

**1. OBJECTIVE:**

TECADE, aware of the role it plays in society and committing to it, has decided to approve this Code of Ethics and Conduct, which compiles the principles that have guided its action, without prejudice to encouraging and negotiating the approval of any other documents that for own conviction or by legal recommendation should help make the company a business and social reference.

Our actions are based on values such as excellence, commitment to sustainable development, transparency, dialogue, trust, ethical conduct, mutual commitment and the pursuit of the highest standards of safety and quality in all our products. and services.

In addition, it is intended to develop and formalize the vision and values of the Organization by promoting that all our suppliers, customers and companies or collaborating entities adapt their behavior to action patterns similar to those defined in this Code of Conduct.

Complying with the provisions of our Code of Ethics and Conduct will always lead us to have the satisfaction of having acted loyally with our company and with our stakeholders, clearly and honestly, in an environment of trust and cordiality in all aspects of our life, both personally and professionally.

This Code, therefore, is not a rigid instrument. It will be developed and adapted to new needs as they arise and when experience demands it.

2. SCOPE

This Code of Conduct will apply to all professionals that integrates the TECADE staff. The Board of Directors will put all the means at its disposal to enforce the rules contained in this Code of Conduct.

In the case of Suppliers and contractors, the company considers the drafting of a specific Code of Conduct for this specific case, which develops the lines of action and principles that should govern their behavior.

3. PRINCIPLES**EMPLOYEES:**

TECADE workers constitute their main asset. Any person who provides services in the company must aspire to a dignified treatment, promotion in employment and equal opportunities. The agreements that regulate the relations between the Group's companies and their workers will always include these principles and their manifestations.

TECADE today incorporates workers of all ages, sex, race and religion, rejecting any manifestation both professional and personal, which involves harassment or abuse of authority at work, and any other conduct that generates or produces an intimidating or offensive environment with personal rights of company workers.

The selection and promotion of the company's employees will be based on the criteria of merit and ability defined in the requirements of the job, without taking into account any other personal situation of the worker.

It is strictly prohibited and will not be accepted under any circumstances any type of modern slavery, such as involuntary forced labor of persons deprived of liberty, subjection of salary for debts, or trafficking in persons. In this sense, TECADE is committed to guaranteeing a work environment where employment is freely chosen and is not carried out under threat, coercion, force or punishment.



A training policy for the learning and personal and professional development of workers will be promoted in order to achieve the highest performance in the performance of the duties entrusted and the promotion of the individual.

TECADE respects the right to privacy of its professionals and their private life, in the terms established in the Law, without interfering with the activities or behaviors observed outside the work environment, provided that such actions do not harm the good name of the company, its legitimate interests, the safety of its partners or the professional performance of the employee.

The right to privacy affects especially - non-limiting enumeration - personal, economic and communications data, the company committing not to disclose them except by authorization or legal, administrative or judicial obligation.

TECADE will carry out its activities in a safe manner, complying with all applicable laws and regulations, and therefore considers the Occupational Risk Prevention regulations as a moral obligation as well as a legal one.

CLIENT

Our clients are the essence of our existence. Their satisfaction is essential for our success. We strive so that our business proposal benefits their growth and development. In our dealings with clients there is no place for any type of corruption, bribery, favoritism or any activity that is contrary to good customs or threatens the health of the population.

TECADE commits to the manufacture of its products complying with all the requirements and quality standards applicable to its production.

The company will establish lasting commercial relationships with customers based on the interest of the parties and a permanent service attitude, maintaining a high commitment of honesty, professional responsibility and satisfaction for a job well done and service well provided.

Tecade guarantees the confidentiality of the individual data of its customers, promising not to disclose them except by authorization or legal, administrative or judicial obligation. Likewise, the right of the interested parties to consult and promote the modification or rectification of the data, when necessary, is guaranteed.

SUPPLIERS

TECADE is committed to adapt the selection processes of suppliers for products or services to criteria of objectivity and impartiality and avoid any conflict of interest or favoritism in the selection of those.

The internal regulations will promote and demand the concurrence in the selection of suppliers and establish the necessary controls so that no person with relevant economic or affective interests in a supplier, current or potential, is involved, directly or indirectly, in a decision related to that supplier.

The information and prices specified by the suppliers in a selection process will be treated confidentially and will not be disclosed to third parties if there is no prior written consent of the suppliers and suppliers themselves, unless authorized or legally, administratively or judicially authorized or when advertising and transparency of the competitive procedure so requires.

The individual contracts entered into by TECADE seek to include conditions that exclude the commercial relationship with suppliers that do not respect the usual manner of the personal and labor rights of their workers, in accordance with the universally admitted contracts.



When employees maintain relationships in their professional field with contractors, customers or suppliers, they cannot obtain a favor from themselves or third parties in the private purchases they make to them, which exceed the General conditions offered to other employees.

The selection processes of suppliers, contractors and collaborating companies are developed with impartiality and objectivity, for which their employees apply quality and cost criteria in these processes, avoiding any conflict of interest or favoritism in their choice.

Tecade declares itself contrary to an influence on the will of people outside the company to obtain some benefit or advantage through the use of unethical practices. Its employees may not make or offer any cash payment in kind or any other benefit to any natural or legal person.

COMPETITORS

Tecade is committed to respecting the rules and principles of free competition, behaving loyally in the market and avoiding any conduct that constitutes or may constitute a collusion, abuse or restriction of it.

The use of advertising that can induce an error as well as the discredit of the competitors' products, is expressly rejected.

ENVIRONMENT

TECADE is committed to maintaining the greatest respect for the environment in the development of its activities, minimizing the negative effects that, despite everything, could be caused and will put the means and information necessary to minimize or suppress any impact on the natural environment

CONFLICT OF INTERESTS

TECADE employees should avoid any situation that involves a conflict between their personal interests, whether economic or not, and those of the company and will refrain from intervening or influencing decision-making in matters in which there may be a conflict of interest. They must always act in the fulfillment of their responsibilities, with loyalty and in defense of the interests of TECADE.

Any Tecade worker who has a patrimonial relationship, either directly or through kinship, with suppliers, competitors or customers, with whom he must have a professional relationship or can reasonably have it, must inform the management of the organization.

Likewise, it is guaranteed that the managers and workers of the Group's companies will see their right to refrain from acting in any of the situations described above when they had communicated their potentially conflictive situation.

EXCESSIVE ATTENTIONS AND IMPROPER COMPENSATIONS

TECADE workers and executives may not accept or offer gifts or attentions that may be considered to exceed the reasonable, taking into account the uses of the place. This prohibition applies with special intensity in the event that the recipient is a person who, due to the position he or she occupies, may directly or indirectly influence decisions on the purchase of products, equipment or services, or the issuance of reports.

In no case will gifts be given or offered in cash or represented by securities.

Gifts or attentions allowed will be considered those that simultaneously meet the following requirements:

- They are allowed both by the applicable legislation of each country and by the ethical principles of their respective cultures.



- Do not harm the image or reputation of Tecade
- They are delivered or received in a transparent and occasional manner, by virtue of a commercial practice or social use of courtesy generally accepted consisting of objects or attentions with an economically irrelevant symbolic value.
- They do not consist of amounts of money or securities and goods easily liquidable in cash.

Gifts received that do not meet the above conditions, and that are therefore not allowed, must be rejected or returned. In any case, when employees have doubts about the reasonableness or acceptability of a gift or invitation they should consult it in writing with their hierarchical superiors.

PREVENTION OF CORRUPTION AND RELATIONS WITH AUTHORITIES

Payments made by TECADE must be made by persons authorized to do so, and within the limits of said authorization, by means of registered titles or bank transfer, payments in cash or by means other than the authorized one being strictly prohibited, unless their amount is less than limit indicated by the Manager of the company.

In no case will TECADE people resort to unethical or reprehensible practices to influence the will of people outside the company in order to obtain some benefit for the organization or for themselves. They will also remain vigilant to prevent others from incurring these practices.

Those who work at Tecade will not make promises, nor will they give gifts or compensation whose purpose is to expedite procedures of administrative, judicial or political bodies or ensure or influence their outcome.

When employees maintain a professional relationship with contractors, customers, suppliers or suppliers, they will not be able to obtain, in private purchases made to them, discounts or more advantageous conditions in favor of themselves or third parties, that exceed the conditions general offered to other employees.

The selection processes of suppliers, contractors and collaborating companies, will be developed with impartiality and objectivity, for which their employees will apply quality and cost criteria in said process, avoiding any conflict of interest or favoritism in their choice.

Tecade declares itself contrary to influencing the will of people outside the organization to obtain some benefit or advantage through the use of unethical practices. Consequently, Tecade employees may not make or offer directly or indirectly any payment in cash, in kind or any other benefit, to any natural or legal person, so that they abuse their influence, real or apparent, to obtain from any authority, public or private entity, any business or other advantage.

SPECIAL RULES OF OBLIGATION COMPLIANCE

The respective Group Companies will be especially diligent in monitoring compliance as they establish special mandatory regulations, such as the Prevention of Money Laundering, Protection of Personal Data, Prevention of Occupational Risks, tax regulations, of regulation of the Securities Markets and the deontological rules that will affect people because of their specific profession.

Managers and workers in sensitive positions should know the scope and effect of the aforementioned regulations and the special obligations they impose.

USE OF PROPERTY

Property owned by Group companies may not be affected or used for particular purposes, unless a specific rule allows them to be considered partially affected or allows their personal use.



CEO of Tecade

A handwritten signature in blue ink, enclosed within a circular blue outline. The signature is stylized and appears to be the initials "J. L. S." followed by a surname.