

FAMILIA TORRES			
Supplier Code of Ethics			
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Familia Torres (Miguel Torres S.A. and its subsidiaries), in its firm commitment to consolidating a sustainable and responsible business model, set out its ethical principles in the Code of Business Conduct and Ethics approved in 2016, establishing general commitments to all its stakeholders, including suppliers.

As a result of this commitment, the Supplier Code of Ethics ("the Code") has been drafted and is available on the corporate website (<https://www.torres.es/en/commitment>).

A key objective of Familia Torres is the ongoing and gradual implementation of criteria, practices and recommendations for good corporate governance and a responsible, sustainable model.

Familia Torres prioritises the fair selection of suppliers based on objective business criteria, avoiding preferential treatment that distorts free competition, and on responsible management criteria, such as respect for human and labour rights, the fight against climate change, and environmental protection.

The Code must be expressly accepted by the supplier.

In the Code, "supplier" means any company, corporation, entity or individual, including the supplier's employees, subcontractors, agents and other third-party representatives, who enter a commercial relationship for the sale of goods or the provision of services with any Familia Torres company.


I. PRINCIPLES OF CONDUCT

Familia Torres has established the following principles of conduct for its suppliers.

1. Human and labour rights

The supplier must respect human and labour rights and:

- Ensure that the rights of its employees are observed in accordance with applicable legislation.
- Respect the workers' freedom of association and the right to collective bargaining.
- Respect the social and cultural context of each country, promoting equal opportunities and rejecting any form of discrimination based on race, colour, sexual orientation, marital status, family responsibilities, age, religion, gender, disability, hierarchy or other grounds.

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- Provide employees with all legally mandated benefits and pay them at least the minimum wage as established by the applicable wage laws and clearly inform them of the contractual terms applicable to them.
- While ensuring the company's operational needs are covered
- Expressly reject the use of child labour within its organisation and supply chain and implement a control system that ensures no one under the age of 16 is employed.
- Eradicate forced or compulsory labour, defined as work exacted from a person under threat of a penalty.
- Reject all types of violence, exploitation and harassment, whether sexual, physical, psychological or moral, and abuse of authority and mistreatment.

2. Business ethics

The supplier must conduct commercial relationships in accordance with the principles of business ethics and transparent management and:

- Refrain from engaging in business activities that give rise to a conflict of interest or interfere with any supply agreement for products or services entered with Familia Torres.
- Fulfil all obligations assumed under contract. Honour commercial commitments in terms of timing, form and content.
- Apply responsible practices in advertising and sales and with regard to competition law.
- Maintain a proactive stance in combating corruption, preventing criminal activities, and countering money laundering.
- Refrain from accepting or offering any form of compensation, whether financial or in kind, such as gifts or invitations that could go beyond symbolic value or courtesy.
- Use only duly authorised and licensed software, services, technologies, systems and similar resources in the course of operations and service provision.
- Implement the measures necessary to ensure the confidentiality and privacy of the personal data of Familia Torres clients and employees, in accordance with the applicable legislation.

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- Treat all information accessed in the course of business activities as confidential, maintaining strict confidentiality and ensuring it is not disclosed externally without prior, express and written authorisation. The supplier must also ensure that its employees do not misuse this information.
- Safeguard any assets made available by Familia Torres to facilitate the supplier's activities, using them responsibly and solely for commercial purposes. Assets include but are not limited to real estate, equipment, machinery, intellectual property rights and any resources provided by Familia Torres to the supplier for the performance of its duties. The supplier must not misappropriate any asset belonging to Familia Torres. Upon termination of the commercial relationship, the supplier must return any assets provided to them in the condition in which they were received.

3. Transparency

- Suppliers must inform Familia Torres as soon as possible of any irregular payments, suspicious transactions or suspected money laundering that may affect Familia Torres.
- Suppliers must disclose to Familia Torres any definitive penalties for serious breaches of labour or environmental regulations.
- Suppliers must provide information requested by Familia Torres on the supplier's operations, structure, financial position and performance in accordance with applicable laws and industry regulations.
- To ensure compliance with the Code, Familia Torres may carry out random checks to assess the level of compliance.

4. Health, safety and hygiene at work

The supplier must provide a safe and healthy working environment and:

- Provide employees with the necessary measures to ensure a safe, healthy and hygienic workplace.
- Ensure employees strictly follow all health and safety measures, particularly regarding exposure to hazardous substances or activities, and have control systems and procedures in place to mitigate or minimise any risk.
- Establish mechanisms and provide tools for accident prevention with the aim of developing response procedures to minimise potential impacts.

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- Promote and embed a culture of health and safety among employees by offering training and information on preventive measures, equipment and procedures.

5. Environment

The supplier must promote initiatives that benefit the environment and:

- Minimise the environmental impact of its operations.
- Reduce environmental risks and impacts related to waste, discharges and emissions, especially those affecting greenhouse gases.
- Hold the necessary environmental permits and licences to carry out operations.
- Encourage the use of sustainable practices, processes and technologies whenever possible to reduce the consumption of materials (including raw materials and packaging) and resources such as water and energy.
- Implement measures for reuse and recycling, as well as for the replacement of components with less hazardous materials.
- Ensure proper waste management and duly inform about collection and recycling points for the products sold.

6. Product and service quality


The supplier must seek the continuous improvement of the quality of the products and services supplied.

- All products and services delivered by the supplier must meet the quality, safety, health and hygiene standards established by law, as well as any additional requirements set by Familia Torres. The supplier must cooperate with any verification process that Familia Torres deems appropriate at any given time.

II. SUPPLIER RESPONSIBILITY

The provisions of the Code are guidelines and separate from any contractual agreement between Familia Torres and the supplier. They do not exempt the supplier from compliance with the applicable legislation or the contractual obligations set out in agreements signed with Familia Torres.

The supplier must observe and comply with the Code for as long as it is a supplier to Familia Torres.

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The supplier must communicate the content of the Code to all employees and any party in the supply chain of Familia Torres in any capacity.

The supplier must implement and develop policies and procedures to put the commitments undertaken in the Code into practice, fostering awareness and understanding among its employees.

The supplier must ensure that its suppliers and contractors observe the principles outlined in the Code.

The supplier must report any suspected breach of the Code through the Whistleblower Channel.

If you have any question about the content or application of the Code or would like to make a suggestion, please contact us via the following email address: ethics@torres.es

III. WHISTLEBLOWER CHANNEL

Familia Torres provides suppliers with a whistleblower channel ("the Channel") for reporting any conduct (whether active or passive) contrary to the Code. The Channel is open to suppliers, their employees and any company or third party that has taken part in a service procurement process to become a supplier of Familia Torres.

Reports may be submitted via:

- the website: <https://www.report.whistleb.com/en/torres>
- a letter sent to the postal address:

Miguel Torres Ethics

Apartado de correos nº 48

08720 Vilafranca del Penedès

All reports are handled by the Ethics Committee; an independent body whose primary function is to handle these reports.

The Ethics Committee guarantees the confidential treatment of all data, including the identity of individuals using the Channel and the information reported.

The website <https://www.report.whistleb.com/en/torres> contains the Whistleblower Channel Policy, which outlines the principles and operating rules of the channel and its Privacy Policy.