

# OUR CODE OF CONDUCT

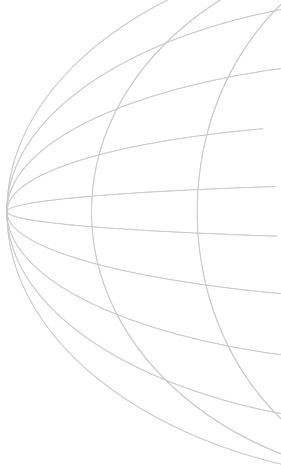


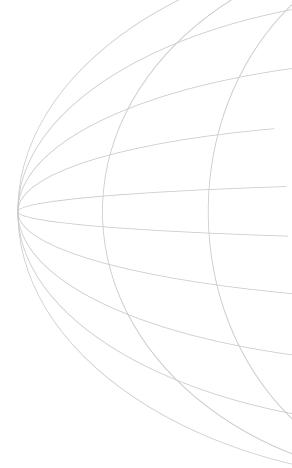
## **WHAT IS A CODE OF CONDUCT?**

It is a manual that establishes the behaviours and values of conduct to be followed by the team that makes up MAF RODA and, at the same time, reminds us of our commitment to well-being and respect for rules and people.

## **WHO MUST COMPLY?**

This Code applies to everyone who works at MAF RODA, regardless of the type of contract or its duration, whether they are managers or workers. We must all know and comply with this code.

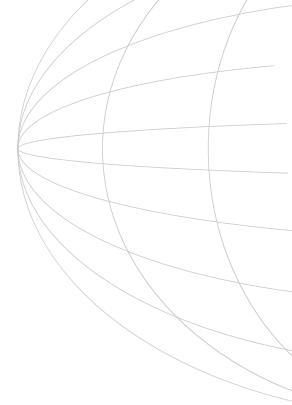




## **1. Respect for people**

At MAF RODA, we are committed to treating all people with professionalism and respect for their dignity. We value and celebrate all our differences and cultivate a collaborative work environment that encourages innovation and respect for new ideas.

We do not allow any form of harassment, and are committed to immediate reporting of offenses and degrading or discriminatory conduct. We guarantee the absence of retaliation for those who report suspicions, except in cases of false or defamatory reports. Violent acts of any type, including threats, are considered a very serious offense subject to sanctions, which may even lead to dismissal.

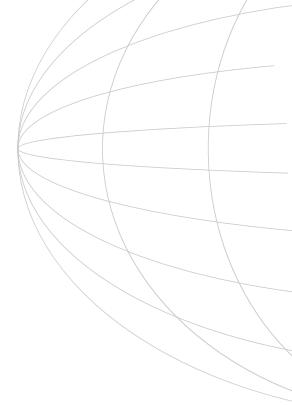


## **2. Health and safety**

We maintain a personal commitment to caring for and maintaining the health and safety of our employees, contractors, clients and workplaces.

We are committed to maintaining the health of the people who make up MAF RODA. Therefore, it is everyone's job to check and demand that the work and means of production in our facilities, and in those in which we have to carry out work or services, comply with the regulations for the prevention of occupational risks. Failure to comply with these rules will be considered a very serious offense and could lead to dismissal.

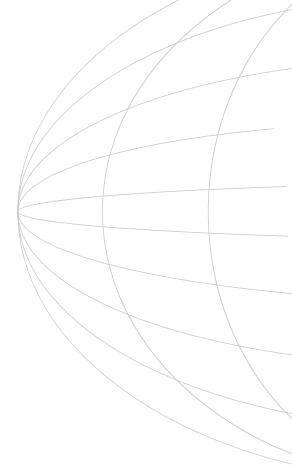
As part of the Health and Safety Policy, we do not allow the use and possession of narcotic substances and alcoholic beverages in our facilities and vehicles. Going to work under their influence is not allowed either. The use of medication that may affect the handling of vehicles or machinery must also be communicated to your manager and those responsible for occupational risk prevention.



### **3. Integrity with suppliers and customers**

Integrity governs our relationships with both suppliers and customers, prioritizing decisions for the benefit of the Group. We do not accept or offer gifts or perks in exchange for business opportunities to clients, suppliers, public officials, members of political parties or government representatives. This does not mean that we do not make socially acceptable gifts or donations, as long as they are subject to the Law and approved by Management. Accepting favours from third parties is prohibited, ensuring transparency in business relationships and avoiding conflicts of interest.

In case of doubt, you should consult the Legal Department or, failing that, Management.

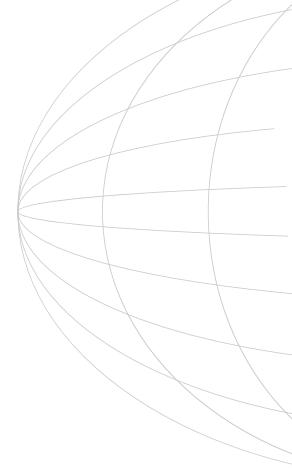


## **4. Footprint in society**

We maintain a clear commitment to our social environment, which is why we firmly reject practices that may violate human rights, discriminate, or abuse vulnerable groups, including our suppliers. We consider diversity in all its forms to be enriching, thus assuming discriminatory behaviour to be a very serious offense.

We are also committed to the environment, and have implemented environmental protection policies in line with the SDGs.

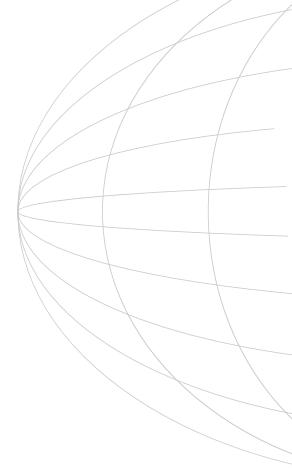
Our great team has developed sustainable solutions that protect the environment and anticipate the needs and expectations of our customers, by disposing of waste responsibly.



## **5. We create the future while respecting the past**

Driven by a spirit of constant innovation, our product development goes hand in hand with the growth of our customers, in order to offer the solution that best suits their needs.

To achieve this, we encourage continuous improvement and promote a spirit of critical constructiveness in our plants, in order to grow, develop, innovate, protect and converge in profitable processes, thanks to everyone's efforts.



## **6. Technological use**

We recognise the right not to receive work-related messages outside working hours. The exception to this is that, as a consequence of our activity, technicians and/or department managers must be contacted to solve incidents that require their intervention.

Likewise, work devices cannot be used for private use, nor can employees install programs not provided by MAF RODA. All technological devices provided by MAF RODA may be monitored to verify their content and use in accordance with these regulations.

Failure to comply with these rules is considered a very serious offense, since it negatively affects safety and performance at work.

