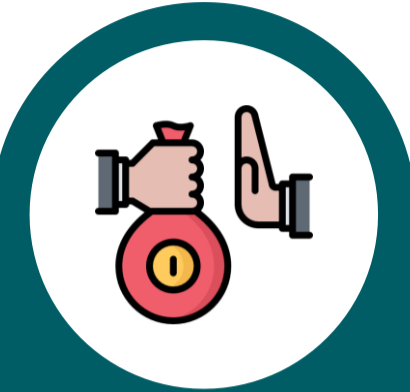


DECALOGUE GOOD PRACTICES SUPPLIERS SAICA GROUP

1



PROHIBITION OF CORRUPTION AND BRIBERY

Not tolerate or engage in any form of corruption or bribery, including any payment or other form of benefit that may influence favorable treatment or affect transparency for the procurement of any type of supply.

2



CONFIDENTIALITY

Not to disclose or misuse confidential information for reasons of the relationship with Saica in own benefit.

3



LEGAL COMPLIANCE

Comply with the laws of the applicable legal systems and carry out its activity in compliance with the applicable legislation, as well as with the commitments it incurs as a result of the contract with Saica.

4



NON-DISCRIMINATION IN EMPLOYMENT

Equal treatment of all employees shall be a fundamental principle of the supplier's corporate policy. Ensure that no discrimination of any kind associated with race, color, sex or sexual orientation, nationality, religion, age, social origin, ideology, disability, etc. is permitted.

5



CHILD LABOR AVOIDANCE

Avoid any type of child labor in their business activities, complying with all international, national and local laws, regulations and declarations regarding the minimum working age.

6



FAIR TREATMENT

Provide its employees with a work environment free from violent or inhumane treatment, sexual harassment or abuse, corporal punishment, torture, threatening, abusive or exploitative treatment.

7



HEALTH AND SAFETY AT WORK

Provide a safe and healthy working environment in compliance with applicable legislation on safety, hygiene, and occupational health. Protect its employees from any chemical, biological, and physical risks in the workplace.

8



PRODUCT SAFETY

Have safety data files containing all relevant safety information required for the hazardous substances used and provide them to Saica and other parties in case of legitimate need.

9



ENVIRONMENTAL MANAGEMENT

Acting in accordance with applicable legal regulations concerning environmental protection, avoiding or minimizing pollution, participating in the development of climate-friendly products and processes to reduce energy consumption and greenhouse gas emissions, and ensuring safety in the handling, transfer, storage, recycling, reuse or management of waste, air emissions and wastewater discharges.

10



QUALITY

Meet all recognized or agreed-upon quality requirements to provide goods and services that consistently conform to SAICA's needs, perform and are safe according to their intended use.