



CASADESÚS

Code of Conduct

This Code of Conduct establishes the premises of how we should act in our everyday activities in carrying out our mission as a company ethically, safely, correctly, and respectfully between us and our environment.



Talleres Casadesús, S.A. consists of all the people that make up the company, from the management to the people working on the floor and in the offices.

This Code of Conduct is applicable to all the representative members of the company. The term used includes shareholders, directors, managers, supervisors, workers and in general all those personnel of the same.

Talleres Casadesús, S.A. has always been committed to the complete integrity of all business dealings and to the highest levels of ethics.

The attitude of all is that which defines us, and which is shown to the outside world through the quality of our products and services.

The good working environment, the safety, the honesty, the ethics and the respect between us and the environment are a fundamental component of our day to day work.

The dealings between us, with customers, with our suppliers and others, are fair, honest, and equitable. We hope for a similar attitude on behalf of our customers, suppliers, business partners and other collaborators with whom we maintain business relationships.

In the end, what determines our correct actions is common sense and our decisions. Each one of us is responsible for their actions and for fulfilling the policies established in this code.

The personal consequences of non-compliance with this code are serious and may include dismissal or legal action.

Human Rights and Working Conditions

Everyone is to be treated with respect and dignity, it is for these reasons that Talleres Casadesús S.A. ensures human rights and decent working conditions.

Discrimination

The Talleres Casadesús, S.A. workers are selected, employed and supported on the basis of their qualifications and skills. No-one is discriminated against by anyone on the basis of their sex, gender, age, religion, social background, disability, ethnic, national or territorial origin, nationality, union affiliation or belonging to any other legitimate organization, affiliation or political opinion, sexual orientation, identity or expression of gender, disability, familiar responsibility, marriage status, disease, pregnancy or other condition that may generate discrimination.

Land Rights, Forests, Water and Forced Eviction

Land Rights: Respect the right of local and indigenous communities to their lands, and ensure that business projects do not displace them unfairly or violently.

Protection of Forests: Purchase packaging material or other material (wood) that is FSC (Forest Stewardship Council) certified in order to care for the world's forests.

Right to Water: Responsible use is monitored and possible sources are not polluted.

Prohibition of Forced Eviction: Forced eviction of communities or individuals from their lands or territories without proper process and without dignified relocation alternatives is prohibited. Respecting human rights and fairly compensating affected communities.

Threats, intimidation, physical or legal attacks against human rights defenders, including, but not limited to, minorities, trade unionists and environmental defenders, will not be tolerated.

Rights of minorities and indigenous peoples

The rights of these groups are respected and protected in the workplace. The cultural, social and economic particularities of minorities and indigenous peoples are recognised, and it is ensured that they are treated with dignity, respect and equity.

Use of security forces

Priority is given to the protection of individuals when carrying out security operations, and it is ensured that any deployment of security forces (public or private) does not lead to violations of human rights.

Bullying

Talleres Casadesús, S.A. is committed to a workplace free of bullying and will encourage a social situation of an environment of individual respect. No type of physical or inhuman psychological maltreatment, corporal punishment, threats, or false promises will be used.

Ethical hiring

Talleres Casadesús S.A. carries out fair, transparent and responsible practices during the recruitment and selection process of its employees.



Slavery or Forced Work

No type of modern slavery or non-voluntary work will be tolerated.

Workers should not ever have to pay any of the cost of their working clothes, individual protection equipment or any other additional cost needed to obtain or to keep their job.

In no case will workers be required to present their identification documentation such as DNI or passport nor will such be taken.

Child labour

Talleres Casadesús, S.A. does not accept child labour on their premises nor on those of their suppliers or subcontractors.

Young workers

Talleres Casadesús, S.A. accepts young people as of the age of 15 years in training period. These workers are always enrolled in schools or universities. Workers under the age of 18 years will in no case do overtime or night-time work nor work where they may get harmed.

Women's rights

Equal opportunities and equal pay are promoted. Work-life balance is promoted and motherhood is supported. Discrimination and sexual harassment are combated.

Training

Talleres Casadesús, S.A. has a continuous training plan for all their workers, with the objective that each one of them can carry out and perform their tasks correctly in the job they have been assigned to.

Wages and benefits

The payroll will be paid promptly, in a regular manner and transparently by bank transfer. All Casadesús staff have the same features, and no employee is differentiated in this regard.

Working Hours

The limit of 48 weekly hours is not to be exceeded. For short periods and in emergency situations this may be extended voluntarily, albeit limited to a maximum of 12 hours per worker per week. The company is ruled by the Metalworking Industry Collective Agreement.

Freedom of association and collective negotiation

The basic right of workers to meet or not to meet freely and voluntarily in unions and representation of employees of their own choosing and to negotiate collectively is respected.

Personal Information

Talleres Casadesús, S.A. protects the personal data of employees, customers, suppliers and other interested parties. The personal data will only be recompiled, processed, used, and stored with the consent of the interested person, or with a contractual agreement or some other legal foundation.

Health and safety

Talleres Casadesús, S.A. considers that a healthy and safe working environment is crucial to the well-being of its workers, as it contributes to a sustainable organization and improves quality, productivity and profitability.

Risk prevention in health and safety

Talleres Casadesús, S.A. ensures the identification, evaluation and prioritization of elimination of risks to health and to safety. To this end it has subcontracted a company to support the management of Labour Risks.

Personal protection equipment is provided to all workers and the necessary protection equipment for the machines and processes is indicated. It is the responsibility of each one of the workers to use and suitably maintain this PPE.

At the beginning, training is provided on the risks of the workplace and continuous training is provided throughout the working life of the workers.

Emergency Plans (personal injury, fire and spillage) and protective equipment

Talleres Casadesús S.A. has an emergency plan in which each of the possible hazard situations are identified and managed. The emergencies identified are: accidents with personal injury and / or illness, fires and spills.

The company has distributed fire protection equipment (hoses, extinguishers, emergency lighting), which are reviewed and maintained annually by a specialized company.

Fire and spills simulations and training of protective equipment are carried out periodically.

Accidents at work

Talleres Casadesús, S.A. has a protocol to inform, investigate and to act in relation to all accidents and unsafe situations within the company. All workers are trained about accidents and understand the importance of prevention work. Any worker must inform the person responsible for Labour Risks about any new hazardous situation they detect in the company.

Ergonomics on the job

Talleres Casadesús, S.A. identifies the ergonomic risks of loads and evaluates the exposure of employees. The ergonomic load includes conditions that may affect the muscles and the joints of the human body, which is the working position, repetitive movements, the physical load, and the lifting positions.

All workers are asked to be involved in designing or re designing their places of work.

Environment

Talleres Casadesús, S.A. is committed to complying with the regulations and environmental laws and includes the work of constantly improving the environmental impact of its activities and of doing business on a sustainable basis. As an integral part of society, the company is committed to behaving as a good citizen and to fulfilling its social responsibility in the community where it carries out its activity.

For all this the company is certified under the environment standard ISO 14001.

Energy efficiency, renewable energies, decarbonization and GHG emissions

Actions are monitored and implemented to reduce the consumption of energy, water, chemicals, raw materials and packaging materials.

To limit the direct or indirect generation of greenhouse gases as much as possible, Casadesús complies with national and international legal regulations and has also adopted and will continue to take measures to use renewable energy to minimise GHG emissions.

Emissions Reduction: Reduce our carbon emissions with clean and efficient technologies and by improving the energy efficiency of our technology, processes and facilities.

Use of Renewable Energy: Use of renewable energy to reduce our carbon footprint.

Process Optimization: Practices that reduce energy and resource consumption in our operations.

Sustainable Transportation: We will promote sustainable transportation to minimize greenhouse gas emissions.

Water management, consumption and quality

Legal regulations regarding water management are complied with, controlling its consumption and implementing actions to reduce it, as well as avoiding and prohibiting the discharge of pollutants into nearby bodies of water.

Animal Welfare

We will ensure animal welfare in all our activities, ensuring that the rights and needs of animals are respected.

Biodiversity and deforestation

Casadesús is committed to protecting and conserving biodiversity, minimizing the impact on ecosystems in all processes. It is also committed to preventing deforestation, promoting reforestation and the controlled use of forest resources to ensure the continuity of forests.

Quality and use of soil

We will promote sustainable use of soil, implementing practices that prevent erosion, contamination and degradation of the land, guaranteeing its fertility for future generations.



Air Quality

The company's activity does not generate polluting emissions, so the quality of the air emitted is correct.

Noise Emissions

We will control and minimise noise emissions in our activities, respecting established limits and ensuring a healthy environment for people and local wildlife.

Reuse and Recycling

All raw materials and packaging used are closed-loop: products and materials are recovered, recycled or reused at the end of their useful life, returning them to the production process.

Efficiency of the resources

Talleres Casadesús, S.A. controls and implements actions to reduce the consumption of energy, water, chemical products, raw materials and packaging material.

Waste management

All waste generated in Talleres Casadesús, S.A. is controlled. There is a specific qualified area with suitable and correctly identified containers for all these kinds of waste. There is specific control of waste to reduce its generation as much as possible.

All waste is periodically transported and managed through companies authorized by the ARC (Agència de Residus de Catalunya).

Chemical products

Talleres Casadesús, S.A. controls all chemical products used in their production processes. It also selects all those which have a smaller impact on people and on the environment and control is established to reduce its consumption as much as possible.

All chemical products are stored and identified securely. All the technical and safety files are available for all the products used in the production processes.

Methods, procedures, and equipment are implemented to introduce, manage, label and store chemical products securely and to minimize the negative impact on people and on the environment.

Risk evaluations are carried out and implemented to minimize any negative impact on people and on the environment before introducing new chemical products.

Employees working with hazardous chemical products always have the updated instructions accessible and receive specific training regarding risk management and preparation for emergencies.



Business ethics

We are committed to carrying out our activity with honesty, integrity and transparency, respecting the legitimate interests of all people and organizations with whom we have relationships.

Confidential information

Talleres Casadesús, S.A. maintains confidentiality in relation to all the information and documentation of their workers, customers and suppliers, whether these are business data, plans, technical documentation, e-mails, etc.

No employee of the company nor any external personnel are permitted to take photographs, to make videos, obtain copies or to disclose information of any type that is related to Casadesús, whether of processes or of management or production data, parts, plans, tools, machinery, technical or personal documentation, etc.

Intellectual or industrial property and falsifications

Everyone who is part of Casadesús, S.A. must respect and preserve the intellectual and industrial property, whether of Casadesús, of our customers, suppliers or of third parties. Thus, the making of copies without consent is forbidden, of any document in any format, as well as the production of parts that are falsified.

Bribery and corruption

Talleres Casadesús, S.A. rejects all corrupt practices and behaviour which may damage the company.

Its workers, subcontractors and other representatives do not authorize nor offer or accept bribes paid for the facilitation, inadmissible donation or undue benefits to customers, staff, or other business partners.

Competition and anti-monopoly

Talleres Casadesús, S.A. complies with the competition and applicable anti-monopoly laws in effect. That is to say, prices are not agreed with the competition nor with third parties.

Conflict of interest

The interests and personal relationships do not influence the taking of decisions, solely applying the objective criteria based on facts.

Gifts, hospitality, and invitations

Talleres Casadesús, S.A. does not in any case offer any worker of a client, unsuitable benefits, whether directly or indirectly in the form of gifts, hospitality or invitations to unduly influence. Nor shall solicitation of such benefits be admitted.

Financial responsibility

Talleres Casadesús, S.A. works within a framework of transparency and truthfulness, always supplying correct and precise information.



Talleres Casadesús, S.A. assures the fulfilment of its tax and Social Security obligations, through the application in accordance with the legislation in effect (presentation of tax declarations, payment of taxes, recording of the operations subject to taxation, payment of Social Security etc.).

Money laundering

Talleres Casadesús, S.A. only maintains business relationships with partners that maintain integrity. When any indication of money laundering is observed or financing of terrorism, the relationship shall no longer exist.

Exports and sanctions

Talleres Casadesús, S.A. complies with export control laws, whether in the event that any of these laws prohibit commercial relations in certain countries or require prior licenses for the export or exchange of goods or technology. The customs laws require exact documentation and information and the correct valuation of the goods.

Responsible supply of minerals

Talleres Casadesús, S.A. asks its forging and painting suppliers if they use any minerals in conflict in the parts or phases they produce by means of the form: **CMRT - Conflict Minerals Reporting Template**.

Use of artificial intelligence AI

Privacy and data security are crucial requirements for the use of Artificial Intelligence (AI). Casadesús is committed to ensuring that, if it makes use of AI in the future, this will be subject to applicable laws and regulations.

Circulation and compliance

The company is committed to assuring the principles put forward in this code are communicated, understood, and respected by all their personnel.

Protection of Identity and Anti-retaliation

The company facilitates the means by which employees, or any other interested party inform of non-fulfilment of these principles, in such a way that anyone who reports such does not suffer any consequences for having done so.

If you wish to make a denunciation or have any doubts you can do this through:

1. E-mail to the management info@tcasadesus.com
2. Telephone: +34 93 856 81 61.
3. By letter: Suggestions mailbox

The Management

TALLERES CASADESÚS, SA