

**Code of Ethics for Relationships with Suppliers**

The purpose of the present Code of Ethics is to strengthen the sustainability and competitive benefits of our value chain, by encouraging suppliers to guarantee equal opportunities and demonstrate their commitment to some basic principles on ethics and professional conduct.

Specifically, we encourage our suppliers to adhere to the principles expressed below:

### 1.1. Integrity

Integrity means acting in good faith and establishing professional relationships based on transparency and ethics. In addition to other attitudes and behaviours, this requires all individuals:

- To respect and comply with all laws and regulations in force, as applicable in the countries where their activities are taking place.
- To refrain from participating in any activity intended to restrict trade.
- To refuse to engage in bribery of authority figures and/or public officials, or to offer benefits or advantages of any nature to directors, employees, or collaborators from any entity, whenever these fall outside of the legitimate practices in the market.
- To always provide true and accurate information and clear communications, while behaving in a manner that is fair, respectful, diligent, and honest.
- To avoid any contact with dishonest people who may want to, or who could, harm the interests of the companies from Corporación Empresarial Pascual (hereinafter, the Corporation).

### 1.2. Quality

For our stakeholders, quality and health are two factors that are especially important in terms of creating value, and which require:

- Strict compliance with the quality parameters included in the Corporation's specifications or tender documents.
- Active cooperation and collaboration in order to improve the goods or services being delivered in relation to quality and health.
- Encouragement of continual improvement for the products or services that have an impact on our value chain.
- Application of the best practices existing in relation to the products or services being supplied.

### 1.3. Professionalism

- Professionalism is understood to mean a pro-active attitude focused on outstanding performance. This in turn requires excellent compliance with the maximum standards of quality, giving primary consideration to the interests of the Corporation and its companies in all transactions, while upholding the established policies and carrying out all work in conformity with them.
- It is essential to avoid divulging any confidential information related to our processes, methods, strategies, plans, projects, technical or market data, or information of any

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other type. We must always keep all information shared with us by our suppliers confidential as well.

- Gifts must not be accepted.

#### 1.4. Respect

Respect requires an attitude that recognises the value of people and their work, as well as the value of the surrounding community and the environment. This means:

- Treating employees fairly, always respecting and supporting the principles of equal opportunity, diversity, respect for all people, and non-discrimination (whether in terms of race, sex, language, religion, disability, sexual orientation, opinions, origins, economic status, age, union affiliation, or any other personal or social condition or circumstance).
- Respecting the environment by identifying, managing, and minimising the environmental impacts of all activities.
- Protecting health, eliminating occupational risks, and ensuring the well-being of all employees during all activities.
- Protecting and preserving our company's tangible and intangible assets, while using them efficiently, in order to contribute to achievement of the company's objectives rather than seeking personal benefit.

#### 1.5. Relationships

- Other companies able to verify that they share the ethical values upheld by the Corporation will be considered as eligible to become part of the Corporation's portfolio of suppliers. They must have a solid reputation for equal treatment and integrity when dealing with people. Also, in line with this, priority will be given to suppliers with certification for their management.
- When we negotiate for acquisition of the goods and services the Corporation requires, we must offer fair and honest treatment to our suppliers during each transaction, while also expecting this in return and pursuing the best interests of the company.
- If we perceive any problems or weaknesses in a supplier, these must never be divulged to other suppliers or persons outside of the company.
- When considering the advantages of an ongoing relationship with a supplier, any long-term agreement that impedes competitive management must be avoided.

Notification must be given regarding any violation of the code if detected by any of the parties, using the regular means of communication for the company.