



Code of Conduct of Plating Decor Recubrimientos SL

At Plating Decor Recubrimientos SL, we are committed to social responsibility and business ethics. We strive to be a socially responsible company, which means we are committed to upholding international human rights and labor standards and protecting the environment in all our business operations.

This code of conduct establishes the values, principles, and expectations of the company regarding important issues such as the prevention of discrimination, child labor, corruption, and the environment.

1. Human and Labor Rights

1.1. Prevention of discrimination and harassment: We are committed to promoting equal opportunities and not discriminating against any employee, job applicant, supplier, customer, or any other person with whom we do business, based on their age, gender, race, ethnic origin, sexual orientation, religion, disability, or any other protected status by law. Additionally, we do not tolerate harassment or intimidation in any form.

1.2. Prohibition of child labor and forced labor: We are committed to not using child labor or forced labor in any part of our business operations, including our supply chain. 1.3. Health and safety at work: We are committed to providing a safe and healthy working environment for all employees and visitors.

2. Corruption

2.1. Prevention of corruption and bribery: We are committed to not tolerating any form of corruption, bribery, or extortion, and to comply with all applicable laws and regulations related to these matters.

3. Environment

3.1. Environmental protection: We are committed to protecting the environment and reducing our environmental impact in all our business



operations, including reducing greenhouse gas emissions and minimizing waste and discharges.

4. Communication and Reporting

4.1. Communication and reporting: We are committed to providing clear and effective communication with our employees, customers, suppliers, and other stakeholders regarding our commitment to social responsibility and business ethics. Additionally, we will establish a secure and confidential channel for employees and other stakeholders to report any concerns or violations of this code of conduct.

At Plating Decor Recubrimientos SL, we take our commitment to social responsibility and business ethics seriously. We expect all our employees, suppliers, and customers to join us in this commitment and comply with this code of conduct in their daily work.



Signed,

Juan Carlos Prieto Sánchez