



Turco Española, S.A. is committed to the application of ethical governance practices and the monitoring of compliance in all areas of action; This commitment extends to our suppliers who must formally accept this code and commit to its compliance.

**ETHICS:** develop business relationships according to principles of business ethics and transparent management.

**Anti-corruption:** the supplier must not give or receive, directly or indirectly, bribes or other improper benefits with a view to obtain financial, commercial or any other kind of advantages from commercial partners (clients, suppliers), public employees, public administrations, institutions or other interested parties.

**Antitrust:** The supplier must respect fair competition and support the regulations so that they are fair and adequate. All of its employees must conduct themselves in a manner that respects the principles of fair competition and the applicable laws. When dealing with competitors, the supplier must not allow for activities intended to influence prices or conditions, the separation of sales territories or clients, or use prohibitive measures.

**Conflict of interests:** the supplier must maintain mechanisms that, in case of potential conflict of interest of one of its employees, guarantee that the independence of the supplier's performance and compliance with current legislation will not be affected.

**Protection of information:** the information provided to the supplier will be considered confidential information. It is the responsibility of the supplier and its employees to adopt the required mechanisms to protect the information.

**LABOR PRACTICES:** respect the protection of fundamental human and labor rights, internationally recognized within its sphere of influence.

**Forced labor:** the supplier must promote their actions and adopt the necessary measures in the organization to eliminate any form of forced or compulsory labor, understanding this as all work or service required of a person under the threat of any penalty.

**Child labor:** the supplier will expressly reject the use of child labor in the organization, respecting the minimum ages of hiring in accordance with the applicable legislation and will have adequate and reliable mechanisms for the verification of the age of his employees.

**Right of association and collective bargaining:** the supplier will respect the freedom of association and the right to collective bargaining of workers, subject to the rules applicable in each case.

**Equality of opportunity and non-discrimination:** the supplier must reject all discriminatory practices in matters of employment and occupation, thus guaranteeing fair and non-discriminatory treatment for all of its employees, regardless of race, ethnic or cultural origin, religion, gender, sexual orientation, nationality, age, disability, and other legally protected circumstances.

**HEALTH AND SAFETY:** provide a safe work environment, meeting the requirements established in terms of occupational risk prevention.

**Protection of the worker:** the supplier shall ensure the protection of its workers, protecting them from overexposure to chemical, physical, biological, physical and task risks that require physical overwork in the workplace.

**Potential emergency situations:** the supplier will identify and evaluate potential emergency situations in the workplace and minimize the possible impact through the implementation of emergency plans and emergency response procedures.

**Training and competence:** the supplier must provide its personnel with the training and the necessary means to carry out their work in accordance with the stipulations.

**ENVIRONMENT:** maintain a preventive approach that favors the environment, promoting initiatives that encourage greater environmental responsibility.

**Environmental aspects:** the supplier must comply with the applicable regulations and must obtain and keep updated all the necessary permits, licenses and records.

**Waste and emissions:** the supplier will have procedures that guarantee safety in the handling, transfer, storage, recycling, reuse and management of waste, air emissions and wastewater discharges. Any of these activities with possible effects on human health or the environment will be properly managed, controlled and treated before releasing any substance into the environment.

**Preservation of resources:** suppliers are expected to use natural resources such as water, energy sources and raw materials in a controlled way. The repercussions on the environment and the climate will be minimized at the origin through the modification of processes, substitution of materials, recycling and reuse. Suppliers will participate in the development and use of products and processes in order to minimize greenhouse gas emissions.

**PRODUCT QUALITY AND SAFETY:** promote continuous improvement in the quality of the products and services provided.

**Quality requirements:** suppliers will meet all the quality requirements to provide goods and services that systematically adjust to the needs of Turco Española, S.A.

**Legal and customer requirements:** all products and services delivered by the supplier must comply with the standards and parameters of quality and safety required by applicable laws, special attention to compliance with delivery times and agreed prices.

**Product safety:** suppliers will have the safety data sheets with all the necessary safety information for the dangerous substances used.

**OUTSOURCING:** ensure compliance with these requirements by its employees and subcontractors.

**Supply chain:** suppliers ensure that their own suppliers and subcontractors are subject to performance principles equivalent to those of this code.



**PROTECTION OF PERSONAL DATA**

Personal data refers to any information relating to an identified or identifiable natural person, which includes any information that, when collected, could lead to the identification of a specific individual.

Suppliers undertake to comply with all the principles and obligations set out in the General Data Protection Regulation 2016/679, Spanish Organic Law 3/2018 on Data Protection and Guarantee of Digital Rights, as well as any other relevant regulations in force at the time.

When contracting with suppliers and third parties, Turco Española, S.A. sends and receives personal data that is related to the identity of individuals, such as negotiators, contract signatories or designated contacts. Therefore, all contracts must contain a specific clause on data protection. This clause will regulate the processing of personal data by both parties in the context of the contractual relationship.

**COMMUNICATIONS**

A mailbox has been established as a communication channel for suppliers and subcontractors, to communicate behaviors that may imply a breach of this code; The mailbox can also be used to make queries and / or suggestions regarding this document:  
[codigodeconducta@turcospain.com](mailto:codigodeconducta@turcospain.com)

**OTHER COMMITMENTS:** Turco Española, S.A. It is ethically committed to the ten principles of the United Nations Global Compact, of which a copy is attached.





## NACIONES UNIDAS

### UNITED NATIONS GLOBAL COMPACT

The Ten Principles:

#### HUMAN RIGHTS

- Principle 1: businesses should support and respect the protection of internationally proclaimed human rights.
- Principle 2: make sure that they are not complicit in human rights abuses.

#### LABOUR

- Principle 3: businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labour;
- Principle 5: the effective abolition of child labor; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

#### ENVIRONMENT

- Principle 7: businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

#### ANTI-CORRUPTION

- Principle 10: businesses should work against corruption in all its forms, including extortion and bribery.