

Code of ethical behaviour

This Ethical Code of Behaviour and Professional Behaviour is based on a series of very practical and clear principles of conduct that arise from the values of the organisation to guide the work, the use of resources and the daily fulfilment of all the employees of ALVINESA NATURAL INGREDIENTS, S.A.

The main marked conducts in this Code by the Organisation are to:

- Respect, know and comply with the principles of conduct set out in this Code.
- Not carry out acts of harassment or bullying and physical or mental punishment on colleagues and/or staff under someone's charge.
- Carry out daily work with honesty, care, diligence, professionalism, impartiality, and integrity. Be honest, trustworthy, and always act with openness and sincerity.
- Respect and promote the principles of equality, diversity, respect and non-discrimination, as well as the right to privacy.
- Treat colleagues, clients, or industry peers in a professional and courteous manner.
- Create a healthy, stimulating, collaborative, rewarding work environment and behaviour that radiates a positive influence, based on teamwork, and encourages people to do their best every day.
- Strive to exceed, in all areas, the expectations of colleagues, supervisors, customers and industry peers.
- Protect the health and well-being of colleagues and clients in all activities carried out.
- Respect the environment by identifying, managing, and minimizing the risk and environmental impact that ALVINESA's activity may generate.
- Disseminate internally our own knowledge and protect it as our most valuable asset.
- Maintain and guarantee impartiality in professional functions, responsibilities, and decisions, and not to treat any individual or organization in a preferential manner.
- Observe all relevant legal provisions, laws, regulations, decisions, or instructions relating to the performance of official duties and avoid any action that may create even the appearance that any provisions, laws, regulations, etc. are being violated.
- Properly care, use and manage the resources, avoiding waste or misuse.
- Always provide truthful and accurate information on completion.
- Not disclose or use confidential information learned during the fulfilment of duties for the benefit of oneself or others.
- Base relationships with suppliers, contractors and customers on integrity, ethical behaviour, and mutual trust.
- Not accept work that may pose a risk to employees, the Organisation, and the environment.
- Carry out professional activities without the influence of alcohol and drugs.
- Understand that the reputation of the Organisation depends on the quality of the products and services provided, which is everyone's responsibility.