

VIROSPACK CODE of ETHICS

01. PURPOSE OF THE CODE of ETHICS

The **Code of Ethics** constitutes the highest-level standard in the organization, being the maximum expression of the commitment to compliance with the laws and ethical values that underpin our activity.

The ethical values that serve as a reference and should guide the conduct of all the directors and employees of **VIROSPACK**, are:

honesty, integrity, responsibility, transparency and security,
as well as respect for human rights and the legal provisions in force.

02. VIROSPACK COMMITMENT

Whenever **VIROSPACK** interacts with the market, its performance will be governed by the following principles:



Customer relations

It will act in line with the quality and excellence criteria of the service provided, as well as efficiency and transparency in order to obtain mutual trust and respect that are necessary for interacting in trade activity.



Relationship with suppliers

The suppliers selection process will be carried out in line with the transparency, impartiality, objectivity and efficiency criteria. At the same time, a firm commitment must be conveyed to the suppliers that they will operate in compliance with the regulations in force and under ethical standards.



Relations with authorities and public administrations

The principles of transparency and cooperation will be applied.



Relationship with the market and consumers

It will act in line with the principles of competence, equal opportunity, good contractual faith, and fair competition.

03. BASIC PRINCIPLES OF BEHAVIOUR

3.1. Respect for the dignity of people in their workplace

Mutual respect and equality are the principles on which the working relations of **VIROSPACK** are based.

VIROSPACK employees will be treated in a fair and respectful way, promoting a healthy and safe working environment.

VIROSPACK intends to prevent conduct that violates the dignity, equality and sexual freedom of Company workers or of third parties, and to avoid any gender, race, age, religion, political, trade union or religious affiliation, sexual orientation, culture, education, marital status or nationality discrimination.

3.2. Health and safety policies

Health and safety in the workplace are fundamental for **VIROSPACK**. The Company will promote the adoption of health and safety policies in the workplace and will adopt the preventive measures established in the legislation to minimize risks, for both the Company's own staff and for subcontractors.

3.3. Respect for workers' rights

VIROSPACK will not use forced labour, impose working conditions that infringe current legislation or employ minors or foreign citizens without a work permit.

3.4. Protection of personal data

VIROSPACK will respect the right to privacy, protecting the personal data entrusted to it by its employees, clients, suppliers, companies and collaborating entities, and fulfilling the dispositions.

3.5. Information protection

VIROSPACK will adopt the necessary measures to preserve and maintain in secret all the information that is considered a business secret for the purposes of the legislation in force at any given time.

3.6. Respect for industrial and intellectual property

VIROSPACK will respect the legitimate intellectual property rights of other people or companies.

03. BASIC PRINCIPLES OF BEHAVIOUR

3.7. Anti-corruption measures

The relations of **VIROSPACK** with the public sector and the private sector will be based on principles of transparency and equal opportunities.

Corrupt agreements with customers, suppliers, public officials or other third parties are strictly prohibited.

3.8. Respect for free competition and market behaviour

VIROSPACK is committed to respecting free competition in the market and complying with the laws established in this respect.

3.9. Environmental protection

The respect for the environment is essential to the running of **VIROSPACK**. The Company is committed to carrying out the best environmental practices in all its activities, through the conservation of natural resources and prevention and minimization of adverse environmental impacts.

VIROSPACK directors, managers and employees must protect and respect the environment, complying with the applicable internal and external regulations, whilst also contributing the knowledge acquired and carrying out constant vigilance and improvement in the development of the different activities in which they participate.

3.10. Prevention of money laundering, terrorism and smuggling

VIROSPACK will strive to prevent irregular payments, smuggling or money laundering with origin in illicit or criminal activities, to occur during the development of its activities.

3.11. Donations and social projects

The donations that **VIROSPACK** makes to social projects must have the pertinent internal authorisations, be made to entities of recognised prestige that have the appropriate organisational structure to guarantee optimal resources management, and be faithfully reflected in the records and accounting books of the Company, not being able to be used to cover up an undue payment or bribe.