



ETHICAL CODE

- **INTRODUCTION**

C.D NUMANCIA DE SORIA, hereinafter C.D NUMANCIA, is a public limited sports company whose proper management requires the establishment of procedures and mechanisms that allow not only the objectives of its social purpose to be achieved, but also respect to good business and sports practices. For this reason, the Board of Directors of C.D NUMANCIA approved, on November 16, 2015, the Club's Ethical Code that lays out a set of rules of conduct and good governance of our Club, which must be observed by the Club in the performance of their professional responsibilities, and which will be applicable to all persons linked to it, in particular the members of the Board of Directors and the senior management staff.

- **FIRST. SUBJECTIVE SCOPE**

This Code is mandatory for all persons linked to C.D. NUMANCIA, whether they have a labour relationship or corporate representativeness, including expressly to any natural or legal person related to C.D. NUMANCIA (sponsors, agents, providers, suppliers...). The aim of this code is to encourage professional, ethical and responsible behaviour, as well as preserving the integrity and reputation of the Club.

Likewise, the Code is addressed to and applicable to all Club professionals, managers and employees, regardless of their professional or contractual relationship, of the type of contract that determines their relationship, the position they occupy or the place where they perform their work, as well as all affiliates, agents, suppliers, contractors, customers, and in general, any third party that enters into contracts with the organization.

- **SECOND. OBJECT**

The purpose of C.D NUMANCIA is, on the one hand, to achieve the objectives established in its social objective, as are the achievement of sporting successes and economic sustainability, but, and on the other hand, also to safeguard its image and preserve the values of the Club and the sport it represents, always seeking professional behaviour in the development of the activities of each and every one of the members of the entity declaring their express refusal to carry out any type of activity contrary to those principles, as well as to avoid illegal methods and practices that may tarnish or damage the image of the Club.





- **THIRD. PRINCIPLES**

- I. Legality C.D NUMANCIA strictly complies with the laws and obeys the rules and conventions that are of application, both national and international. All persons subject to the Code must be aware of the obligation they have to know them, comply with them, respect them apply them. The professionals, in their relations with third parties, will respect and fully comply with the commitments and obligations assumed by C.D NUMANCIA and follow the guidelines of conduct and good practices provided in this Code. The managers and those responsible for each of the Areas of the Club should especially know the legislation and regulations applicable to their respective activities and ensure that the professionals who depend on them receive the corresponding information and adequate training that allows them to understand and comply with legal and regulatory obligations.
- II. Social responsibility. The world of football is an integral part of society having a direct impact on its environment and in the community in which it operates, influencing social and educational development. The Social Responsibility policy of C.D NUMANCIA has as its main mission social action, integration, solidarity and education, developing and supporting projects that transform and inspire the values that the Club represents.
- III. Integrity and Ethics The activities to be developed by C.D NUMANCIA will always be guided by following the strictest standards of ethics, respect and with the utmost integrity. All those people linked to the Club, be they workers, athletes or third parties, are obliged to develop their activities following the highest ethical standards, being honest and inspiring confidence, with consistent and unbreakable behaviour, and acting with the utmost respect for compliance with standards and protocols. C.D NUMANCIA will relate to its providers in an ethical, honest and transparent manner, guaranteeing objectivity in the criteria of hiring.
- IV. Fair play. This means fair and clean play in all its aspects and manifestations, loyal, sincere, correct and respectful behaviour in the development of sports activities, with special respect to the sports regulations and to all the people in this field they develop their functions (athletes, coaches, leaders, referees, amateurs, institutions, etc). C.D NUMANCIA promotes, stimulates and honours the values of football and sport both on and off the pitch.
- V. Transparency. C.D NUMANCIA supports transparency vis-à-vis its main interest groups (employees, partners, suppliers, agents, public and private institutions) and society in general. The professionals must inform partners, clients, suppliers, and any person with whom they are related in the context of their activity, in a complete, objective and truthful way, not providing information that could be incorrect or inaccurate and that could be misleading.
- VI.





- **FOURTH. ACTIVITIES CONTRARY TO PRINCIPLES AND VALUES**

Activities contrary to the principles and values of C.D NUMANCIA are considered next.

1. A) Any manifestation of violence, whether physical or verbal, or on grounds of race, ethnicity, religion, sex, sexual orientation, language, physical appearance or political opinions. Any behaviour constituting harassment and moral, sexual, physical or verbal abuse. Any manifestation of intolerance of any nature, shout or chant that insults or offends people, clubs and institutions.
2. B) Any form of corruption, understood to be match-fixing, illegal bets, bribes, bribery, conflicts of interest or any other benefit that may arise from dishonest conduct.
3. C) Accepting gifts or donations beyond those commonly admitted by social customs and / or offering third parties gifts or donations that have not previously been authorized by the Club and that do not comply with the provisions of this Code.
4. D) The directors and members of the committees may not intervene in an area of management other than that assigned without the prior authorization of the institution.
5. E) Making use of C.D NUMANCIA assets for personal benefit.

- **FIFTH. RESPECT FOR THE ENVIRONMENT AND SAFETY AT WORK**

C.D NUMANCIA is firmly committed to respecting the environment and the natural surroundings so is committed to minimising the environmental impact its activities may have. C.D NUMANCIA will develop activities and projects that promote sustainability, as well as the Club's environmental policy to generate value in the environment. C.D NUMANCIA will provide all persons with a safe workplace, in accordance with the legislation on prevention of occupational hazards.

- **SIXTH. DATA PROTECTION AND USE OF COMPUTER MEDIA**

C.D NUMANCIA, and all the people linked to the Club, have the obligation to protect generated information and the personal data of all its members, in compliance with applicable regulations. Regarding the use of computer resources, C.D. NUMANCIA will respect contents, provided there are no irregularities committed in the use of them. All personnel directly linked to C.D. NUMANCIA will refrain from using for their own benefit any type of information or documents obtained in the exercise of their tasks or functions, maintaining an absolute confidentiality concerning them.





- **SEVENTH. ADVERTISING AND INTERPRETATION OF THE ETHICAL CODE**

In order to allow all people linked to C.D NUMANCIA to embrace and take part in the exercise of this Code, and answer any questions that may arise about the interpretation or application of the same, the Compliance Body may be consulted through the following email address: ETICA@CDNUMANCIA.COM

- **EIGHTH. MODIFICATIONS OF THE ETHICAL CODE**

Any modification of the Ethical Code must be approved by the Board of Directors of C.D NUMANCIA, on prior approval by the Compliance Body, which is responsible for the supervision and control of compliance with the Code, and will be applicable from the day after the notification thereof.

