CODE OF CONDUCT OF **CONTENUR'S** SUPPLIERS **2024**

CONTENUR

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01.

INTRODUCTION

CONTENUR S.L. (hereinafter, **CONTENUR**) considers its suppliers to be an essential element in achieving its growth objectives, quality objectives, excellence and customer satisfaction, seeking to establish relationships with them based on trust and mutual benfit.

CONTENUR's Supplier Code of Conduct establishes the principles that determine ethical behaviour and guide the relationship between the company and its suppliers, establishing minimum standards of conduct that the latter must adhere to.



02.

SCOPE OF APPLICATION

CONTENUR considers the relationship with its suppliers to be essential to the development of its business and, for this reason, promotes the adoption of practices in line with those set out in this code throughout its supply chain.

This code applies to all manufacturers and suppliers involved in the processes of purchasing, manufacturing, maintenance, assembly and distribution of the products and services provided by **CONTENUR**.

CONTENUR undertakes to ensure that suppliers are aware of and understand the following code.

CONTENUR suppliers must formally undertake to comply with the Business Principles set out in the Supplier Code of Conduct (https://www.contenur.com/en/rsc), at the time the business relationship is established and during the course of the same. For this reason, acceptance of and supply of purchase orders, implies acceptance of this code and commitment to the basic principles of ethics and professional conduct contained therein.

Suppliers shall allow **CONTENUR** and/or third parties designated by the company to evaluate proper compliance with the principles of the Code through audits. To this end, suppliers shall provide relevant information and cooperate with the designated company in the conduct of the audits.

CONTENUR

03.

COMMITMENTS AND ETHICAL PRINCIPLES FOR SUPPLIERS

CONTENUR persues a business that respects the principles of ESG / sustainability, honesty, transparency and ethics. This Code reflects the commitments and values that can be found in **CONTENUR**'s ESG policies, which are reinforced by its adherence to business behaviour models such as The Sustainable Development Goals (SDGs).

CONTENUR promotes responsible conduct in its dealings with suppliers. The principles governing these actions are set out in its Code of Ethics and in its internal policies and procedures (https://www.contenur.com/en/rsc).

The principles of conduct of this Code are grouped into:

3.1. | Compliance with legislation

All suppliers and external collaborators must be familiar with and strictly comply with current legislation.

3.2. | Ethics and transparency

INTEGRITY AND TRANSPARENCY

Suppliers and external collaborators must be committed to open and honest communication with their partners. Those who interact with third parties on behalf of **CONTENUR** must ensure that all communications, both direct and via intermediaries, are accurate, truthful and comply with legislation.

CORRUPTION, BRIBERY, PREVENTION OF MONEY LAUNDERING AND FRAUD

CONTENUR demonstrates its zero tolerance of any act of corruption, not only through its Code of Ethics, but also through its own internal regulations.

In doing so, it requires its suppliers to conduct their business with integrity, objectivity, transparency and honesty, without engaging in bribery, corruption, extortion or any other illegal or unethical practices that may damage **CONTENUR**'s reputation.

Suppliers shall not accept, offer or grant public officials, employees of **CONTENUR** or any natural or legal person in the service of any authority or entity, public or private, political party or candidate for public office, comissions, gifts, hospitality or retribution in order to obtain or retain, unlawfully, business or other advantages.

Suppliers shall comply with the highest standards of ethical and moral conduct, international conventions and shall respect applicable laws on this matter, ensuring the establishment of the appropiate procedures required for this purpose.

CONFLICTS OF INTEREST

Suppliers shall maintain mechanisms that, in the event of a potential conflict of interest, shall of any of its employees, ensure that the independence of the supplier's actions and its full compliance with the applicable law are not affected.

3.3. | Human rights and working conditions

RESPECTO FOR PERSONS, HUMAN RIGHTS AND NON-DISCRIMINATION

Suppliers shall maintain a working environment that is free from discrimination and harassment of a personal nature. Suppliers shall treat their employees with respect and dignity, ensuring at all times that there is no discrimination on the basis of gender or sexual orientation, race, origin, marital status, social status, religious, political or trade union beliefs, age or disability.

Relations between CONTENUR employees and those of external suppliers and partners shall be based on professional respect and mutual mutual collaboration.

CHILD LABOUR

No supplier shall use child labour or tolerate child labour in any phase of its activities.

WORKING CONDITIONS AND DECENT EMPLOYMENT

Suppliers shall remunerate their workers in accordance with applicable wage laws, guarantee their employees' right to rest and comply with the labour laws in force in each of the sectors in which they operate.

RESPECT FOR FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Suppliers shall facilitate and respect the legally recognised rights of their employees to organise, associate and bargain collectively, subject to the rules applicable in each case and without reprisals arising from their exercise.

PROFESSIONAL DEVELOPMENT AND EQUAL OPPORTUNITIES

CONTENUR does not accept any form of discrimination in the workplace or professional sphere on the grounds of age, race, colour, gender, religion, political opinion, national extraction, social origin or disability and requires its suppliers to do so.

Suppliers and external collaborators, like **CONTENUR**, shall promote equal opportunities in the recruitment, remuneration, access to training, promotion, career development, equal opportunities, termination of contract or retirement of their employees and in supplier companies.

HEALTH AND SAFETY AT WORK

Suppliers will make a commitment to the labor laws and regulations of the country where they provide the service, as well as the commitments set out in **CONTENUR's** Occupational Health and Safety Policy.

Suppliers, in compliance with the regulations in force to protect their workers from occupational hazards, will guarantee their health and safety in all aspects related to their work, by integrating preventive activity in the company and adopting all necessary measures. They will provide safe and healthy workplaces, carrying out the necessary activities to reduce the risk of accidents, injuries and exposure of their workers.

Suppliers will provide safety information regarding known workplace hazards and the supplier's employees will receive appropriate training to ensure that they are properly protected. Suppliers will identify and assess likely and potential hazardous situations in the workplace and adapt measures to minimize their impact.

3.4. | Environmental protection

CONTENUR is committed to preserving, respecting and protecting the environment, and suppliers must therefore actively and responsibly commit themselves to environmental conservation, respecting legal requirements and trying to reduce the environmental impact of their activities as far as possible.

It is also essential to ensure a supply chain that complies with the principles adopted by **CONTENUR** as reflected in its Quality and Environmental Policy.

3.5. | Protection of information and assets

CORPORATE IMAGE AND REPUTATION

CONTENUR considers its corporate image and reputation to be one of its most valuable assets in order to preserve the trust of customers, employees, suppliers, authorities and society at large.

Suppliers and external collaborators must take the utmost care to preserve the image and reputation of the organisation in their professional actions. They shall also ensure that their employees and those of subcontracted entities respect and use **CONTENUR's** corporate image and reputation correctly and appropriately. Suppliers and collaborating companies shall apply due diligence to ensure the respectability of the organisations and causes they are supporting.

Suppliers shall never speak on behalf of CONTENUR, nor refer to CONTENUR without express authorisation from CONTENUR.

CONFIDENTIALITY OF INFORMATION AND DATA PROTECTION

Suppliers shall preserve and protect the confidentiality of the information they receive as a result of doing business with **CONTENUR** and shall comply without exception with current legislation on data protection and intelectual property.

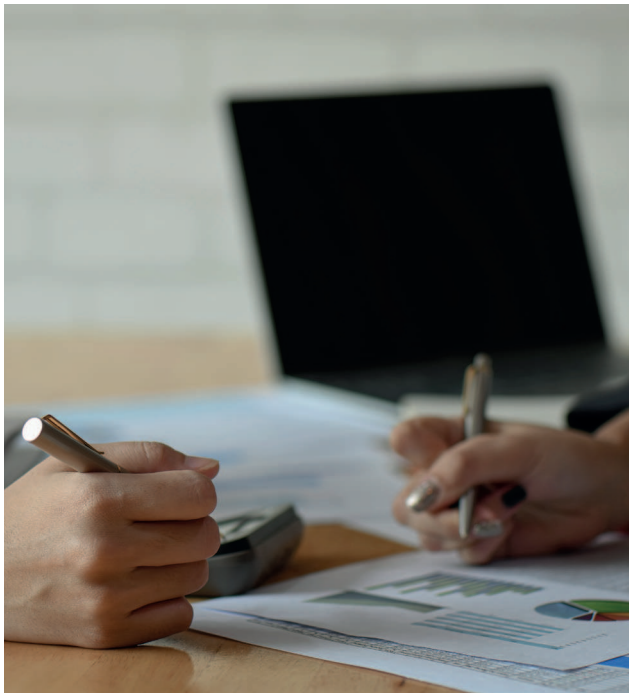


04.

COMPLIANCE WITH THE CODE. ACCEPTANCE AND ADHERENCE

4.1. | Compliance

Compliance with this Code is mandatory for all **CONTENUR** suppliers or subcontractors. In the event that a breach of this Code is detected, it should be reported to **CONTENUR** as soon as possible through the organisation's ethics channel, which is available on the **CONTENUR** website. **CONTENUR** (https://contenurgroup.integrityline.com/).



Likewise, the supplier shall inform **CONTENUR** without delay, through the same channel as mentioned above, of any breach or suspected breach of this Code.

If sush non-compliance is not remedied by the supplier within thirty (30) calendar days of notification, the supplier shall be deemed to be in breach of its obligations and **CONTENUR** shall be entitled to terminate the contract of agreement it may have entered into with the supplier.

The supplier shall at all times keep abreast of changes and updates to this Supplier Code of Conduct, to which end **CONTENUR** undertakes to notify any changes or updates to them.

CONTENUR shall send this Code to all supliers and subcontractors and attach it to the contracts it concludes with the aforementioned suppliers and subcontractors.

4.1. | Acceptance and adherence

The Supplier acknowledges having read and understood the terms and conditions expressed in this Supplier Code of Conduct and confirms its acceptance, adherence and commitment to comply with the same.

Any proposals for improvement or consideration can be communicated to **CONTENUR** for analysis.

SIGNED: _____

DATE: _____

05.

CONTROL OF CHANGES

REVIEW	DATE	AFFECTED POINTS	MOTIVE
0	08/07/2024	All	Initial elaboration

CONTENUR