



CODE OF ETHICS AND CONDUCT FOR SUPPLIERS

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0. Introduction

This Code of Conduct is the result of the Azol Gas Group's determination to promote responsible conduct among our suppliers, in line with our own business model, as a necessary basis for guaranteeing sustainable development.

Thus, this Code establishes the fundamental principles that must be respected by all suppliers with which any company of the Azol Gas Group has a relationship. Our aim is to ensure that the professional relationships we maintain with our suppliers are conducted within an ethically trusting environment, where the highest ethical standards, best commercial and business practices and compliance with regulations are respected at all times. This Code of ethics shall be governed, in all applicable matters not specifically provided for herein, by the common provisions of the Azol Gas Group's Code of Ethics and Conduct.

1. Scope of application

This Code of Conduct applies to all suppliers who, in the course of their business activity, have a relationship with any company of Azol Gas Group..

2. Guiding Principles

The suppliers of Azol Gas Group undertake to:

3.1. Regulatory compliance

- ✓ Strictly comply at all times with the applicable legislation in force in each and every one of their actions, including those arising from their professional relationship with Azol Gas Group, as well as in their relations with their own contractors and suppliers.

3.2. Commitment to fundamental rights

- ✓ Ensure that its staff is recruited in compliance with labour legislation, international agreements and other employment-related legal and regulatory provisions. Therefore, situations of forced labour and labour exploitation, such as the provision of services in which forms of coercion and threats are used in order to retain the worker, or the provision of a service in conditions that breach labour legislation, shall not be accepted. Child labour is also not permitted, and the supplier must ensure that all persons hired are of the minimum legal age stipulated for such employment.
- ✓ Foster respect for and compliance with occupational health and safety regulations in accordance with current legislation, providing all staff with a safe and healthy environment and promoting accident prevention.
- ✓ Ensure that all staff are treated with respect and dignity, in a working environment where discriminatory attitudes have no place and where harassment of any kind is rejected.
- ✓ Provide staff with a fair wage that is at least equal to the legal minimum wage or, if higher, the minimum wage established by agreement.

- ✓ Respect freedom of association and affiliation of its employees, and especially the right to collective bargaining.

3.3. Commitment to the environment

- ✓ The Azol Gas Group conducts its business in an environmentally responsible and protective manner by complying with applicable regulations, improving the environmental compatibility of its processes and reducing demands on natural resources. It therefore requires its suppliers to comply with the following aspects by respecting current laws and anticipating, as far as possible, legal changes: Environmental Management. One of the supplier's objectives must be environmental management. It must have an environmental management system that complies with current environmental legislation, adapts to future trends in the laws that apply to it, and a methodology to ensure a constant improvement of environmental activities. The supplier must have a system in place to prevent air, water and soil pollution. It must prevent pollution through continuous monitoring and reduction of pollutants. It must endeavour to save resources and reduce waste. The supplier must have a waste recycling system in place and seek to reduce energy consumption and water consumption as far as possible, as well as the amount of final waste disposal through the efficient use of resources and chemicals. The supplier shall specify and safely manage potentially polluting chemicals and shall not include banned chemicals in its product or use them in its manufacturing process. It must reduce greenhouse gas emissions. The supplier shall manage greenhouse gas emissions produced as a result of its activities, reduce emissions where possible and use energy effectively.

3.4. Commitment to Business Ethics

- ✓ **Integrity.** The highest standards of ethics and integrity are expected in all business activities and relationships.
- ✓ **Zero tolerance for corruption.** Azol Gas Group applies a zero-tolerance policy to any form of corruption or bribery in all its activities. It expects the same level of zero tolerance from all its suppliers.

Therefore, any form of corruption (the acceptance or offering of any kind of gifts, commissions, remuneration, sponsorship, preferential treatment or any other offer that could affect the objectivity and independence of the contracting process), facilitation payments, bribery, extortion, influence peddling and other similar practices aimed at corrupting the will of individuals or public officials is prohibited.

- ✓ **Free competition.** The activity of suppliers shall respect free competition and avoid behaviour that could be considered as unfair competition.
- ✓ **Conflict of Interest.** A conflict of interest exists when a personal, family, friendship or other situation may affect professional objectivity. In order to guarantee their full independence, our suppliers must avoid any situation of conflict of interest that may affect Azol Gas Group' procurement decision and must provide notification of the existence of these situations, real or potential, that may arise in any procurement process with Azol Gas Group.
- ✓ **Confidentiality and industrial property.** The information of Azol Gas Group, its customers, collaborators, employees or any third party is confidential. The Azol Gas Group is committed to information security and the protection of personal data, and its suppliers

must therefore maintain the confidentiality of the information provided to it in the development of their commercial relations, as well as maintain adequate procedures for the protection of personal data. The protection and respect of industrial and intellectual property rights, both of Azol Gas Group and of third parties, is also an obligation of all its suppliers.

3. Ethical Channel

As a supplier of Azol Gas Group, if you notice any situation or action related to Azol Gas Group that you believe may involve a breach of any applicable regulation or the content of this Code, we provide you with the Ethics Channel: a confidential consultation, communication and/or reporting channel for any possible breach, through the form provided for this purpose.

You can find the Ethical Channel form on our website https://azolgas.com/images/products/pdf/claim_form.pdf or request it directly at compliance@azolgas.com

Any information received through the Ethical Channel shall be analysed confidentially following the internal procedures defined by Azol Gas Group. The processing and resolution of any communication shall be governed by the following principles:

- ✓ Guarantee of confidentiality of the whistleblower acting in good faith
- ✓ No retaliation against persons who have made a complaint in good faith
- ✓ Diligence in response
- ✓ Adoption of the measures required in order to ensure that the fundamental rights of individuals are not breached.

4. Commitment

The supplier acknowledges having received, read and understood this Code of Conduct and undertakes to comply with it, regardless of the country of operation. As reflected in the General Conditions of Purchase of Azol Gas Group, failure to comply with any of the guiding principles defined in this Code of Conduct may result in the termination of the contract binding both parties, along with Azol Gas Group taking any legal action it deems appropriate.

Date and Signature:

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