

COMMITTED GOVERNANCE

The Key to Connecting with the Future

Our aim of this report has been to share the ways Santillana shows its commitment to providing education that connects students with the future and gives them life opportunities. In this last section, we want to discuss the first step to achieve this goal: acting with responsibility, honesty and transparency.



Responsibility for the Environment in Which We Operate



Santillana and Grupo Prisa's commitment to sustainability is promoted from the highest governing bodies, through leadership that seeks balance between profitability, social contribution and environmental protection to ensure value creation in the medium and long term.

Our Code of Ethics

The foundation of the ethical culture in Santillana is our Code of Ethics, which sets out our principles, standards and commitments related to human rights, defense of freedom, equal opportunities, etc. The Code provides conduct guidelines for employees in their day-to-day lives.

This document is public and is available [in Spanish, English, and Portuguese](#). In addition, it is part of the welcome pack that is given to employees when they are hired.

An online course, which is available to the entire workforce, is also provided, with the aim of promoting its due application.





Compliance System

These policies are available on the intranet and are reviewed annually in order to confirm their validity and make the necessary modifications to ensure their usefulness.

Santillana has implemented compliance models in all the countries where it operates.

In addition, all employees have **several whistleblowing channels** at their disposal to anonymously report possible irregularities or breaches affecting the Group.