

## Business Continuity Plan Policy

*The Managing Director of UMAR WSR is to guarantee the normal development of the business, providing a safe environment in which UMAR WSR can perform its activities. For this purpose, it shall be permanently protected its tangible and intangible assets and business processes from safety risks, especially ensuring the safety of people, compliance with applicable regulations and the preservation of the company's good reputation and sustainability.*

*In this sense, all the employees, managers and associates of the company have joint responsibility for protecting said assets and processes, and accordingly they shall use the resources provided by UMAR WSR in a professional and responsible manner, informing of any situation they detect which may pose a risk for the company and/or the persons belonging thereto and, in general, they shall apply with due diligence the measures in place for this purpose.*

*UMAR WSR's drive for leadership and its global vocation inspire its actions in the field of Sales, where it also strives to become a benchmark.*

*The Business Continuity Plan Policy is based on the following principles and commitments:*

- a. The protection and safety of people shall be the first priority and ultimate objective of this Policy, both under normal circumstances and during a crisis resulting from a disaster.*
- b. The designation of representatives in the various areas with appropriate experience and knowledge to actively participate in the preparation, implementation, review, verification and amendment of the Business Continuity Plans.*
- c. The development and implementation of Business Continuity Plan, taking into account the internal areas and departments, suppliers and services and using adequate and proportionate systems, resources and procedures.*
- d. The adoption of reasonable measures to ensure the operational continuity of processes and activities, based on their criticality as established by the company.*
- e. The inclusion of safety and reliability criteria which reasonably ensure the continuity of the critical services provided by third parties, should said services be outsourced.*
- f. The preparation, within the Business Continuity Plan, of appropriate communication procedures, both internal and external, which ensure their correct execution and timely delivery of information to all the interested parties.*
- g. The communication to all the employees of their responsibilities and the procedures that may affect them, within the business continuity framework and through dissemination and training activities.*
- h. The development of a Business Continuity Management System which includes reviews, verifications and amendments of the Business Continuity Plan, either on a regular basis or when significant changes arise, with the aim of continuously improving them.*
- i. The constant willingness to cooperate with the authorities in case of disaster or need, as part of the spirit of service that inspires all company's activities and its responsibility towards the Sales Society in which it operates.*