



SUPPLIER CODE OF CONDUCT

Persán is committed to reducing its environmental footprint and making a positive contribution to society. It is our expectation that our suppliers will embrace our standards in relation to all aspects of our safety working conditions, fair treatment, ethics, and environmental health.

This Supplier Code of Conduct (hereinafter referred to as the "**Code**") is an extension of the Ethics Code of Persán, developed within the framework of the Company's Corporate Compliance Programme. The purpose of this Code is to set out the minimum standards for our suppliers in matters of integrity, ethics and environment. It should be noted, that the conduct criteria included in the Code do not pretend to encompass the every situation or circumstance that the supplier could face. The Company requires suppliers to comply with the Code, applicable law, and internationally recognized environmental, health and safety, social and governance regulations.

It is the responsibility of each supplier to ensure that the Code is communicated throughout their organisations and made available to their employees and subcontractors who work with Persán.

Given the importance that this Policy has for Persán, we reserve the right to conduct audits to assure compliance with these expectations in accordance with the terms set out in the Code.

1. COMMITMENTS AND BEHAVIOUR PRINCIPLES OF PERSÁN SUPPLIERS.

1.1. GOVERNANCE

Persán is strongly committed to promoting an ethical corporate culture, respecting the law and anticorruption measures, through the Ethics Code, regulatory compliance, integrity and transparency. This commitment is reflected in its Corporate Compliance Programme, in particular in its Ethics Code, Criminal Compliance Policy and Anticorruption Policy, which are available on the Persán website (www.persan.es). Suppliers are required to accept and comply with the aforementioned policies and obligations, specially, Persán's commitment to a zero tolerance approach to criminal offences within the organisation.

1.2. HUMAN RIGHTS AND FAIR WORKING CONDITIONS

Human rights must be the main axis on which our value chain is based, hence Suppliers are required to commit and respect the principles and values of the ONU Universal Declaration of Human Rights as well as commit and respect the principles of International Labour Organization Conventions. It includes but not limited to:

- ✓ Suppliers employment policies should comply with local law, including restrictions on maximum working hours and voluntary overtime.



- ✓ Wages and benefits paid must meet, at least meet national legal standards or industry standards, whichever are higher.
- ✓ All employees shall be provided with a written and understandable contract of employment.
- ✓ Suppliers shall not use forced, bonded or indentured labour, trafficked or non-voluntary labour.
- ✓ Suppliers shall not, under any circumstances, employ children who are below the minimum local legal age for employment.
- ✓ All workers shall be treated equally and with respect and dignity. Equal opportunities should be available for employees at all levels regardless of race, caste, national origin, religion, disability, gender, age, marital status, sexual orientation, union membership or political affiliation.
- ✓ Provide a workplace free from harsh and inhumane treatment, including any form of abuse or intimidation including sexual harassment, sexual abuse, physical abuse or discipline, mental or physical coercion or verbal abuse of workers and no threat of any such treatment.
- ✓ Respect the freedom of association and the right to collective bargaining.

1.3. HEALTH AND SAFETY

Suppliers shall ensure that working conditions are safe and hygienic and that appropriate measures are taken within their organisation to prevent accidents and damage to health.

In this regard, they must provide workers with health and safety information, training and equipment shall be provided to workers to ensure that business activities are conducted in a responsible manner and in accordance with relevant health and safety legislation.

1.4. ENVIRONMENT

All Persán suppliers must conduct their business in a responsible manner, in accordance with the law and the international environmental declarations. In this regard, they must show its continuous improvement process, promote the efficient use of raw materials, use energy-efficient and environmentally friendly technologies based on good agricultural and forestry practices and reduce waste and emissions into to air, water and soil, to minimise their negative impacts and review their possibilities to stop and reverse biodiversity loss, deforestation, climate change and water scarcity to protect people's livelihoods.

1.5. SUPPLY CHAIN TRANSPARENCY AND PRODUCT SAFETY

Persán aims to trace the entire supply chain of its products from their origin, in order to assess and monitor the risks associated and, ensuring that the products are safe for their intended use. Suppliers must also ensure that the information necessary for the safe handling and use of their products is available, as well as the complete traceability of their supply chain.



REPORTING VIOLATIONS

In the event of any evidence or indication that there may be a violation of this Code, and after giving the Supplier at least seven (7) days' notice, to initiate an audit procedure through its own personnel or third parties, and to monitor the Supplier's processes to verify that they are conducted in accordance with applicable laws and contractual terms and conditions of purchase.

Non-compliance will be investigated and corrective measures will be implemented depending on the severity of the non-compliance.

Without prejudice to the foregoing, given the essential nature of this Code, Persán reserves the right to terminate the commercial/contractual relationship between the parties in the event of non-compliance, which does not imply the waiver of any further legal or contractual action.

Any violation of this Code of Conduct must be reported immediately to Persán's Compliance Office through the ethics channel provided for this purpose (<https://persan.integrityline.com/>). In this regard, suppliers must also establish mechanisms to allow their employees or subcontractors to report, in a safe and confidential manner any violation related to this Code through the aforementioned ethical channel

In this regard, Suppliers must cooperate in the investigation carried out by Persán, including providing access to all required information and to the person who may involve in the investigation for interviews and conversations that must be held in this regard. Therefore, Persán will only request information that is relevant to the investigation and any third-party documents will be treated as confidential unless there is a legal obligation to disclose them.

UPDATE AND ACCEPTANCE

The content of this Code of Conduct will be updated and reviewed on an annual basis, and / or any other moment. Any updates will reflect changes in applicable law, industry best practices and environmental and compliance commitments. The latest version approved by the organisation will be available on Persán website (www.persan.es).

Acceptance and compliance with the terms of this Code of Conduct is a continuing condition for the commercial and business relationship between Persán and its suppliers. Given the above, suppliers confirm their acceptance and commitment to comply with the terms of this Code of Conduct, including any future modifications and/or updates.