

This code of conduct sets out the ACEROS INOXIDABLES OLARRA S.A. (AIOSA) principles and requirements for its suppliers of materials, works and/or services.

Compliance of applicable legislation

Suppliers must abide by all local, regional, national and international legislation and regulations applicable to their activities. They must likewise comply with AIOSA requirements and standards, which may be higher than those required by law.

Equal opportunities, prohibition of discrimination and rejection of violence

AIOSA has an Equality and Respect Policy approved by the Directors in place, which is applicable to the suppliers as follows:

- Everyone has the right to respect for their dignity and are likewise required to treat with respect the people with whom they interact, regardless of their birth, ethnic or racial origin, sex, gender, race, religion, language, conviction or opinion, illness or health, civil status or any other social or personal condition or conviction.
- Equal treatment, opportunities and non-discrimination must be guaranteed
- Any type of violence or workplace bullying must be rejected and anybody suffering such treatment must be supported and defended, with special emphasis on bullying or violence against LGTBI people.
- Treating the complaints and allegations rigorously and in a fair, rapid and confidential way must be guaranteed.

Child labour and Forced labour

Child labour is forbidden. (The legal work age will depend on the legislation of the country). Workers will perform their work as the result of a paid and voluntary decision within the legal framework of each country and without any violence or intimidation being used.

Occupational Health and Safety and the Environment

AIOSA has an Equality and Respect Policy Approved by the Directors in place, which is applicable to the suppliers as follows:

- Compliance of Health & Safety and Environmental legislation, standards and procedures must be guaranteed.
- Protecting people within the available technological limits, integrating health & safety in the chain of command must be ensured.
- Consumption of raw materials and energy, pollution and environmental impact must be controlled and reduced.

Conflict Minerals and Alloys

AIOSA does not purchase minerals and alloys from countries in conflict or at war.

Corruption and unethical and unlawful behaviour

Any type of corruption or bribe is forbidden.


Only merchandising gifts, whose market price is under €35, can be accepted.

AIOSA workers are forbidden from having business lunches with suppliers. They are only allowed when AIOSA employees are visiting a supplier for work reasons and that visit is always outside the province of Bizkaia. If a worker believes that there are grounds to justify an exception to this rule, they must notify their director in advance, with a copy to the General Coordinator's Office.

Whistleblowing & Information Channel

Any doubt regarding the application of this Code, or regarding any behaviour that is in breach of these rules, may be consulted or reported as follows:

- *Website: Whistleblowing channel at www.olarra.com*
- *Email: compliance@olarra.com*
- *By post: Salazar Abogados c/Máximo Aguirre nº12-2º 48011 Bilbao*
- *Telephone: (34) 944274935*



Ma Jesus Larrea
GENERAL COORDINATOR'S OFFICE