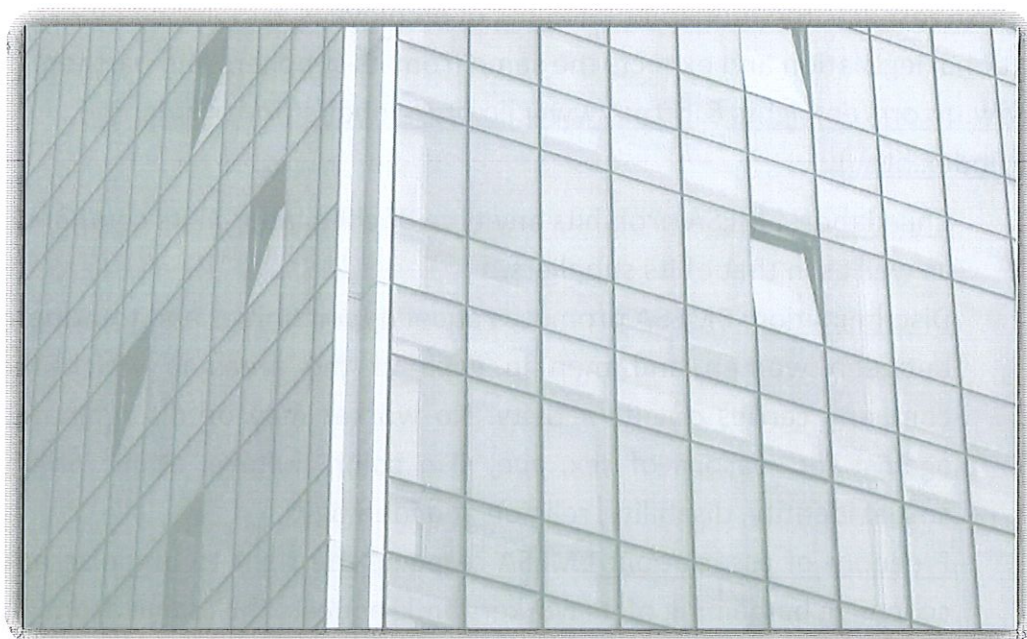


EMESA CODE OF ETHICS



EMESA CODE OF CONDUCT

SUSTAINABILITY IN MANAGEMENT

EMESA assumes a business management policy aimed at generating long-term added value throughout the value chain. All our activities, in addition to being governed by procedural, economic and technical methods, take into account social and ecological aspects such as human rights, working conditions, corruption prevention and environmental protection.

EMESA expects its own organization, as well as its suppliers and collaborators, to respect current national laws, the principles of the United Nations Global Compact (www.unglobalcompact.org) and this code of conduct.

DEALING WITH WORKERS

EMESA respects the fundamental rights of employees established by national legislation and expects the same from its suppliers and partners (www.un.org/en/rights & <http://www.ilo.org/global/standards/lang-en/index.htm>):

Child labor: EMESA prohibits any type of child labor in its companies as well as in that of its suppliers.

Discrimination: EMESA promotes equal opportunities and treatment between women and men in each of the areas in which the company carries out its activity. No worker may be discriminated against for reasons of sex, age, skin color, culture, ethnic origin, sexual identity, disability, religion and ideology.

Freedom of association: EMESA respects the right to organize and collective bargaining of its workers and requests the same from its suppliers.

Remuneration and working hours: EMESA respects and expects its suppliers to respect current legislation regarding working hours and that their remuneration is in accordance with the national laws of each place.

PROTECTION OF HEALTH AND SAFETY AT WORK

EMESA has an occupational health and safety management system in accordance with current legislation, trying to reduce occupational risks and train workers to prevent accidents and professional illnesses. EMESA requires its suppliers to apply these policies in their companies.

ENVIRONMENTAL PROTECTION

EMESA has an Environmental Management system that seeks to minimize the impact of its activity on the environment. EMESA's suppliers are invited to follow the same attitudes in this regard.

BEHAVIOR OF THE COMMERCIAL ENVIRONMENT

EMESA does not tolerate corruption in its business relationships or with its suppliers. EMESA is concerned with ensuring that its workers, contractors or representatives do not offer, promise or grant any type of advantage to EMESA workers or to third parties or those close to them in order to obtain an order or advantage in commercial relations.

CONTINUOUS IMPROVEMENT

EMESA promotes the culture of Continuous Improvement in its organization and in the relationship with its suppliers as a guarantor of its competitiveness and attitude of permanent improvement that brings benefits to its environment.

INVITATIONS AND GIFTS

EMESA does not give invitations or give gifts to exert influence. Invitations and gifts may only be given to EMESA clients if there is an appropriate reason and the size is appropriate and can be considered as usual business practice. EMESA providers follow the same criteria and do not demand benefits that are inappropriate.

FAIR COMPETITION

EMESA defends fair competition and application of current antitrust laws. Neither EMESA nor its suppliers may enter into agreements with competitors that violate such laws.

MONEY LAUNDERING

EMESA and its suppliers are expressly prohibited from money laundering.

RELATIONSHIP WITH SUPPLIERS

EMESA expects its suppliers and collaborators to communicate everything contained in this Code of Conduct to its suppliers and subcontractors and also take it into account in their selection.

Épila, June 20 , 2022


ESTAMPACIONES METALICAS
EPILA, SA

D. David Guillen
Managing Director