

# Third Party Code of Ethics

NG-CTO-007

General Rules

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## 1| Introduction and purpose

LaLiga, its subsidiaries and investee companies, including the Fundación LaLiga (LaLiga Organisation) maintain the highest ethical standards in their business activities and expect the same from their third parties, understood as such to its suppliers, consultants, advisors or any individual or legal entity that maintains a contractual relationship of any kind with any of the entities of the LaLiga Organization (hereinafter, "Third Party").

Therefore, this Code, drafted in a spirit of cooperation and seeking mutual benefit, aims to establish the general guidelines of conduct and integrity that all LaLiga Organisation Third Parties must apply, regardless of their geographic location and with no exceptions. The LaLiga Organisation specifically expects its Third Parties, including their directors and employees, to comply with the conduct guidelines set forth below.



## 2 | Third Party conduct guidelines

### 2.1. Respect for the law

The LaLiga Organisation strictly complies with applicable laws, standards and regulations, both domestic and international, and expects the Organisation's Third Parties to respect and comply with the same principle, refraining from conducting practices that endanger the legality of their business processes and also avoiding any unethical or dishonest conduct that, without infringing the Law, could damage the reputation or negatively affect the image of the LaLiga Organisation.

### 2.2. Fight against bribery and corruption

Third Parties must act with ethics, honesty and integrity in their relationships with their third parties, whether public or private, respecting the principle of zero tolerance to any form of corruption, bribery or extortion.

Thus, Third Parties' directors and employees must refrain from directly or indirectly promising or offering any type of payment in cash, in kind, or any other benefit that could be considered a bribe, to influence the actions or decisions of a third party, whether public or private, including LaLiga Organisation professionals, to obtain an undue advantage.

### 2.3. Prevention of money laundering and financing terrorism

Third Parties undertake to apply suitable measures at all times to prevent or impede operations related to money laundering or financing terrorism; they must inform the LaLiga Organisation entity with which they have a contract of any irregular payments, suspicious transactions or suspected money laundering related to such contract, directly or indirectly affecting the LaLiga Organisation.

### 2.4. Protección de datos de carácter personal

LaLiga Organisation Third Parties must comply with applicable personal data protection and privacy legislation and will process personal data only according to the documented instructions of LaLiga. They must also accredit having sufficient guarantees for applying appropriate technical and organisational measures such that data processing complies with applicable data protection regulations and guarantees that data subjects' rights will be protected.

### 2.5. Confidentiality and information security

Third Parties must take maximum precautions and responsibility regarding information they know or access as a result of their relationship with the LaLiga Organisation; data must be kept secret, ensuring the confidentiality, availability and integrity of such information, reducing the risks of dissemination and disclosure, as well as undue use, as much as possible.

Third Parties must also guarantee that they have implemented the necessary physical and logical security measures to ensure the protection and security of LaLiga Organisation information, whether digital, on paper or any other physical means.

For these purposes, any information not published in the LaLiga's webpage information and personal data the Third Party may have access to and which may be disclosed verbally, in writing or by any other means, is considered confidential information.

### 2.6. Respect and Human Rights

In this area, the Organisation's Third Parties must: (i) protect the values defended in the Universal Declaration of Human Rights; (ii) the ten principles established in the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights; (iii) Organisation for Economic Cooperation and Development guidelines for multinational enterprises; (iv) and the Declaration on Fundamental Principles and Rights at Work by the International Labour Organisation (ILO), with special emphasis on eradicating child labour.

Regarding this latter issue, the LaLiga Organisation undertakes that all its employees, and those of its subcontractors, are over 16 or the age stipulated in the country where they operate where the Law is more restrictive. Furthermore, in no case will any minor carry out jobs that are hazardous or interfere in their education or physical, mental, moral or social development.

### 2.7. Defending competition

Third Parties must respect fair market competition, promoting free competition with their competitors and avoiding deceitful, fraudulent or malicious practices or conducts that lead to inappropriate advantages, or illegally or unduly restrict trade or competition.

## 2.8. Corporate image and reputation

LaLiga places special emphasis on its corporate image and reputation. Thus, all directors, professionals and subcontractors of LaLiga Organisation Third Parties must maintain its image and reputation, using them appropriately at all times.

## 2.9. Environment

Third Parties must maintain a firm commitment to conserving and preserving the environment and biodiversity, complying with applicable legislation in this regard, and taking care to ensure sustainable development through its activities.

## 3| Acceptance and compliance with the Third Party Code of Ethics

LaLiga Organisation Third Parties must expressly accept the rules of action established in this Code of Ethics. They will also allow and participate in any activities to verify and control compliance with this Code established by the LaLiga Organisation, as well as implementing any necessary corrective actions. For this purpose, they will also notify the LaLiga Organisation of any information deemed relevant regarding the requirements established in this Code of Ethics.

Any breach of the provisions of this Code by a Third Party may have different consequences on the contractual relationship with the LaLiga Organisation, depending on the severity of the breach, from termination of the contract to disqualification as an approved LaLiga organization Third Party, notwithstanding other applicable legal and administrative actions.

## 4| Interpretation and queries

Any doubts arising from the interpretation or application of this Code should be consulted with the LaLiga Organization Compliance Body.

## 5| Approval of the Third-Party Code of Ethics

This Code of Ethics was approved by the Delegated Commission of LaLiga on 15th October 2019.



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