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0. INTRODUCTION

With this code of conduct (hereinafter, the code), **ALTAQUÍMICA, S.A.** aims to ensure responsible behavior in the development of its activity, beyond the obligation to comply with the law.

This code reflects the principles that should guide the conduct of our company, all the people who are part of it, and our suppliers.

1. OBJECTIVE

The objective of this code is to establish the basic principles to which the behavior of **ALTAQUÍMICA, S.A.** as an organization, as well as that of all its employees and managers, must adhere.

2. SCOPE

This code applies to all members of the **ALTAQUÍMICA, S.A.** team. All personnel are responsible for complying with it and reporting any actions that may alter or breach it.

3. PRINCIPLES OF THE CODE OF CONDUCT

3.1. ETHICAL PRINCIPLES

ALTAQUÍMICA, S.A. will offer its employees dignified and fair working conditions regarding wages, working hours, rest periods, vacations, leaves, and the ability to balance personal and professional life. In all cases, it will respect the Fundamental Rights outlined in the conventions and recommendations of the International Labour Organization (ILO's Conventions and Recommendations).

3.2. FORCED LABOR

ALTAQUÍMICA, S.A. will not allow any form of forced and/or compulsory labor. All employment is voluntary, and employees are free to terminate their employment or leave their position with reasonable prior notice.

3.3. CHILD LABOR

ALTAQUÍMICA, S.A. will ensure compliance with the provisions of the International Labour Organization (ILO's Conventions and Recommendations) regarding the employment of minors.

Children under the age of 15, or below the minimum age for employment according to the guidelines of the International Labour Organization, must not be hired or employed. If local legislation sets a higher age limit, that limit will be respected.

Youth workers must not work night shifts or under hazardous conditions.

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3.4. EQUAL OPPORTUNITIES AND NON-DISCRIMINATION

ALTAQUÍMICA, S.A. is committed to establishing an effective equal opportunities policy to ensure that its employees carry out their professional activity based on the principle of merit.

All actions by **ALTAQUÍMICA, S.A.** and its employees will strictly respect the Human Rights and Public Freedoms included in the Universal Declaration of Human Rights. The company assumes the responsibility of maintaining a work environment free from any form of discrimination, upholding the principle of equality and non-discrimination based on gender, origin, age, sexual orientation, thought, religion, customs, or disability. It ensures the promotion of a workplace where individuals feel integrated, comfortable, and respected, regardless of their personal differences, abilities, or physical or psychological characteristics.

3.5. RESPECT FOR FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Likewise, **ALTAQUÍMICA, S.A.** will respect the employees' right to association, union freedom, and collective bargaining, ensuring that no discrimination arises as a result of these rights.

3.6. PROHIBITION OF INHUMANE TREATMENT OR ABUSE

ALTAQUÍMICA, S.A. will foster a workplace environment where individuals feel integrated, comfortable, and respected. Under no circumstances will sexual or racial harassment, verbal or power abuse, or any other form of harassment or intimidation be tolerated.

3.7. HEALTH, SAFETY, AND HYGIENE IN THE WORKPLACE

ALTAQUÍMICA, S.A. will provide its employees with a safe and healthy work environment, ensuring minimum conditions for lighting, ventilation, hygiene, fire protection, and safety measures.

Furthermore, the company will prevent and address any risks that may harm the safety and/or health of individuals by providing appropriate training and necessary protective equipment.

ALTAQUÍMICA, S.A. will take the necessary steps to prevent accidents and health issues among employees, minimizing work-related risks as much as possible and providing employees with essential items, protective clothing, and safety equipment free of charge.

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3.8. SALARY PAYMENT

ALTAQUÍMICA, S.A. will remunerate its employees in accordance with applicable wage laws or the rates established by collective agreements, whichever is higher.

3.9. NON-EXCESSIVE WORK HOURS

ALTAQUÍMICA, S.A. will ensure that its employees enjoy paid leaves as provided by the applicable legal framework. The length of the workday will also comply with the provisions of the applicable legislation.

3.10. TRANSPARENCY AND SUSTAINABILITY IN EMPLOYMENT PRACTICES

The business and professional activities of **ALTAQUÍMICA, S.A.** and its employees will be based on the value of integrity and conducted according to principles of honesty, avoiding all forms of corruption and bribery while respecting the circumstances and needs of all stakeholders involved.

ALTAQUÍMICA, S.A. will ensure the prevention of conflicts of interest. It will avoid participating in activities that could create conflicts of interest and will refrain from decision-making in matters in which the individuals themselves, their relatives, or close associates may have a personal interest. Moreover, it will avoid benefiting from opportunities that may arise in the course of performing duties within the company.

3.11. PRODUCT QUALITY, SAFETY, AND AUTHENTICITY

ALTAQUÍMICA, S.A. will ensure that all products supplied comply with the applicable legislation and regulations concerning product quality and safety, ensuring that the marketed items do not pose risks to the customer. Additionally, it will guarantee the authenticity of the supplied products.

3.12. ENVIRONMENTAL COMMITMENT

ALTAQUÍMICA, S.A. is committed to complying with the applicable legislation and regulations on environmental matters and will maintain a constant commitment to environmental protection, minimizing its environmental impact and promoting improvement actions to preserve natural resources, minimize waste generation, and ensure the efficient use of raw materials and energy resources.

ALTAQUÍMICA, S.A., as an organization dedicated to the commercialization of chemicals, active ingredients, and intermediates for the cosmetic, pharmaceutical, and veterinary sectors, as well as additives and ingredients for the food and dietary industries, understands the importance of ensuring competitiveness, the company's future, and the compatibility of economic development with environmental protection. It considers these values as the basis for achieving sustainable development in its operations, concerning its employees, the community, and future generations.

Being a distribution company, **ALTAQUÍMICA, S.A.** has a low environmental impact;

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however, environmental care is considered a primary value. Therefore, the following principles are established as part of its commitment to reducing its environmental impact and promoting environmental care:

- **ALTAQUÍMICA, S.A.** is committed to ensuring the utmost respect for the environment in its activities, as well as minimizing the negative effects they may cause, reducing the waste generated by the company: plastics, shrink wrap, pallets, boxes, paper... Additionally, raising awareness for the sustainable use of resources: water and energy.
- **ALTAQUÍMICA, S.A.** is committed to complying with the legal requirements and other applicable environmental standards concerning the nature, magnitude, and environmental impacts of its activities and services. Furthermore, it pledges to carry out proper segregation and disposal of the waste generated.

3.13. CONFIDENTIALITY OF INFORMATION

ALTAQUÍMICA ,S.A. is committed to preserving the confidentiality of personal data contained in its files, as well as intellectual and industrial property, except in cases where legal, administrative, or judicial obligations require their delivery or transfer to specific entities or individuals.

3.14. REGULATORY COMPLIANCE

The business and professional activities at **ALTAQUÍMICA, S.A.** will be carried out in strict compliance with the laws in force in each of the locations where they operate. Responding, where applicable, to the requirements of any Administration truthfully and transparently.

4. IMPLEMENTATION OF THE CODE OF CONDUCT

ALTAQUÍMICA ,S.A. will ensure compliance with this Code of Conduct, which will be made available to interested parties by publishing it on its website. It is the responsibility of Senior Management to promote these principles and commitments, and of the staff to understand and apply them. Furthermore, Senior Management is committed to reviewing and resolving any doubts regarding it and ensuring its dissemination and application in all company activities.

5. ANNEXES

- Code of Conduct for suppliers.

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6. EDITION HISTORY

EDITION	DATE	EDITION CHANGES
01	03/12/2024	First edition.

Supplier Code of Conduct

Ed.01

Date: 03/12/2024

0. INTRODUCTION

Suppliers of products and services (hereinafter referred to as the Suppliers), although they are independent organizations that actively participate in **ALTAQUÍMICA, S.A.**'s value chain, are also an essential element for achieving its growth, quality, product safety, and customer satisfaction objectives. The goal is to establish relationships based on trust and mutual benefit.

For this reason, **ALTAQUÍMICA, S.A.** will promote and encourage knowledge of its "Supplier Code of Conduct" (hereinafter referred to as the Code of Conduct) and the adoption of behavior consistent with it among its Suppliers.

Suppliers are responsible for disseminating the principles and commitments outlined in this Code of Conduct both within their own organization and throughout their supply chain.

1. OBJECTIVE

Through this Code of Conduct, **ALTAQUÍMICA, S.A.** explicitly establishes the principles, rules, and business practices that its Suppliers must observe during their relationship with the company and its professionals.

2. SCOPE

This Code of Conduct applies to all manufacturers, suppliers, or subcontractors involved in the purchasing processes of products and/or services (manufacturing, transportation, and/or warehousing) for **ALTAQUÍMICA, S.A.**

3. ETHICAL PRINCIPLES

Suppliers must take the appropriate measures to guarantee absolute respect for Human Rights within their organization, as outlined in the Universal Declaration of Human Rights. They must offer their employees fair and dignified working conditions regarding wages, working hours, rest periods, vacations, leaves, and the ability to balance personal and professional life, always respecting the Fundamental Rights established in the International Labour Organization's Conventions and Recommendations.

Suppliers must fully comply with applicable legal regulations in all aspects related to their activity and in all jurisdictions in which they operate.

4. FORCED LABOR

ALTAQUÍMICA, S.A. will not tolerate any form of forced and/or compulsory labor. All employment must be voluntary, and employees must be free to terminate their employment or leave their job with reasonable notice.

Suppliers must carry out all necessary procedures to comply with the rules and recommendations of the government and/or local authorities. They must not, under any circumstances, employ workers who do not have the legal right to work.

5. CHILD LABOR

Minors under 15 years of age, or below the minimum working age stipulated by the International Labour Organization guidelines, must not be hired or employed. If local legislation establishes a higher age limit, that limit must be respected.

Young workers must not work night shifts or under hazardous conditions.

6. EQUAL OPPORTUNITIES AND NON-DISCRIMINATION

Suppliers will ensure equal opportunities in access to employment, remuneration, training, professional promotion, contract termination, or retirement, ensuring the absence of discrimination based on gender or sexual orientation, race, origin, marital status, social condition, religious, political, or union ideas, age, or disability.

Suppliers will guarantee that no worker performs tasks incompatible with their physical or mental capabilities.

7. RESPECT FOR FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Suppliers will facilitate and respect the legally recognized rights of their employees regarding union membership, association, and collective bargaining, subject to the applicable regulations in each case, without any retaliation for exercising such rights. They will not offer compensation or payment of any kind to employees to hinder the exercise of these rights.

Worker representatives will be protected from any discrimination and may freely perform their duties as representatives in their workplace.

8. PROHIBITION OF ABUSE OR INHUMANE TREATMENT

Suppliers will treat their employees with dignity and respect. Under no circumstances will physical punishment, sexual or racial harassment, verbal or power abuse, or any other form of harassment or intimidation be tolerated.

9. HEALTH, SAFETY, AND HYGIENE AT WORK

Suppliers must comply with local health and safety regulations, as well as relevant requirements established by the International Labour Organization.

Suppliers must ensure safe and healthy working conditions for their employees, guaranteeing minimum standards of lighting, ventilation, hygiene, fire protection, safety measures, and access to drinking water.

Workers must have access to clean restrooms with potable water. When conditions require it, food storage facilities must be provided.

Suppliers must provide workers with basic safety elements, protective clothing, and safety equipment free of charge.

They must provide appropriate training and supervision to all employees working in potentially hazardous conditions and conduct regular training on occupational health and safety. The company must maintain appropriate records of the training provided.

Suppliers will take the necessary measures to prevent accidents and health risks, minimizing work-related hazards to the extent possible.

10. PAYMENT OF WAGES

Suppliers will remunerate their workers according to applicable wage laws or the rates established by collective agreements, if higher. In any case, wages must always be sufficient to cover at least the basic needs and any other reasonable additional needs of workers and their families.

Suppliers will not withhold and/or deduct wages for disciplinary reasons or for any other reason not established by applicable legislation without the express authorization of the workers. They will ensure that wages and benefits are paid on time and in compliance with applicable legislation, ensuring that payments are made in the most convenient way for workers.

11. NO EXCESSIVE WORKING HOURS

Suppliers will adjust working hours to comply with the applicable legislation of the regions where they operate or the terms established by the collective agreement for the sector in question, if more favorable to workers.

Overtime must be voluntary, supervised, not habitually required, and compensated at a higher rate than regular hours or in accordance with national legislation.

Suppliers will ensure that their employees can take paid leave as stipulated by the applicable legal regulations in each country.

12. TRANSPARENCY AND SUSTAINABILITY IN BUSINESS

Suppliers must conduct their business activities with integrity, objectivity, transparency, and honesty, refraining from participating in bribery, corruption, extortion, or any other illegal or unethical practices.

Suppliers must adhere to the highest standards of ethical and moral conduct, comply with international agreements, and respect applicable laws on these matters, ensuring the establishment of appropriate procedures as required.

Suppliers must avoid participating in any activity that could create conflicts of interest and abstain from influencing decisions involving personal interests of themselves, relatives, or associates, avoiding any personal benefit from opportunities that may arise during their engagement with the company.

13. PRODUCT QUALITY, SAFETY, AND AUTHENTICITY

Suppliers must ensure that all products supplied to **ALTAQUÍMICA, S.A.** comply with applicable legislation and regulations regarding product quality and safety, ensuring that the marketed items do not pose risks to customers.

Suppliers must immediately inform **ALTAQUÍMICA, S.A.** of any concerns regarding product safety.

Suppliers must ensure the authenticity of the products supplied.

14. ENVIRONMENTAL COMMITMENT

Suppliers must comply with applicable environmental legislation and regulations and maintain a constant commitment to environmental protection.

Suppliers must strive to minimize their environmental impact and promote improvement actions aimed at preserving natural resources, minimizing waste generation, and efficiently using raw materials and energy resources.

15. INFORMATION CONFIDENTIALITY

Suppliers are obligated to preserve the integrity and confidentiality of the information they receive as a result of their commercial relationships with **ALTAQUÍMICA, S.A.**, and must comply without exception with the legislation in force regarding data protection and intellectual property.

16. REGULATORY COMPLIANCE

Suppliers are obligated to conduct their business and professional activities in strict compliance with the laws in force in each of the locations where they operate, responding truthfully and transparently to any requests from administrative authorities.

17. CODE IMPLEMENTATION

ALTAQUÍMICA, S.A will ensure that Suppliers accept and comply with this Code, informing Suppliers of its existence when contracts are established.

ALTAQUÍMICA, S.A. reserves the right to supervise and verify Suppliers' compliance with the principles and rules outlined in this Code of Conduct.

In the event of non-compliance by Suppliers with any of the principles, rules, or standards in this Code, **ALTAQUÍMICA, S.A.** reserves the right to require the adoption of necessary corrective measures and to pursue any legal actions available.