

**LEGAL COMPLIANCE**

Since the beginning of the activity of Proinlosa, there have been commercial activities in compliance with legal, regulatory and governmental requirements and consider it as a major work and expect the same from our suppliers and we will:

- Comply with applicable laws of the legal system
- tolerate no form of and not to engage in any form of corruption or bribery, including any payment or other form of benefit conferred on any government official for the purpose of influencing decision making in violation of law.

**POLITICAL CORRUPTION**

Proinlosa establishes its Anti-Corruption Policy, bribery and unethical practices, to ensure transparency in the actions of our employees / as with our stakeholders and for this we have developed the following principles:

Proinlosa policy is to conduct all business under the principles of honesty and ethics.

The Anti-Corruption Policy applies to all staff and all activities of the Organization.

Any employee may report conduct or clarification of doubts with respect to compliance with the Anti-Corruption Policy, addressing Straight to the top to solve them.

Proinlosa prohibits any improper or dishonest payment made or received by anyone of the Organization, held in order to get some kind of influence or benefit.

**RESPECT FOR HUMAN RIGHTS OF WORKERS:**

- To promote equality of opportunity and treatment of its employees irrespective of skin color, race, nationality, social status, background, disability, sexual orientation, political or religious conviction, sex or age.
- Respect the personal dignity, privacy and rights of each person.
- To refuse to employ or make anyone work against his will.
- Refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination or personal.
- Prohibit behavior that is sexual, coercive, threatening, abusive or exploitative, including gestures, language or physical contact.
- Provide a fair remuneration and to guarantee the legal minimum wage.
- Comply with the maximum number of hours of work prescribed in the regulations in force.
- To recognize the extent permitted by law, the right of free association of workers and not favor or discriminate against members of workers' organizations or trade unions.

**Prohibition of child labor.**

Since Proinlosa, we will:

Not employ workers under 15 or, in those countries subject to the developing country exception of the ILO Convention 138, not to employ any worker under 14 years.

When appointing new employees, responsible for HR, verifies their birth dates and documents in his personal file. Taking the specific legislation of the country and ensuring not employ workers under 15 years.

- To monitor our suppliers to ensure that they comply with the regulations governing the prohibition of child labor

**HEALTH AND SAFETY OF EMPLOYEES**

Since Proinlosa, we will:

- Take responsibility for the health and safety of our employees;
- to control hazards and take the best preventive measures reasonably possible against accidents and occupational diseases;
- Provide training and ensure that employees are trained in health and safety issues;
- Develop and implement a management system for health and safety.

**ENVIRONMENTAL PROTECTION**

The policy of environmental protection of Proinlosa is based on global standards for environmental management, and that is why we are committed to:

- Act in accordance with legal regulations and international standards regarding environmental protection
- To minimize environmental pollution and make continuous improvements in environmental protection
- Create or use a management system environment.

**CODE OF CONDUCT**

Also for our suppliers, a large proportion of the added value is generated in the supply chain. Therefore, it is important to us that our suppliers take active steps to promote and enforce compliance with our Code of Conduct or their own equivalent code of conduct in their supply chain measures. Because of this, we must:

- Apply reasonable efforts to promote among our suppliers to comply with this Code of Conduct
- Compliance with the principles of non-discrimination with regard to supplier selection and treatment.