





# Introduction

This **Code of Conduct** is a result of the commitment made by **Natac Group** to **Social Responsibility**, the **United Nations Global Compact**, and the **International Labour Organisation**.

It develops and specifies **Natac Group's Purpose and Values** and is intended to serve as a guide for the actions of the Group's directors, professionals and suppliers as provided by the Law in a complex and changing global environment.

It reflects the company's commitment to the principles of business ethics and transparency in all its areas of action by establishing a set of principles and guidelines for conduct meant to ensure ethical and responsible behaviour by all of the Group's directors, professionals and suppliers.



# Scope

The Natac Code of Ethics is aimed at Natac's directors, executives, and in general to its entire workforce (hereinafter the Code refers to all of them as "employees"), regardless of the position they hold or the place where they perform their work.

**The guidelines for conduct contained herein are mandatory and affect the entire Natac Group.**

The criteria for conduct set out in this Code are not intended to envisage all the situations or circumstances which Natac employees may encounter, but rather to set forth some general guidelines for conduct to guide the way they act as they perform their professional activities.



# Our Values

- We serve with **enthusiasm** and undertake to carry out everything we do with our hearts and minds.
- **We work as a team**, collaborate and join forces for our company's benefit.
- We deliver **quality** by always seeking to improve our value proposition and our customers' experience.
- We produce responsibly by seeking to make efficient use of available resources and working on reducing our environmental impact.
- We operate in an **effective** way.
- **We value people.**
- We are committed to be **innovation-driven** and strive to create a better future through scientific knowledge.
- We work with **integrity and transparency** for the benefit of all.
- **We abide by prevailing laws.**
- **We respect the environment** and our employees' health and safety.
- We are **committed to society** in general by creating products that improve peoples' quality of life and by generating shared value with the community that surrounds us.

The pursuit of excellence in all the services Natac offers to its customers, as well as in its relationships with different stakeholders is the aim of this Code of Conduct.

## A) CUSTOMERS

Product and service quality for our customers is our business activity's top-priority goal. **Their satisfaction is essential for our success as a company.** That is the reason why we implement the food quality and safety policies and the preventive measures needed to fulfil the legislation which is in force.

All business relationships with our customers shall be documented according to prevailing legislation and be expressed in clear terms, making it possible to determine the rights and obligations arising therefrom precisely.

## B) SHAREHOLDERS AND PARTNERS

Our commitment is to provide shareholders and partners with reasonable profitability from their investment in a sustained way by **creating long-term value.**

All the rights of shareholders and partners with regard to the company are ensured by strict **adherence to all the regulations that are in force, particularly those of a joint and several nature.**

All the information needed for our partners and shareholders' decision-making is always based on **clear and transparent accounting** in accordance with any standards which apply.

## C) EMPLOYEES

At Natac we foster **decent responsible work and respect all our employees' human rights**. Each person has a unique value and their contribution is essential for the work team in which they perform their activity. That is why each employee is respected and **we do not allow any kind of discrimination on the grounds of age, religion, sex, race, sexual orientation, or which violates human dignity**.

The company rejects and shall penalise any kind of **abuse of authority or harassment** that might occur within it.

**Natac does not employ minors**, respects people's privacy, and ensures there is a safe and healthy workplace, along with moral values and ethical standards.

**We must all abide by the law, act with integrity and honesty** in all respects, and take responsibility for our actions.

Natac fosters relationships between people that based on **mutual respect, tolerance, cordiality, and solidarity**.

Natac works on striking a **work-life balance** through human resources.

The company places the necessary means at the disposal of its employees to perform their professional activities. The people who work for Natac undertake to make **good use of the resources** placed at their disposal.

Employees shall take responsibility for the **appropriate use of the financial resources** provided to them.

## C) EMPLOYEES

We offer all employees the **training** needed to allow them to develop their talent and skills, and they can use it to take on greater responsibilities within the company.

Employees are obliged to report to their superiors any possible conflicts of interest which may exist between them or persons related to them and the company. In such cases, these people being in the same department shall be avoided, where possible, and a direct or indirect hierarchical relationship between them in the same chain of command shall likewise be avoided.

All Natac employees are obliged to **protect any confidential, sensitive or privileged information** they are aware of as a result of their position and may not use said information beyond the scope of their employment relationship or disclose it to third parties without the company's written consent. The company may enter into specific confidentiality commitments with each employee through an annexe to their employment contract.

We abide by the laws and regulations that are in force on work remuneration and ensure **employees receive an adequate salary**. We fulfil worldwide protective regulations on labour protection and working hours.





## D) SUPPLIERS AND SUBCONTRACTORS

Our commitment as regard the selection of suppliers and subcontractors (hereinafter "suppliers") involves choosing suppliers in a **transparent and objective way involving free competition**, so as to ensure the quality or service of the goods acquired under the best financial terms, taking into account the supplier's solvency. Natac only does business with suppliers which can demonstrate **ethical behaviour and that operate legally and honestly, according to the Supplier's Code of Ethics**.

All our suppliers' offers shall be reviewed comprehensively in terms of price, value added, quality and the service they offer.

Natac's employees must maintain relationships with suppliers that benefit all stakeholders and have an impact on the creation of shared value for the company.

We are committed to protecting suppliers' rights as far as the **confidentiality of any information provided** is concerned, expecting in return that suppliers will comply with Natac's policies.

Based on its **responsible procurement policy**, Natac conducts ongoing assessments of its suppliers with regard to environmental, quality and food safety requirements.

## E) COMPETITION

**As far as free competition is concerned**, Natac competes by strictly abiding by the laws governing the market, both in terms of competition and international trade. Hence, Natac does not tolerate any misleading, fraudulent or malicious conduct aimed at evading customs duties or which may in any way distort, restrict or tend to do away with competition, such as price fixing, misleading advertising, insulting our competitors, etc.



## F) INNOVATION

Our constant pursuit of innovation is aimed at meeting our customers' changing needs at all times by taking into account their concerns and expectations. Employees must make a positive contribution to the innovation and improvement processes which are carried out in their respective areas.

Our goal is to **create unique products by using innovative production and research processes with our own in-house technology** and by always maintaining the strictest food safety standards.

We work proactively, using scientific knowledge and continuous innovation to deliver creative innovative solutions for the challenges the company faces by transforming said challenges into improvement and differentiation opportunities.

## G) ENVIRONMENT

We observe environmental protection regulations and standards and implement suitable measures and mechanisms in our company. Furthermore, we are committed as a company to making an effective contribution to **reducing CO<sub>2</sub> emissions**. Our aim is to **minimise any environmental impact** caused by our activities to the greatest extent possible and we are working in the company to protect the climate and the environment on a day-to-day basis. The organisation is also working on calculating its corporate carbon footprint, as well as on devising an emission reduction and offsetting plan that will guide it towards climate neutrality (NetZero).

Well aware of the fact that CSR policies can only be implemented if all stakeholders make them their own, Natac's ambition is to make the environment a shared collective concern at all levels.

## H) SOCIETY

The Group's commitment to society is materialised in the **implementation and promotion of initiatives focused on improving people's quality of life** through our contribution to sustainability, health and well-being, and social responsibility.

Natac encourages the constant pursuit of the most innovative and efficient solutions that meet its stakeholders' needs and expectations in relation to the impact our company's activities have on society.

We seek growth to enhance the positive impacts our activity has on society by fostering an efficient use of resources.

**Natac has made a commitment to quality and to social and environmental sustainability.**

# Thank you

## Any question?

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