

GRAFITOS BARCO, S.A

ETHICAL CODE

THE CODE OF ETHICS AND CONDUCT

Determining the purpose of the code of ethics itself, its scope and the methods developed to ensure its effectiveness.

PRINCIPLES OF THE CODE OF ETHICS

Our code of ethics is born to ensure legal compliance in addition to our own internal rules.

Respect for human rights and the professionalism and integrity (through respect for labour rights, the environment and teamwork) of the people who make up Grafitos Barco are the fundamental pillars of this code.

SPECIFIC RULES OF CONDUCT

We develop specific rules for the real and concrete situation of our organization and specially to guarantee the reconciliation of family and work as well as equality and respect for all workers.

Our employees are committed to this code of ethics being the expression of the will of Grafitos Barco in the day to day through their behavior with customers, suppliers and community.

HUMAN RESOURCES

Our principles and requirements apply not only to our employees but also to all those candidates who wish to be part of our team.

RELATIONS WITH THE SOCIAL AND ECONOMIC ENVIRONMENT

Grafitos Barco wants to be an example of conduct in front of its community, its customers, suppliers and the public administration with which it relates daily.

RESPONSIBLE FOR REGULATORY COMPLIANCE AND REPORTING CHANNELS

Grafitos Barco has a compliance officer as a guarantor of its commitment and makes every effort to be aware of any action contrary to its rules and principles, providing appropriate communication channels with its environment.