



SUPPLIER CODE OF CONDUCT

INTRODUCTION

Grupo REDEXIS considers its Suppliers an essential part of the value chain thereof; therefore the purposes of this Code are to ensure their commitment and respect for REDEXIS' Principles and Values.

These principles are applicable to all suppliers, contractors and collaborators of the REDEXIS Group companies.

PRINCIPLES

Legislation

All suppliers of the REDEXIS Group shall comply with the corresponding applicable legislation at all times, without engaging in practices that could harm the reputation of Grupo REDEXIS.

Labour Rights

Suppliers shall comply with labour laws and regulations regarding wages and established working hours. Likewise, suppliers shall not allow any type of discrimination whatsoever in the workplace based on race, colour, sex, nationality, religion, age, ethnicity, ideology, disability or sexual orientation.

Fight against Bribery and Corruption

Suppliers of Grupo REDEXIS may not directly or indirectly offer or make any payment in cash or in kind or any other kind of benefit to any natural or legal person for the purposes of:

- Illegally procuring or maintaining business or other advantages for themselves or for a third party.
- Obtaining businesses or any other advantage from any public or private entities.

Confidentiality

Non-public information belonging to Grupo REDEXIS to which the suppliers have access due to the provision of the services thereof, shall be considered classified, confidential information and for internal use and it shall be the supplier's responsibility to take the necessary measures to protect the above-mentioned information.

Health and Safety

Suppliers of Grupo REDEXIS shall promote the necessary health and safety measures in order to ensure: i) a safe and healthy work environment in compliance with all the requirements in terms of occupational risk prevention set forth by the applicable legislation at all times, ii) the necessary measures to prevent and avoid occupational accidents and occupational diseases, while performing work activities, and iii) the necessary training to work in the safest conditions.

Environment

Suppliers of Grupo REDEXIS shall carry out their professional activity minimising environmental impact thereof, through compliance with the environmental legislation applicable to each case and developing policies to limit emissions and waste.



Suppliers' Liability

Grupo REDEXIS's supplier code of conduct shall be accepted by all its suppliers, committing to:

- Comply with the Code as long as the Grupo's supplier status is maintained.
- Verify compliance thereof, as well as compliance of subcontractors.
- Communicate to Grupo REDEXIS any information that may be relevant to comply with this Code.

Suppliers, contractors and collaborators may communicate any irregular practice related to the non-compliance or violation of the conducts contained herein through: canaldenuncias@redexis.es

REDEXIS reserves the right to terminate the contractual relationship with suppliers, contractors and/or collaborators who may incur in serious breach of the ethical principles set forth herein, notwithstanding the right to claim damages that may arise for said non-compliance.