

In Grupo Aluminios de Precisión we share an ethical commitment and values that guide all our actions. This ethical commitment affects all our relationships with employees, suppliers, customers and the environment.

➤ **About our general ethical commitment and Current Legislation**

- We believe in an active and voluntary commitment, above and beyond what the law requires.
- We strictly comply with the laws, regulations, rules and customs, respecting the legitimate contracts and commitments acquired.
- We serve society with useful products at fair conditions.
- We strive for the continuity of the company and, in an ethical manner, work to achieve reasonable growth.
- We improve the possibilities and opportunities of our company's social community.
- We involve our team in ethical behaviour.

➤ **About Respecting the Human Rights of Your Workers**

- We promote equal opportunities and equal treatment for each of our employees, regardless of race, nationality, social class, disability, sexual, political or religious orientation, gender or age.
- We respect people's dignity, privacy and other individual rights.
- We do not employ anyone against their will.
- We do not tolerate any unacceptable or demeaning treatment of our employees, such as intellectual cruelty, sexual harassment or discrimination.
- We prohibit any conduct, including any gestures and/or physical contact, that could be construed as sexual, coercive, threatening, abusive or exploitative.
- We compensate our workers with fair wages, guaranteeing the payment of at least the minimum wages as established in the labor agreement to which the company is adhered.
- We comply with the schedules established in the agreement and in the legislation.
- We recognize, always within the legal framework, the right to free association of workers and neither favor nor discriminate against members of trade union organizations.

➤ **On the prohibition of child labour**

- We do not employ workers under 16 years of age, following the Spanish law in force and the labor classifications established in the agreement to which the company is adhered.

➤ **About Worker Health and Safety**

- We take responsibility for the health and safety of your employees.
- We measure the risks and adopt the necessary preventive measures to avoid accidents and occupational illnesses.
- We promote the necessary training actions to our workers so that they are trained in matters related to the prevention of occupational hazards.

➤ **About Environmental Protection**

- We operate in accordance with our ISO 14001:2015 certified environmental management system.
- We act in accordance with the standards established by the different administrations in relation to environmental protection.
- We respect the environment avoiding as much as possible any type of contamination and minimizing the generation of waste.

➤ **About Supply Chain**

- We encourage our suppliers to adopt and comply with this Code of Conduct.
- We comply with the principles of non-discrimination in the selection of our suppliers.

➤ **On the prohibition of acts of corruption and bribery**

- We do not tolerate any form of corruption or any act of bribery, including payment or any other form of obtaining benefits from any public administration.
- We do not accept gifts, courtesies or considerations that exceed logical social conventions and, under no circumstances, when they may influence any business decision.

José Antonio Saco
General Manager of Grupo Aluminios de Precisión
Burgos, 26 August 2021