

PROMOCIONES SERIGRÁFICAS is committed to make a positive contribution to society through its global operations Therefore our Ethical Code principles are structured on the four following areas:

Business Conduct

We consider integrity and reliability in relationship with customer and all involved parts as essential condition for sustainable business, therefore:

- 1- We support and open, fair and competitive business environment
- 2- All relevant, applicable laws and regulations should be complied with
- 3- All business, commercial and financial information regarding our customers must be treated confidentially and should not be disclosed to third parties
- 4- Conflicts of interest are not conducive for good business
- 5- Gifts and inducements to influence business or other decisions are not acceptable

Human Rights

We endorse the values within the universal Declaration of Human rights and the core conventions of the international labour organization based on respect for the dignity of the without distinction of the origin, therefore:

- 6- Working conditions should allow safe working practices and support the occupational health of employees
- 7- Employees should be treated fair concerning reasonable working hours, periodic leave and remuneration for work performed
- 8- Negotiations leading to collective agreements are allowed
- 9- People are employed based on the principle of equal opportunity, without distinction to race, colour, gender, religion affiliation or origin
- 10- PROMOCIONES SERIGRÁFICAS does not participate in child, forced or bonded labour

Health and Safety

We consider the health and safety of each of our employees to be of primary importance. The PROMOCIONES SERIGRÁFICAS will comply with its duty to ensure, as far as is reasonably practicable, the health, safety and welfare at work of its workers and of visitors to its premises and, in general, to:

- 11- Prevent accidents and cases of work-related ill health by managing the health and safety risks in the workplace.
- 12- Provide clear instructions and information, and adequate training, to ensure employees are competent to do their work.
- 13- Engage and consult with employees on day-to-day health and safety conditions.
- 14- Implement emergency procedures – evacuation in case of fire or other significant incident.
- 15- Maintain safe and healthy working conditions, provide and maintain plant, equipment and machinery, and ensure safe storage/use of substances.

Environment

Respect and care for the environment, as crucial strategy of our main operation.

- 16- Production processes are design to make efficient use of available resources and to minimize the environment impact.

Compliance

All PROMOCIONES SERIGRÁFICAS suppliers and manufacturers should be in compliance with the mentioned principles respectively.

PROMOCIONES SERIGRÁFICAS receives and promotes in its supply chain the **10 Principles of Fair Trade**:

- **Principle 1.** Creating Opportunities for Economically Disadvantaged Producers
- **Principle 2.** Transparency and Accountability – Accountability

- **Principle 3.** Practice Fair Trade
- **Principle 4.** Payment of a Fair Price
- **Principle 5.** Child Labor and Forced Labour
- **Principle 6.** Commitment to Non Discrimination, Gender Equality and Economic Empowerment of Women and Freedom of Association.
- **Principle 7.** Ensuring good working conditions
- **Principle 8.** Capacity
- **Principle 9.** Promotion of Fair Trade
- **Principle 10.** Respect for Environment

Information Security

PROMOCIONES SERIGRÁFICAS ensures the security of information systems, as well as information systems that support services to its customers.

Date and Place:

Madrid, 25th of January 2019

Signature:

General Manager of PROMOCIONES SERIGRÁFICAS