



ETHICAL CODE OF CONDUCT

PURPOSE

The Code constitutes a guide for all CYO PROYECTOS S.L.U. employees in their professional performance in relation to their daily work, the resources used and the business environment in which it is developed. It provides the guidelines that clarify the basic principles of all management and interpersonal relationships with colleagues, collaborators, bosses, suppliers, customers and in general anyone with an interest in the activity carried out by the company. Our actions are based on respect for our corporate values. Employees will adapt their actions to principles of behavior respectful of business ethics and professionalism in order to be a benchmark in these terms and to be recognized as such.

VALUES

Our values represent our identity as a company. We are different because the people who work in CYO PROYECTOS S.L.U. make this company a unique and differentiating project. We are efficient, we know how to listen, we look for innovation, we are helpful and we work as a team in a rigorous and transparent way.

RESPECT

Each and every one of us is responsible for generating an atmosphere of cordiality and friendliness in our environment. We promote respect and trust among people. We take care of the language we use when talking about third parties and we encourage the non-existence of defamatory guidelines and comments inside and outside the organization. We promote respect for real equality of opportunity between men and women, avoiding any scenario of direct or indirect discrimination. No person employed in CYO PROYECTOS S.L.U. is discriminated against in the professional field due to race, physical disability, religion, age, nationality, sexual orientation, sex, political opinion or social origin. We maintain a work environment free of any discrimination and any conduct involving harassment of a personal nature, not admitting any form of harassment or physical, sexual, psychological or verbal abuse. We respect the environment and collaborate with the sustainable development of society.

FAIR BUSINESS PRACTICES

- All activities are carried out in an ethical, honest and responsible manner.
- National and international laws and conventions are respected.
- Our activities compete in the markets in a fair and transparent manner, complying with the legislation in force in each of the countries in which we operate.
- We reject all forms of corruption, fraud, bribery, money laundering and anti-competitive practices.

ENVIROMENT

- We carry out all activities in the most environmentally friendly way, favoring the sustainable management of natural resources.
- People working in the CYO are aware of their responsibilities in relation to the care of the environment, particularly by:
 - The application of reuse, reduction and recycling practices in the different stages of the production process.
 - Exhaustive control of energy consumption.

LABOR PRACTICES AND HUMAN RIGHTS

- This company promotes and maintains a culture of respect and equal opportunity.
- No employee shall be discriminated against on the basis of gender, religion, race, ethnic origin or nationality, culture, social group, disability or illness, sexual orientation, marital status, age or political opinion.
- This company:
 - Does not tolerate forced labor or harassment at work.
 - Provides its workers with fair economic compensation, in accordance with current legislation.
 - Does not hire persons whose age is below the legally recognized minimum age for employment.
 - Recognizes the right of its workers to freedom of association and collective bargaining.
- In compliance with the Organic Law on Data Protection, the information and personal data of its employees will only be used for professional purposes.

PROMOTING HEALTH AND SAFETY IN THE WORKPLACE

- The company is firmly committed to the safety of people and works to ensure that all employees perform their tasks in safe and healthy places.
- The company goes beyond mere compliance with current legislation on occupational risk prevention by contributing to the improvement of the health of its employees through the promotion of healthy lifestyle habits.

CONFIDENTIALITY OF INFORMATION AND PROTECTION OF INTELLECTUAL AND INDUSTRIAL PROPERTY

- The company undertakes to respect the intellectual and industrial property rights of its clients and to protect the information and knowledge acquired, ensuring their confidentiality.
- In no case does the company duplicate, reproduce or make improper use of information that is not its property.

CUSTOMER RELATIONS

- The company is committed to maintaining the highest standards to ensure customer satisfaction.
- Customer relationships are based on respect and honesty:
 - * We compete in the market in a fair manner and we do not admit in any case misleading, fraudulent, malicious or confusing conducts.
 - * We reject the improper transmission of information to competing clients or violating the confidentiality under which its legitimate owners keep it..
 - * Contracts and communications with our customers are clear, in compliance with current regulations, without resorting to elusive or improper practices.
 - * We provide our customers with accurate and timely information on any relevant aspect related to their products.