

CODE OF ETHICS

Miarco's Code of Ethics is aimed at establishing values to guide the professional behaviour of all its employees and members, as well as to promote honest business conduct, which results in an image of transparency that is valued both by the company's members and by the rest of society.

The principles contained in this Code of Ethics are based on clear and honest dealings with employees, partners, financial institutions, strategic partners, government, local communities, regional communities and countries, suppliers and subcontractors, customers, consumers and the general public so that they are not only complied with within the company, but are also transmitted to the rest of society.

- ⊙ Employees
- ⊙ Interns and work placement students
- ⊙ Company executives
- ⊙ Customers, suppliers, partners and other stakeholders
- ⊙ Board of Directors
- ⊙ Companies directly or indirectly linked to MIARCO S.L.

RELATIONSHIP WITH EMPLOYEES

The Code of Ethics serves as a guide for the company. However, if it is not taken on board, understood, accepted and respected by its employees it is unlikely to have positive results. The aim is to provide employees with a professional and stable work environment, with consolidated principles and values that make them feel comfortable, confident and, above all, aligned with the company. To this end, the company will:

- ⊙ Provide training to facilitate understanding of the Code of Ethics.
- ⊙ Facilitate work-life balance.
- ⊙ Not tolerate any form of threat, harassment, abuse of power or coercion in the workplace.
- ⊙ Protect personal information about our employees.
- ⊙ Facilitate the integration of specific groups.
- ⊙ Promote equal opportunities.
- ⊙ Avoid discriminatory actions.
- ⊙ Not permit labour exploitation, slavery or forced labour.
- ⊙ Strictly observe all health and safety measures in the workplace.
- ⊙ Ensure that selection, internal promotion, training and remuneration processes are based on the criteria of professional competence, worth and merit.

MISSION, VISION AND VALUES

Our Vision

We are proud to be an organisation that, through our passion for change and creativity, offers adhesive solutions that help people in their everyday lives, while at the same time improving society and protecting the environment.

Our Mission

We offer solutions for bonding, protecting and repairing items in every area of life, both personal and professional, which are the result of our expertise in adhesive technology.

Our Values

- Customer-orientated
- Results-orientated
- Team spirit
- Excellence
- Ethics



COMMITMENT

TO SUPPLIERS

- ⊙ Not to accept of any form of economic consideration and/or gifts that have more than a merely symbolic value.
- ⊙ Supplier selection based on same criteria for all, avoiding preferential treatment or personal interests.
- ⊙ Fulfilment of the obligations agreed with suppliers.
- ⊙ Favour companies that have behaviours and values similar to ours.
- ⊙ Ensure that suppliers are up-to-date with their obligations to the Social Security, tax office and, of course, their employees.
- ⊙ Reject and report suppliers who do not respect workers' rights and who use informal economic systems, child labour, etc.
- ⊙ Aim to establish a system by which our philosophy is extended to the companies that work with us.

TO GOVERNMENT

- ⊙ Not to accept or offer bribes of any kind.
- ⊙ Not to make any contributions, or provide funding to political parties.
- ⊙ Not to take political stances on behalf of the company.
- ⊙ Comply with tax, labour and social security obligations.
- ⊙ Comply with the administrative requirements related to the Company's business activity.

TO CUSTOMERS

- ⊙ Offer the highest quality service.
- ⊙ Have the customer's safety in mind at all times.
- ⊙ Protect information and data provided by customers.
- ⊙ Make available to customers the appropriate mechanisms for formulating any claim, complaint or suggestion they might have.
- ⊙ Be honest about the products and services marketed.
- ⊙ Respect diversity of race, colour, sexual orientation, marital or civil partnership status, religion, gender, disability, or any other aspect.
- ⊙ Avoid misleading or confusing advertising.
- ⊙ Avoid business relationships with organisations and/or individuals which are contrary to the values defended in this Code.

TO THE SECTOR AND COMPETITORS

- ⊙ Encourage associations between companies in the sector.
- ⊙ Participate in meetings with companies in the sector aimed at its enhancement and seeking to implement rules that protect principles and values.
- ⊙ Ensure and demand that companies in the sector do not harm its reputation through their business practices.
- ⊙ Always compete in good faith, without resorting to practices involving abuse of position or unfair competition.

TO PARTNERS

- ⊙ Ensure reliability and accuracy of accounting and financial statements.
- ⊙ Guarantee the right to information, which must be sufficient and truthful.
- ⊙ Understand that the aim of the business is to create value for partners, protecting their investment.
- ⊙ Faithfully comply with all obligations under commercial law regarding the protection of partners and, above all, minority shareholders.
- ⊙ Avoid any form of malpractice that compromises the Company's reputation.

WHAT IS REQUIRED OF EMPLOYEES?

- ⊙ Protect the Company's reputation.
- ⊙ Comply with the duty of professional loyalty.
- ⊙ Ensure the proper and careful use of the Company's property and assets.
- ⊙ Not to tolerate discriminatory actions on the basis of colour, race, sexual orientation, marital or civil partnership, family responsibilities, age, religion, gender, disability, hierarchy or other aspects.
- ⊙ Not to engage in any concurrent professional activity that might affect the fulfilment of obligations with the Company.
- ⊙ Avoid any kind of abuse of power in relationships with others.
- ⊙ Avoid favouritism.
- ⊙ Refrain from arriving at work under the influence of toxic substances and/or alcohol, and not consume it during the working day.
- ⊙ Not use the information handled within the company for personal interests.
- ⊙ Avoid activities that might lead to a conflict between personal interests and those of the Company.
- ⊙ Not to make or maintain investments with any supplier, customer or competitor if such investment might affect the company, unless expressly authorised.
- ⊙ Employees must be honest and trustworthy in all negotiations. They must protect the confidentiality of Company information.
- ⊙ Employees shall not accept any items or gifts that could be construed as being outside the normal business courtesies or practices.
- ⊙ No employee or related person may offer, grant, solicit or accept, directly or indirectly, gifts or benefits, favours or compensation, in cash or in kind, which seek to or may influence the decision-making process.
- ⊙ Employees shall not promise, offer or grant to managers, administrators, employees or associates of a commercial or limited company, association, foundation or organisation any benefit or advantage of any nature that is not justified in order to win favour for the Company or a third party.
- ⊙ Within the team of employees we must include those who, by virtue of their management position in the company, are required to be more diligent and honest in their behaviour, and who should be a personal and professional role model for their team and their colleagues.

ADOPT, RESPECT AND APPLY THIS CODE NOT ONLY FOR THE COMPANY BUT FOR ALL ITS EMPLOYEES.

FRAUDULENT PRACTICES

EMPLOYEES MUST NOT:

- ⊙ Keep a record of transactions in off-balance sheets not recorded in official books.
- ⊙ Register non-existent expenses, income, assets or liabilities.
- ⊙ Make book entry notes in the accounting ledger with incorrect indication of item.
- ⊙ Use false documents.
- ⊙ Deliberately destroy documents before the deadline established by law.
- ⊙ Engage in any practice of any kind involving corruption, bribery or payment of commissions.
- ⊙ Solicit, accept or offer unjustified payments, benefits or advantages of any kind to others for the purpose of one's own personal gain.
- ⊙ Make payments in order to facilitate or speed up procedures, in exchange for securing or expediting an action before any judicial body, government or official body anywhere in the world.
- ⊙ Exert any influence over any official or authority as a result of a personal relationship.

HOW THE SYSTEM WORKS

If you have any questions about the content and/or application of the Code, we suggest that you first consult your managers, who will clarify any doubts you may have.

Employees may also consult the Code of Ethics Committee with regard to questions about the Code of Ethics. Enquiries may be sent anonymously to compliance@miarco.com, indicating a means by which you can receive a response.

If you are aware of any conduct that goes against the content of the Code of Ethics or any other internal regulations, you may file a complaint via the REPORTING CHANNEL, by sending an e-mail to compliance@miarco.com or by writing to:

MIARCO S.L.

Att: Code of Ethics Committee

C/ Charles Robert Darwin 18 Parque Tecnológico

46980 Paterna - Valencia - Spain

In order to ensure the veracity of the information received, reports of inappropriate behaviour may not be anonymous.

The Code of Ethics Committee guarantees at all times the confidential treatment of the data of the persons who contact it, as well as of the facts brought to its knowledge, and guarantees that there will be no reprisals against those who access, or use in good faith, the procedures provided for in this Code.