



**ANNEXE 1
MANAGEMENT COMMITMENT**

The trust that customers, suppliers, partners and employees deposit in ATN is one of our greatest assets. A key element in that confidence is strict compliance with laws and regulations and our commitment to develop our business in a professional, fair and honest manner in accordance with the highest ethical standards. It is therefore essential to ensure this compliance.

I, Luis Gomez, as CEO of ALTER TECHNOLOGY TÜV NORD S.A.U., hereby commit myself firmly to fully support the prevention of the commission of crimes within the company and for that reason I am committed to:

- Develop and ensure that all business activities of the company are developed in a fair, honest and open manner.
- Promote the development of a culture of total rejection of corruption within the company, maintaining a policy of zero tolerance.
- Appoint a person responsible for compliance and create a Compliance Committee.
- Promote and support the work of the previous bodies in front of the rest of the company.
- Ensure the independence of these bodies, avoiding interference in their operation.
- Promote the production of a Compliance Manual, its update and the adequate implementation and maintenance of the compliance system.
- Ensure the proper implementation of the principle of separation of functions in the company as far as operationally possible.
- Report annually to TN Internal Audit the trade relations between the company and affiliated persons (relatives or friends, or myself) by means of the form as per appendix 6 of K-RL 2.

The Compliance Manual will include training and audit plans, and establish a channel for complaints and a number of disciplinary measures. The compliance system of ATN will be further based also on the following elements:

- Code of conduct, rules of procedure and guidelines.
- Applicable internal procedures that define specific controls.

ATN employees who violate what is specified in the Compliance Manual will face possible internal disciplinary actions as well as the criminal responsibilities that could have place.

The failure of suppliers or agents to comply with the established anti-corruption measures may result in termination of the contractual relationship with the affected party.

Signed in Seville, November the 4th, 2015,

L. Gomez
CEO
ALTER TECHNOLOGY TÜV NORD S.A.U.