

INTEVA SUPPLIER CODE OF CONDUCT

Inteva's management believes that business growth cannot occur at any price but must be based on social and ethical principles. The following document expresses the commitments that INTEVA wants to convey to its suppliers. Applicable to both, direct suppliers and those who supply products or services through third parties.

- 1** The protection of human rights will be respected. Behaviors that imply an abuse of these such as slavery, human trafficking, child labor or excessive working hours are not tolerated.
- 2** The labor and prevention legislation in force, will be respected in the places of origin of the suppliers.
- 3** Salaries and other benefits must be in accordance with the legislation or agreements in force in each case.
- 4** Discrimination based on sex, race, origin, ideology, culture, religion or sexual orientation will be outlawed.
- 5** Freedom of association and the possibility of collective bargaining must be guaranteed.
- 6** Fraudulent and corrupt practices such as bribery will not be tolerated. It will not be promoted nor accepted.
- 7** All the information provided will be considered confidential and its dissemination will not be allowed without the express consent of INTEVA.
- 8** Suppliers must develop an active environmental protection policy, approaching to save water, energy and minimize waste.
- 9** INTEVA's knowledge of non-compliance with any of the commitments by a supplier may cause the business cessation with the supplier.

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Emilio Gordillo
CEO

