

The Corporate Social Responsibility (CSR) Policy of Industrial de Transformados, S.A., defines the Ethical Code and Responsible Practices imposed on its suppliers and sub-suppliers with respect to their responsibilities towards their stakeholders and the environment that they aim to seek a professional, ethical and responsible commitment throughout the supply chain.

Industrial de Transformados, S.A. reserves the right to modify when required, the Ethical Canal, due to changes in the Corporate Social Responsibility Policy of its property. In such a case, you expect the supplier to agree to such reasonable changes.

The supplier and sub-supplier hereby declare a series of general principles. They stand out among them:

1. Legal compliance.

Comply with the law of the applicable legal systems.

2. Prohibition of corruption and Bribery.

Do not tolerate in any way or be directly or indirectly involved in any act of corruption or bribery and not give, offer or promise anything of value to any person in the public or private sector to influence action and obtain a competitive advantage.

3. Fair Competition, Antitrust Laws and Intellectual Property Rights.

Act in accordance with national and international competition laws and not participate in price fixing, market or customer allocation, market sharing or bid rigging with competitors.

Respect the intellectual property rights of third parties.

4. Conflicts of interest.

Avoid all conflicts of interest that may negatively influence business relationships.

5. Respect for the basic human rights of employees.

Promote equal opportunities and treatment of its employees regardless of skin color, race, nationality, social status, disability, sexual orientation, political or religious convictions, sex or age.

Respect the personal dignity, privacy and rights of each individual

Refusing to employ or make someone work against their will.

Refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment, or discrimination.

Prohibit behavior, including gestures, language, and physical contact, that is sexual, coercive, threatening, abusive, or exploitative.

Provide fair remuneration and guarantee the applicable national legal minimum wage.

Comply with the maximum number of working hours established in the applicable laws.

Recognize, to the extent legally possible, the right of free association of workers and not favor or discriminate against members of workers' organizations or unions.

6. Prohibition of child labor.

Do not employ workers under 16 years of age (those under 18 years of age cannot perform night work or other limitations according to regulations)

7. Employee health and safety

Take responsibility for the health and safety of your employees.

Control risks and take the best preventive measures reasonably possible against accidents and occupational diseases.

Provide training and ensure employees are educated on health and safety issues.

Establish or use a reasonable occupational health and safety management system.

8. Environmental protection.

Act in accordance with the legal and international standards applicable to the protection of the environment.

Carry out its activities in such a way as to minimize negative environmental impacts and comply with the standards established in the applicable environmental regulations. In addition to actively contributing to raising awareness about the effects of climate change.

9. Supply chain.

Make reasonable efforts to promote compliance with this Code of Conduct among its suppliers.

Comply with the principles of non-discrimination in the selection and treatment of suppliers.

*We hereby declare the following:*

- 1. We have received a copy of the Code of Conduct and Responsible Practice imposed on suppliers and sub-suppliers of Industrial de Transformados, and we hereby undertake to comply with its principles and requirements within the supply agreements agreed with Industrial de Transformados, S.A.*
- 2. We agree that this statement is subject to substantive law in Spain and also to compliance with international anti-bribery, anti-corruption, money laundering and financing of armed groups legislation.*
- 3. By signing this document we subscribe to this code of conduct and Responsible Practices and we commit to extend it throughout the supply chain.*

INDUSTRIAL DE  
TRANSFORMADOS, S.A.

Nombre  
Proveedor:

Xavier Botey Bassols  
*Director de Operaciones*

Rte.:  
Cargo:

*L'Arboç del Penedès*  
03-10-2022

Lugar:  
Fecha: