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C o d e o f C o n d u c t

for Suppliers, Contractors and Subcontractors



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INTRODUCTION

The suppliers, even though they are independent companies, they contribute actively in the value chain of Izmar. The need to ensure the procurement of materials manufactured based on environmental and responsible social standards is extremely important.

For that reason, Izmar will promote and encourage between them the acknowledgment of the "Code of Conduct for Suppliers, Contractors and subcontractors" to extend the responsibility to the chain of products and services.

This code, marked by an ideal of cooperation, is oriented to a mutual benefit, respecting in any case the performance of each one. Izmar considers that its suppliers must accomplish with the minimum standards of ethical and responsible behavior based on the human and labour rights and according with the entrepreneurial culture of Izmar.

This code applies to all suppliers.

CONDUCT GUIDELINES IZMAR'S SUPPLIERS

Current Law

An Izmar supplier must accomplish with the applicable law of the countries that they operate, avoiding any conduct that, even without violating any law, may prejudice the reputation of Izmar and cause adverse consequences for the company.

When the supplier must face competing demands, must search for alternatives allowing the respect for the human rights of international renown.

Human rights

An Izmar supplier must respect and apply the human rights of international renown and stated in the "International Bill of Human rights" and the principles concerning right included in the eight fundamental ILO conventions, according to the Declaration on Fundamental Principles and Rights at Work.

The responsibility to respect the human rights from the supplier requires to avoid that its own activities produce or contribute to cause negative consequences against human rights and face that consequences when they appear, and try to prevent or mitigate the negative consequences against human rights directly related with operations, products or services provided by its suppliers.

Human rights

The responsibility to respect human rights involves for the supplier:

- Maintain with the employees consistent working practices according to the international law and the current labour laws under the merger regulation.
- Remove all kinds of forced labour
- Suppress all kinds of child labour
- Facilitate the freedom of association
- Treat the employees with dignity and respect, abstaining from using any offensive behavior or without incurring in any discrimination on the basis of race, color, sex, religion, nationality, language, age or disability.
- Ensure that the conditions and the work environment (among others: salary, working day, maternity, promotion for a safe work environment, without any alcohol and drugs, etc.) are consistent with the applicable law in every area and workplace, and promoting and maintaining the highest level of well-being, physically, mentally and socially among the employees.
- Respect the rights of the individual who belong to vulnerable groups. When the activities from the supplier take place in areas inhabited by these collectives.

Ethical behaviour and measures against bribery and corruption practices

The supplier must sustain ethical behaviour that allows to establish legitimate relationships with its own suppliers and companies with a contractual relationship. They must behave with honesty and integrity in all the trade relationships with public or private entities in every country they operate.

The supplier must establish mechanisms that allows it fight against all kinds of corruption and bribery in all business activities and processes. This implies:

- Not do nor offer, directly or indirectly, any payment in cash, in kind or any other benefit, to any natural or juridical persona with any authority, entity, private or public, political group or any candidate for a public office, in order to get or maintain, unlawfully, business or any other advantages including the personal ones.

Security and environment

Develop its activities minimizing the environmental negative impacts, according to the current law in every country they operate, reaching a high level of security in its facilities, products or services, giving special attention to the protection of its employees, contractors, customers and local environment. In particular, when they operate inside Izmar's facilities, the supplier must know and enforce its employees and subcontractors, all the Health, Security and Environmental norms of our Company applicable to them.

Confidentiality

The supplier must respect the principles of confidentiality about the information to which they have access as a consequence of their relationship with Izmar in the performance of their business activities.

SUPPLIER'S RESPONSABILITIES

The supplier undertakes:

- | Respect the code, as long as they maintain the Izmar's supplier condition.
- | Participate in the verification activities of the present code that Izmar can establish.
- | Introduce the corrective actions, if necessary, as a result of any verification activity that may have developed Izmar.
- | Communicate to Izmar any information that they consider relevant for the requirements established in this code.

VULNERATION AND BREACHES OF THIS CODE

The non-compliance from the supplier to the content of this code may have different consequences in the contractual relationship with Izmar.

Based on the severity of the non-compliance, these consequences can lead to a formal notice, or could reach to a disqualification as a reliable supplier of Izmar and without prejudice to its other lawful remedies applicable.

VULNERATION AND BREACHES OF THIS CODE

Izmar provides at the disposal of its suppliers a channel to which they can communicate facts that they can consider violations or infringements of this code or the norm "Code of Conduct for suppliers, contractors and subcontractors" itself.

The channel available is through the Corporate Social Responsibility department.

Head of the RSC department: Carolina Izquierdo López, rsc@grupoiz.es, telephone number: 986 485 340

Name of the Supplier: _____

VAT number of the supplier: _____

Signature/stamp/date as a reception:



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