



## ETHICAL CODE

SADECA group is committed to the exercise of ethical behavior, implicit in its values.

To support the initiative of the United Nations “Global Compact” and the Universal Declaration of Human Rights, SADECA has decided to publish a code of ethics that guides all its business practices and that implies:

- Respect for **human rights** in relationships with and stakeholders, employees, customers, suppliers, and local communities.
  - Recognition of local traditions and practices, as well as **international regulations** and laws, in particular the conventions of the International Labor Organization.
  - Rejection of **forced labor**.
  - Rejection of the use of **child labor** ensuring that all international processes are consistent with this rejection.
  - Rejection of **discrimination** of any kind and commitment to diversity.
  - Promotion of flexible working conditions, to promote **conciliation** between **personal life** and **professional life**.
    - Promotion of **training** and **professional development** for all staff.
    - Respect for **freedom of association**.
    - Respect for Occupational **Health and Safety** laws in the work environment.
    - SADECA requires its workers to maintain the **confidentiality** of the information to which they have access, in accordance with applicable laws
  - Rejection of **bribery** and **corruption** in the exercise of work.
  - Compliance with current legislation and all legal requirements, to respect our **environment**.

January 2021

A handwritten signature in blue ink, appearing to read 'Gerard Luna', with a horizontal line extending to the right.

Gerard Luna  
General Manager