



SUPPLIERS' CODE

LABORATORIOS ORDESA

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INTRODUCTION

Laboratorios Ordesa, S.L. (“Ordesa”), as a company involved with society, takes into consideration the economic, social and environmental reality in its commercial operations and their engagement with its different related parties.

Therefore, decision-making is also based on our PURPOSE and our VALUES, which become effective in the different scopes (economic, social, environmental, governance, cooperation with society), favouring long-lasting and SUSTAINABLE relationships of mutual benefit under said scopes, to generate value and competitiveness.

From ORDESA we encourage all our suppliers and partners to get involved in our Purpose and Values, and to work towards aligning to them.

1. Purpose

The Suppliers’ Code is framed within our sustainability system and stems from Ordesa’s Code of Good Practices, which steers our governance, and it is available at <https://www.ordesalab.com>.

This Code of Conduct for Suppliers sets the terms governing the entities or people providing goods or services (“Supplier”) to Ordesa or on our behalf.

These principles observe terms like Sustainability, Good Conduct in Business and Respect for Human Rights.



2. Field of application

This Code of Conduct details the minimum standards required and supplements our General Procurement Terms and Conditions, the Supply Agreements terms and conditions of between Ordesa and its Suppliers, as well as their appendices, including, but not limited to Quality agreements with Ordesa. It is the Supplier's responsibility to disseminate, educate and act diligently when verifying compliance with this Code with its employees, agents and subcontractors.

The acceptance of this Code is a prior requirement for all purchases by Ordesa. The Supplier undertakes to ensure all their activities are subject to the provisions in this Code, to comply with it and, whenever possible, to improve it.



3. Principles governing the Suppliers' Code

a. The environment

Ordesa suppliers must strictly care for the Environment and, especially, meet the following principles:

- They must comply with the applicable environmental laws, rules and standards, particularly those related to emissions, energy, waste, use of resources or hazardous substances.
- Suppliers are expected to work on removing or reducing the level of waste generated by their activity, to minimise their direct negative impact on the environment.

- They must operate in an environmentally respectful way in all the regions where they carry out their activities, prioritising the use of raw materials with a lower environmental impact (carbon footprint, use of safe alternative ways to protect harvests from plagues and illnesses, ...), sustainable origin (cocoa, coffee, palm oil and/or their by-products, ...) in accordance with the domestic laws in force on animal well-being.
- From Ordesa, we encourage Suppliers to improve their energy efficiency and to reduce their consumption of natural resources, including energy (electricity and heating), water and fuel.
- Suppliers are encouraged to use innovations and green practices that reduce negative environmental impact.

b. Food safety

- Suppliers will ensure at all times that the goods, raw materials and products offered or delivered to Ordesa meet the quality and food safety standards and parameters set, and undertake to report in a transparent, comprehensive, precise and relevant manner any problem, or their suspicion, regarding the safety or quality of the product.

c. Social Scope

Ordesa's Suppliers must observe human rights, as well as labour rights, in all their activities. Therefore, every Supplier must at least:

- Support and respect the protection of fundamental human rights, renowned internationally, within their scope of influence.

- Ensure their collaborators do not support infringement of Human Rights
- Endorse freedom of association and the effective recognition to the right of collective bargaining.
- Support the removal of all kinds of forced or coerced labour.
- Advocate for the eradication of child labour.
- Back up the abolition of labour and occupational discrimination, including: race, gender, sexual orientation, age, social origin, or any other personal, physical or social condition.
- Respect the personal and family life of their workers and promote actions that facilitate work-life balance in a responsible manner.
- Drive employment enterprise for the socially disadvantaged by hiring interns (collaboration with academic centres, universities, training centres, etc.).
- Promote employment by hiring people with some degree of disability and less favoured people.
- Encourage fluent communication through workers' proposal and participation channels at personal level, on a free will basis and without fearing retaliation.
- Include in their remuneration system help for families (studies, health, pension plans, life insurance, etc.).

d. Workplace health and safety

The Companies collaborating with Ordesa must strictly respect the parameters established in the Occupational Health and Safety Commitment Plan:

Suppliers must offer their workers a safe and healthy working environment, bearing in mind all local, national and international regulations applicable are met.

Suppliers must look after the protection of workers, ensuring threat business activities do not put company employees at risk, and assessing the risks of the activity.

Suppliers must place adequate measures to prevent injuries and hazards caused, related or produced during the course of work, minimising the causes of the dangers inherent to working practices and environment.

Workers must receive adequate and sufficient training on health and safety, so they understand the dangers associated to their activity and working environment.

e. Governance

We expect from our Suppliers:

- That they know and observe the law in all aspects (food quality and safety, tax, labour, company, environmental, social matters or any other matters that may be applicable) in all the countries where they operate.
- That they meet all their contractual undertakings.
- That they ban all kinds of bribery, corruption and money laundering.
- That they forbid the delivery or acceptance of gifts to private or public workers in order to influence on commercial decisions.

- That they keep books and records reflecting their transactions in a precise, honest, faithful and relevant manner.
- That they do not take part in deceptive marketing or advertising campaigns.
- That they compete in a fair and ethical manner.
- That they avoid any conflict of interest related to our employees that may be considered to be inappropriate.
- That they protect any confidential information from Ordesa they have access to, including information from its Suppliers, employees or consumers, intellectual property, trade secrets, patents or financial information.
- That they implement adequate controls to prevent any of the activities above from happening.
- That they respect Ordesa's Code of Good Practices, published on our web site <http://www.ordesalab.com>



4. Report

Breaches of the Suppliers' Code must be reported to ORDESA as soon as we become aware. If there are any breaches to this Suppliers' Code, recommendations may be made or the implementation of corrective action plans may be requested, or the business relationship with the Supplier may even be terminated.

- Breaches must be reported to ORDESA through the Ethics Channel:
- Enabled communication channels:
- Line Manager
- People Department Manager
- Compliance Committee, canaletico@ordesalab.com.
- Compliance Officer
- Application to access the Ethics Channel, <https://ordesalab.integrityline.com/frontpage>, through our website <http://www.ordesalab.com> and in our intranet.



5. Validity

This Suppliers' Code will be valid and in force from the date it is published, provided its termination is not agreed. This Suppliers' Code will be reviewed and updated on a frequent basis by the company's General Management, at the proposal of the Compliance Committee, which will take into account the suggestions and proposals made by ORDESA's collaborators and suppliers and the commitments undertaken by ORDESA in terms of social responsibility and good governance.

Signed Anna Ferret Piñol

General Director



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