and we can even undermine our own integrity. If we use low-quality materials or under qualified workforce, we are putting others' security at risk. Ethics is fundamental in every aspect of the business.

With that aim we help our staff to behave properly. Managers are required to remain impartial in many different situations. We favour equality among the members of the staff. We encourage swift and effective responses in case of internal conflicts. We promote good working atmosphere and security.