



## CODE OF ETHICS AND CONDUCT OF SUPPLIERS - CONTRACTORS

Page 1 from 1  
Code: CoCPS.1  
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**TECADE** expects all its suppliers and subcontractors (hereinafter PS), the duration of the business relationship: behave and adopt the Principles contained in this document, through which the standards of conduct that should guide the modus operandi defined in TECADE companies with which maintains a business relationship. This document must be made aware to all the PS employees ensuring their understanding and compliance.

TECADE believes that its PSs must comply with the following minimum behavioral guidelines and ethical principles::

**1. Current legislation:**

The PS of TECADE must comply with the legislation implementing the workplace and countries where it operates, and avoid conduct that could harm the image of the company.

**2. Human rights**

The PS of TECADE must respect internationally recognized human rights ("Universal Declaration of Human Rights") and the principles concerning the rights included in the eight Fundamental Conventions of Labor Organization, according to the ILO Declaration on Fundamental Principles and Rights at work. They undertake to have a respectful, fair and non-discriminatory, respecting freedom of association and collective bargaining.

**3. Ethical behavior and action against bribery and corruption**

The PS of TECADE must develop an ethical behavior based on integrity and professional ethics, avoiding conflicts of interest, extortion, bribery or any other form of corruption in all its contacts and trade relations with public or private entities in any country which they operate.  
The PS must establish mechanisms to avoid all forms of corruption and bribery in the development of their activities.

**4. Combating illegal and clandestine employment:**

PS must comply with the corresponding legal regulations of hiring employees effectively, combating illegal employment (including forced labor, child labor and clandestine labor).

**5. Traceability of production:**

PS may not derive production to third parties without the express written authorization from the CEO or Project Manager.

**6. Duty to cooperate:**

The PS must report any violation of this Code to the extent which affected the business relationship with Tecade, or knowledge of inappropriate behavior, through the ethical channel Tecade site (<https://tecade.eu/canal-etico/>).

**7. Security and environment**

The PS must comply with all the principles and objectives outlined in the Integrated Policy (Quality, Environment and Prevention) Tecade. Suppliers are expected to comply with applicable environmental legislation in force and are similar to the behavior of the company in terms of environmental respect.

**8. Confidentiality**

The supplier must respect the principles of integrity and confidentiality of the information they access as a result of their relationship with Tecade in the performance of their professional activity.

CEO (Antonio Camino)

A handwritten signature in blue ink, appearing to read "Antonio Camino", enclosed within a circular blue stamp or seal.