

POL_ET (eng) CODE OF ETHICS AND BUSSINESS CONDUCT

V01

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Historial del documento

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1. Introduction

At Quality Chemicals S.L. and Purity Chemicals S.L., we strongly believe in the importance of ethics and responsible conduct in all our operations and business activities. As companies dedicated to the chemical industry, we recognize our responsibility to safety, health, the community, and the environment, and we are committed to always having a positive impact.

This Code of Ethics & Conduct sets forth the principles and standards that should guide our actions and decisions at all levels of the organization and among all stakeholders, in all settings in which we work on behalf of or within the companies.

Finally, through this Code of Ethics & Conduct, we aim to provide our employees with the optimal environment for the development of their activities, promoting values such as respect for others, social responsibility, honesty, equality, and leadership.

2. Objective

The main objective of this Code of Ethics & Conduct is to promote ethical and responsible behavior in all aspects of the operations and activities of the supply chain, as well as to guide the behavior of all employees and stakeholders of the company, benefiting the company, its employees, and the community.

3. Scope

This Code of Ethics & Conduct is intended for all managers, employees, and stakeholders associated with the companies.

4. Definitions

1. Code of Conduct: It is a formal declaration of principles that sets out the values and ethical standards by which an organization is governed through specific rules.

2. Community: A group of beings living in an organized manner. The concept of society implies the coexistence and joint activity of individuals in an organized or orderly manner and implies a certain degree of communication and cooperation.

3. Environment: It is the space in which the life of different organisms develops, favoring their interaction. It contains living beings as well as lifeless elements and others created by the hand of man.

- 4. Equality:** It is a condition that implies equal treatment for all people, regardless of their characteristics, gender, race, immigration status, age, disability, or ethnicity.
- 5. Ethics:** A set of moral norms that govern the conduct of individuals in any area of life.
- 6. Health:** Is a fundamental condition for the development and life of human beings. In its simplest definition, it can be understood as a state of complete physical, mental, and social well-being. It goes beyond merely the absence of disease or physical ailments.
- 7. Honesty:** Is the virtue that characterizes people through their respect for the property of others, good manners, and moral principles.
- 8. Integrity:** Is the quality of moral rectitude, honesty, and upright behavior.
- 9. Leadership:** Is a set of managerial skills that enable individuals to influence the behavior and actions of others or work groups, fostering teamwork and enthusiasm toward achieving goals and objectives.
- 10. Respect:** Is a positive value and quality that involves showing veneration, appreciation, and recognition for a person or thing. It is a fundamental moral value essential for fostering harmonious social interactions. Mutual respect arises from a sense of reciprocity.
- 11. Security:** Is the absence of risk or danger and is closely associated with trust and prevention.
- 12. Social Responsibility:** Refers to the commitment of individuals, groups, or organizations to benefit society as a whole.

5. Code of ethics & conduct

- 1. Legal & Regulatory Compliance:** We are committed to complying with all applicable laws and regulations in all jurisdictions where we operate. We will never act in a manner contrary to laws and regulations. We always adopt a proactive attitude towards identifying and complying with relevant regulations to ensure compliance with legal, safety and environmental standards.
- 2. Security & Occupational Health:** The safety and health of our employees, contractors, and the communities in which we operate are of the utmost importance, which is why we implement and encourage safe practices throughout our operations. In addition, all employees are responsible for reporting unsafe conditions and participate in safety and training programs to minimize occupational hazards and protect the health of all stakeholders, including employees, contractors, and the communities in which we operate.
- 3. Environmental responsibility:** We always minimize the environmental impact of our operations, continually seeking ways to reduce our waste, emissions, and use of natural

resources. In addition, we proactively comply with all environmental laws and continuously seek more sustainable practices to minimize our environmental impact, including reducing waste, emissions, and the use of natural resources.

4. Quality & Responsibility of Product: We are committed to manufacturing high quality and safe products. We inform our customers about product risks and proper usage while providing support in case of quality or safety issues to protect both our customers and end users.

5. Ethical business: We act with honesty, integrity, and transparency in all our business interactions. We will not tolerate bribery, corruption, or any form of dishonest conduct, as well as the maintenance of all accurate and complete records of our business transactions.

6. Conflict of Interest: Situations where personal interests may conflict with the interests of the company will be reported and avoided. If a conflict of interest arises, it must be immediately disclosed to the responsible leader, and appropriate steps will be taken to resolve it ethically.

7. Respect & Diversity: We foster an equitable, inclusive, and diverse work environment where all employees and business partners are treated with respect and dignity. This applies regardless of race, gender, religion, sexual orientation, ethnic origin, or any other personal characteristic.

8. Whistleblowing: We have clear and confidential procedures in place to allow employees to report possible wrongdoing or ethical violations. Retaliation against those who report in good faith will never be tolerated.

9. Industrial & intellectual property: We base our work on creativity, innovation, and respect for the intellectual and industrial property of third parties. We work on the development of effective strategies for the protection and management of our intangible assets to build a solid competitive advantage in the market, hand in hand with the registration of our trademarks to distinguish our products and logos.

10. Confidentiality/Privacy: We value and protect our confidential and sensitive information, internally and from third parties, using confidentiality agreements, cybersecurity measures, as well as supply chain data security to ensure information protection.

11. Compliance & Consequences: Failure to comply with this Code of Ethics & Conduct may result in disciplinary consequences, which may include potential termination of employment or legal action, depending on the severity of the violation.

12. Review & Update: Continuous improvement is integral to our processes. Therefore, this Code of Ethics & Conduct will undergo regular review and updates to remain relevant and effective in fulfilling our ethical commitments and addressing possible regulatory or legal changes.



By adhering to this Code of Ethics & Conduct, all employees of Quality Chemicals S.L. and Purity Chemicals S.L., as well as external stakeholders, will collectively contribute to building a responsible and ethical companies.