



CODE OF ETHICS

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VERSION		V. 01
CODE		CE



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A MESSAGE FROM SENIOR MANAGEMENT

Our business fabric is currently affected by increasing regulatory output and regulatory pressure.

After various complicated moments, crises of confidence in institutions and social stakeholders, disreputable behaviour and situations that are far removed from the level of responsibility that should be demanded of organisations, today's society demands not only compliance with the law, but also compliance under the umbrella of principles, values and ethical standards.

A diligent attitude and turning a profit, i.e. ethical conduct and business growth, are not mutually exclusive, but elements that converge around a reference criterion that must guide the decisions of each and every one of us and, therefore, those of the **DIGGIA GROUP** as an organisation and as a whole.

For all these reasons, we have decided to adopt this Code of Ethics, which includes the fundamental values, guiding principles and rules of conduct that must underpin every action, every conduct, every decision. We are aware that our behaviour constitutes the brand and image of the **DIGGIA GROUP** (hereinafter, "the Organisation") and, therefore, the axis around which the reputational judgement of our customers, suppliers, contractors, collaborators, business partners and other third parties, as well as the market and society in general (hereinafter, our stakeholders) will revolve.

Based on the above, we wish to express our firm commitment to ethical business conduct and respect for the law. However, in order to achieve the objectives set out in our Code of Ethics, we need the cooperation and help of all of you.

We therefore invite you to read the Code of Ethics in detail, the content of which is summarised in the slogan "acting correctly", which implies a constant effort on the part of each and every one of us to achieve a high degree of integrity, professional excellence and corporate ethics. This is the only way to build successful, sustainable and long-lasting projects.

1. INTRODUCTION

This Code of Ethics establishes the fundamental values, guiding principles and rules of conduct that must guide the actions and behaviour of the Organisation's professionals (from the Management and the Governing Body to employees, including middle management and management positions), as well as suppliers, contractors, collaborators, business partners and all those who work on behalf of the organisation, such as consultants, agents, intermediaries and subcontractors.

The requirements of today's business transactions not only focus on compliance with the laws in force in the various legal systems. Stakeholders are demanding high ethical standards from organisations to develop business and other relationships in the right way.

Therefore, mere compliance with the law is not enough; compliance must be ensured in an ethical manner, namely on the basis of different values, principles and rules of conduct that should guide the behaviour of each and every professional, and which should thus reflect a shared ethical position inherent to the organisation itself.

Based on the above, the Organisation is firmly committed to a corporate culture based on solid ethical standards, by virtue of which each and every one of us has the duty and obligation to comply with the rules set out in this "Code of Ethics".

This way we will contribute to the collective success of the organisation, by boosting our brand in the marketplace and upholding our good reputation. The latter is an essential intangible resource for attracting and maintaining talent, customer loyalty, relations with suppliers and contractors, and trust and credibility with financial institutions, public administrations, commercial partners, the market and society as a whole.

This this way, all professionals must play an active part in our commitment to respect and preserve the Organisation's brand every day and in every action. We must always be aware of the difficulty and effort involved in acquiring a good reputation and the ease with which this reputation can be negatively affected by actions or decisions that are not in line with the highest ethical and behavioural standards.

For this reason, through this Code of Ethics, the Organisation reinforces its commitment to compliance with current legislation and ethical behaviour, which involves highlighting the value of our way of working, our way of acting, our decision-making and our way of relating to the organisation's stakeholders.

2. PURPOSE AND OBJECTIVES

The aims and fundamental objectives of this Code of Ethics are as follows:

- Establish the fundamental values, guiding principles and rules of conduct that should govern the actions and behaviour of the Organisation's professionals, i.e. the ethical standards that will act as standards that should guide our way of proceeding and our corporate culture.
- Prevent any violation, infringement or breach of current legislation, of this Code of Ethics or of the policies, procedures or internal instructions of the Organisation, which could cause serious damage, not only from a legal or economic perspective, but also from a brand, image and reputation perspective.
- Encourage our stakeholders to behave in a manner that is consistent and aligned with the core values, guiding principles and standards of conduct of the Organisation, promoting the development and implementation of ethics and compliance programmes and ensuring their adherence to our Code of Ethics.

3. SCOPE OF APPLICATION

This Code of Ethics will be binding and directly applicable to all the Organisation's professionals, regardless of:

- Type of contract.
- Geographical location.
- Functions and tasks performed.
- Your hierarchical position or role within the organisation.

Specifically, this Code of Ethics applies to all companies in the group¹:

- DIGGIA SOLUTIONS S.L.
- GAMMA SOLUTIONS S.L.
- SFERAONE SOLUTIONS & SERVICES S.L.
- WENEA MOBILE ENERGY S.L.
- SILENCE BLEU S.L.
- GAMMA SOLUTIONS HEALTH S.L.
- NORDIAN SOLUTIONS S.L.

In addition, this Code of Ethics will apply to suppliers, contractors, collaborators, business partners and all those working on behalf of the organisation, such as consultants, agents, intermediaries and subcontractors.

¹ Group companies located in the UK are also included

This way, the Organisation's professionals must demonstrate their commitment to complying with the fundamental values, guiding principles and rules of conduct of our Code of Ethics.

For this reason, it is mandatory that all professionals sign the Opt-in Document annually and any time the contents of the Code of Ethics are amended or updated.

4. FUNDAMENTAL VALUES

4.1. Integrity

The Organisation's professionals must carry out their activities with honesty and integrity in their relations with stakeholders and, especially, with clients, colleagues and other professionals.

Under no circumstances will conduct be tolerated which, while seeking to achieve interests or benefits for the Organisation, involves dishonest actions or implies a conflict with the Organisation's values.

4.2. Commitment to quality and professionalism

The provision of quality services implies not only technical rigour in the work of professionals, but also a constant commitment to responsibility, dedication, loyalty and the pursuit of excellence.

This quality requirement requires that all members of the organisation receive sufficient training in their respective areas of responsibility to ensure that the customer receives a valid and effective response at all times, in accordance with their needs.

Similarly, all professionals must diligently perform the tasks assigned or entrusted to them, trying to contribute maximum value and always acting in a collaborative spirit.

4.3. Confidentiality

All documentation and information of which the Organisation's professionals have knowledge, whether verbal or written, whether from clients, other third parties or relating to internal know-how, will be treated with absolute confidentiality and exclusively for the purposes of the Organisation's activity, this duty extending to all matters of which the professionals are aware in all their fields of activity.

4.4. Respect for the integrity of persons and human rights

The behaviour of the Organisation's professionals, both with their colleagues and with stakeholders, must be based on principles of dignity and respect, aware that they represent the public image of the Organisation.

Furthermore, the Organisation will conduct its actions and activities with full respect for the Universal Declaration of Human Rights.

5. GUIDING PRINCIPLES

5.1. Lawful conduct and the principle of legality

The Organisation assumes the commitment to carry out all its activities in all areas in accordance with the legislation in each country and in each area of activity.

Accordingly, professionals must reject any illegal practices, adopting the utmost effort and commitment to compliance with laws, rules and regulations, with particular relevance to those relating to fraud, bribery and corruption.

5.2. Non-discrimination and equal opportunities

The Organisation fosters the creation of a working environment where all professionals are treated with fairness, respect and dignity, ensuring sexual freedom and paying particular attention to promoting fair treatment and equal opportunities.

Therefore, the Organisation will not tolerate any discrimination on the grounds of birth, race, sex, sexual orientation, religion, opinion or any other personal or social condition or circumstance.

5.3. Zero tolerance for bullying

The Organisation is absolutely opposed to any behaviour or attitude that could violate the dignity of individuals or that, directly or indirectly, could constitute harassment, in any of its many forms.

In addition, and in furtherance of the above, the Organisation has a Harassment Prevention Protocol in place.

6. STANDARDS OF CONDUCT

6.1. Preventing corruption and bribery

Our mission is to maintain a level of total transparency and integrity in our relationships with our stakeholders.

Certain actions carried out incorrectly could give rise to corruption or bribery, based on the risk that they are intended to influence the other party, changing their will with the intention of obtaining an unjustified consideration or benefit from it.

The Organisation is therefore committed to zero tolerance of bribery and corruption.

Thus, one of the Organisation's unavoidable objectives is to actively combat any corrupt practice that may be committed, which not only involves a violation, infringement or breach of the rules of our legal system, but also a lack of alignment with the ethical standards voluntarily assumed.

At the global level, states ensure that effective, proportionate and dissuasive sanctions are imposed on organisations responsible for acts of corruption.

Therefore, the implementation of preventive measures in this area will avoid behaviour which could constitute acts of corruption and bribery, and which could even lead to certain criminal offences, which could pose a serious risk to the image and reputation of the Organisation.

With regard to the forms and types of bribery, reference should be made to the following:

- Active bribery. Promising, offering or giving to a person, directly or indirectly, a gift, reward or advantage of any kind (monetary or otherwise), in order to obtain an unjustified consideration or benefit in return, in exchange for a prior, simultaneous or future action of that person.
- Passive bribery. Receiving, soliciting, admitting or accepting from a person, directly or indirectly, a gift, reward or advantage of any kind (monetary or otherwise), in return for a prior, simultaneous or future action that provides the other party with an unjustified consideration or benefit.

In our legal system, the term "bribery" (both active bribery and passive bribery) does not constitute a criminal offence in itself, but the conduct it entails is present in various criminal offences included in our Criminal Code, such as bribery, influence peddling, corruption between private individuals, etc.

In this regard, certain peculiarities or defining features that characterise bribery should be taken into account:

- Although bribery is traditionally associated with public officials or authorities, it also occurs between private individuals.
- The beneficiary of the bribe can be a natural person or a legal entity.

- The gift, consideration or advantage of bribery can be monetary or other, such as gifts, meals, entertainment, travel, entertainment, donations, sponsorship, etc.
- For bribery to exist, a simple promise, offer or acceptance is sufficient, so that the actual giving or delivery of the gift or consideration is not necessary.
- In the specific case of passive bribery, it should be borne in mind that such bribery will also exist even if the beneficiary of the bribe is a person other than the person who receives, solicits, admits or accepts, directly or indirectly, the gift or consideration.
- In the case of bribery of a public official, the bribe may be given to a national or foreign public official.

6.2. Managing conflicts of interest

A conflict-of-interest situation arises when a professional's private interests (external business, financial, family, political or personal) may interfere with the interests of the Organisation.

Thus, it is a situation of conflicting interests that occurs when the interest that should govern the actions of a professional is displaced, altered or influenced by a personal interest, giving rise to the possibility that the person's conduct, the performance of his/her duties, the assumption of his/her responsibilities and the making of his/her decisions may deviate from the criteria of objectivity and impartiality.

Therefore, the interest that should govern the performance of the Organisation's professionals, i.e. the interest of the Organisation itself, should never be counterbalanced or compromised by a personal interest.

Therefore, professionals must perform their functions and duties with absolute responsibility, dedication, loyalty and the pursuit of excellence, as indicated above in the section "*Fundamental values*" and, specifically, in developing the "*Commitment to quality and professionalism*".

6.3. Selection and recruitment of professionals

The hiring of professionals will be carried out in accordance with criteria of impartiality, objectivity and professional merit, evaluating skills, competencies, talent, experience and professional training.

The principle of equality will be respected at all times, giving rise to no discrimination on any grounds of birth, race, sex, sexual orientation, religion, opinion or any other personal or social condition or circumstance.

This will also prevent bribery through the recruitment of persons close to the members of the Organisation, as well as potential conflicts of interest.

6.4. Integrity of the financial information and compliance with the Tax legislation

The Organisation is firmly committed to complying with generally accepted accounting principles and applicable tax and fiscal regulations.

In addition, all daily transactions will be recorded in the accounts and the supporting documentation will be kept in the corresponding file for the time formally established by the Organisation and, in any case, for the legally established periods.

The Organisation will under no circumstances obstruct the verification and evaluation work that may be carried out by the auditing bodies.

6.5. Commercial transactions and invoicing

Business transactions are inspired by the principles of clarity and transparency, so that the Organisation's professionals must ensure that no action can be interpreted as misleading third parties.

In this regard, it is strictly forbidden to negotiate contracts on behalf of the Organisation without the appropriate authorisations or to dispose of assets without sufficient powers of attorney.

6.6. Relations with suppliers and contractors

The selection, approval and evaluation of suppliers and contractors will be carried out on the basis of objective criteria, such as characteristics, cost, price evolution, after-sales service, economic situation, forms and terms of payment, quality, environmental management, occupational risk prevention, reputation, compliance, etc., endeavouring to guarantee an adequate quality-price ratio at all times.

Similarly, in this area, the aforementioned provisions on conflicts of interest will be directly applicable, such that the selection, approval and evaluation of suppliers and contractors must have the interests of the Organisation at its core, which must not collide under any circumstances with the personal interests of the professionals, in order to consolidate a praxis inspired by objective and impartial criteria.

6.7. Relationships with business partners

The Organisation will develop a relationship with business partners in which integrity, transparency and mutual trust will be paramount at all times, through the sharing of knowledge and experiences that facilitate the generation of positive synergies and that result in a reciprocal benefit for the parties involved.

Similarly, in this area, the aforementioned provisions on conflicts of interest will be directly applicable, such that the selection of business partners must have the interests of the Organisation at its core, which must not conflict under any circumstances with the personal interests of the professionals, in order to consolidate a praxis inspired by criteria of objectivity and impartiality.

6.8. Customer relations

The aim of the Organisation is to provide a top-quality service to our clients, which not only implies technical rigour in the work of our professionals, but also a constant commitment to responsibility, dedication, loyalty and the pursuit of excellence, as indicated above in the section "*Fundamental values*" and, specifically, in developing the "*Commitment to quality and professionalism*".

Therefore, all the actions of our professionals in this area will be directly aimed at maintaining and strengthening our reputation with our customers, who are one of our most important assets and whose reputation could have very negative consequences for the organisation.

Customer loyalty is a vitally important element that requires the effort of each and every one of us, every day and in every activity.

6.9. Relations with public bodies administrations

The Organisation's professionals will articulate their relations with public bodies and administrations on the basis of the principles of loyalty, cooperation and transparency, in such a way that any proposal of unlawful action on the part of any public official or administration must be rejected.

While socially acceptable in certain legal systems, the Organisation strictly prohibits facilitation payments, as they could lead to corruption and bribery.

6.10. Relationships with governments, political parties and trade unions

The Organisation will not carry out, directly or indirectly, either in Spain or in other countries, any financing of political parties, federations, coalitions or groups of voters.

Similarly, direct or indirect donations in favour of political representatives and candidates, companies, organisations, associations, foundations or groups of influence linked to political parties, as well as donations in favour of trade unions, companies, organisations, associations, foundations or pressure groups of linked to them are prohibited.

6.11. Media relations and public information

The actions developed in the different communication channels of the Organisation, such as press, radio, television, corporate website, intranet, social and professional networks, etc., must be inspired by the principles of transparency, integrity and honesty.

In this regard, all communicative action must provide professionals and stakeholders with objective, clear, accurate, truthful and verifiable information, thus contributing to the strengthening of the corporate identity and image and the reputation of the Organisation.

Professionals involved in the disclosure process should respect and act in a manner consistent with the above principles and requirements.

6.12. Cash flow management

insofar as possible, the Organisation will not, under any circumstances, accept or make payments in cash, unless this is no alternative whatsoever.

In this case, the legal limit of €1,000 established by current legislation must be respected, and the transaction must be accompanied by the appropriate documentary support.

6.13. Use of IT tools

The Organisation's professionals may not make unauthorised use of the Organisation's computer systems and documents, as well as those owned by third parties and to which they may have access by virtue of the work they carry out.

Furthermore, the use of IT tools and systems must be strictly professional in order to protect them against internal and external threats or misuse.

6.14. Intellectual and industrial property

The Organisation's professionals may not download software, tools or applications from the Internet without the express authorisation of the Organisation.

It is strictly forbidden to install pirated software.

All professionals must use the Organisation's own software or software for which they have the necessary authorisation, having acquired the corresponding licences.

Similarly, any other elements that are protected by intellectual or industrial property rights and for which the Organisation does not have authorisation for use may not be used.

6.15. Use of third-party data

In the course of our business, the Organisation's professionals have access to a great deal of confidential information. It is our duty and fundamental value to protect such information.

Therefore, it is strictly forbidden to introduce into the Organisation any type of physical or electronic information or documentation belonging to another entity and obtained without consent.

Similarly, it will not disclose, disseminate or transfer third-party data of which it has lawful knowledge by virtue of a specific relationship with them.

6.16. Competition and advertising

The Organisation will act in the markets fairly, in good faith and in accordance with the principle of free competition.

It will therefore avoid any act that could be qualified as unfair competition and any predatory, collusive or abusive practice or conduct involving an abuse of a dominant position.

It will also refrain from carrying out any type of advertising that may be considered misleading or that may induce to error with regard to the particularities, peculiarities or characteristics of the services offered.

6.17. Personal data protection

The Organisation will fully respect the personal and family privacy of all professionals, guaranteeing compliance with all security measures established in the regulations on personal data protection.

Therefore, it is strictly forbidden to communicate, disclose or disseminate personal data of professionals, clients, suppliers and other subjects, including financial data and medical or health data.

If, exceptionally, the security of personal data could be compromised, action would be taken swiftly, efficiently and responsibly.

6.18. Prevention of money laundering and terrorism financing

The Organisation will act with the utmost rigour to prevent any money laundering or terrorist financing operations, transactions or activities, guaranteeing a firm commitment to comply with all applicable national and international regulations in this area.

Therefore, all professionals have an unavoidable duty to pay special attention to cases where there are indications of a lack of integrity on the part of persons, companies, entities or organisations with whom they maintain commercial or business relations.

6.19. Health and safety in the workplace

The Organisation recognizes that the safety and health of its employees is critical to the long-term success and sustainability of the Organisation.

The Organisation is committed to providing a safe and healthy working environment for all employees, contractors and third parties. To meet this commitment, the Organisation sets out the following principles:

- **Safety and Health Priority:** Each member of the Organisation has the responsibility to prioritise safety and health in all work decisions and actions.

- **Legal Compliance:** The Organisation is committed to comply with all applicable laws and regulations related to occupational health and safety at all locations.
- **Risk identification and management:** the Organisation is committed to implementing systematic processes to identify, assess and manage occupational risks by actively working to eliminate or reduce hazards and to provide the necessary training to ensure that all employees are aware of the risks associated with their job functions.
- **Active participation of employees:** the Organisation encourages the active participation of employees in the identification of risks, the development of policies and the implementation of preventive measures.
- **Continuous education and training:** The Organisation provides continuous education and training to ensure that all workers are adequately informed about best occupational health and safety practices. This includes initial information for new hires and regular updates for existing staff.
- **Preventive action:** the Organisation takes proactive measures to prevent occupational injuries and illnesses. This includes the implementation of appropriate controls and security measures.
- **Accountability:** Leaders and supervisors of the Organisation will be responsible for fostering a culture of occupational safety and health in their teams. This includes regular communication, consistent application of policies and active participation in promoting a safe working environment.
- **Transparent communication:** The Organisation encourages open and transparent communication on occupational safety and health issues.
- **Continuous improvement:** the Organisation is committed to continuous improvement of all occupational health and safety standards. Policies and procedures are regularly reviewed to reflect industry best practice and technological developments.

6.20. Protecting the Environment

The Organisation is firmly committed to carrying out its activities in a sustainable manner, minimising negative environmental impacts and giving absolute priority to preventive rather than corrective actions.

In this respect, the Organisation's modus operandi will be articulated under the criteria of:

- Firm commitment to comply with environmental legislation and regulations.
- Rational and efficient use of natural resources.
- Minimal environmental impact.
- Respect for biodiversity.
- Prevention of harmful or polluting activities.
- Protection of ecosystems.
- Combating climate change.
- Preservation of socio-cultural, historical, archaeological and architectural heritage.

7. TRAINING, EDUCATION AND RAISING AWARENESS

The contents of this Code of Ethics will be included in the training plans carried out within the Organisation.

The purpose of these actions is to train, educate and raise awareness among professionals, with the aim of promoting an internal culture of respect for the law and the internal regulations of the Organisation.

Ultimately, this will have a very positive impact on the internal functioning of the Organisation itself, on the correct development of processes, on improving competitiveness, on increasing transparency and, especially, on maintaining, consolidating and strengthening the corporate image, brand and reputation, ensuring the trust of professionals, suppliers, clients and other stakeholders.

In addition to the aforementioned training activities, the Organisation may undertake other training, education and awareness-raising actions, such as publications on the website or intranet, issuing internal communications and posting on the notice board, etc.

8. DUE DILIGENCE RELATING TO NEW HIRES

In application of this Code of Ethics, the Organisation undertakes to inform new staff of its existence, its content and the obligation to comply with it.

9. REPORTING CONCERNS AND INFRACTIONS

The Organisation's professionals must communicate through the Ethics Channel (<https://centinela.lefebvre.es/public/concept/1783828?access=9w4nX/TuO7zVcbxexNFdoXjcdfWOp/BK+iJVMc69kd0=>) any violation, infringement or non-compliance with this Code of Ethics, which will give rise to the opening of an internal investigation file.

They may also raise any doubts or concerns that may arise in relation to the application or content of this Code of Ethics.

The Organisation strictly prohibits any form of retaliation, discrimination or other unfair treatment against those who submit reports in good faith.

10. APPROVAL

This policy is approved by the Board of Directors of **DIGGIA SOLUTIONS S.L.** (parent company **GRUPO DIGGIA**).

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11. COMMUNICATION AND DISSEMINATION

Without prejudice to what has been established above for newly hired professionals, this standard will be communicated and disseminated annually to the Organisation's professionals, electronically or physically (email, issuing internal communication, posting on the notice board, publication on the intranet, etc.).

12. ENTRY INTO FORCE AND VALIDITY

This regulation comes into force and is in force from the day following that of its communication and dissemination to the Professionals of the Organisation, in accordance with the provisions of the previous section.

13. CONSEQUENCES OF BREACHING THE CODE OF ETHICS

The violation, infraction or breach of the rules contained in this Code of Ethics will entitle the Organisation to adopt the disciplinary measures applicable to its professionals, in accordance with the internal disciplinary system and, in all cases, in accordance with the Workers' Statute, the Collective Bargaining Agreement and any other applicable employment provisions.

Similarly, in relation to suppliers, contractors, collaborators, business partners and other third parties, the Organisation may terminate existing relationships, agreements or contracts, commercial or otherwise.

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14. VERSION CONTROL

VERSION	DATE	DESCRIPTION OF CHANGE
V. 01	05/03/2024	Issuing of document

ANNEX I. RECEIPT AND ACCEPTANCE OF THE CODE OF ETHICS

In _____, _____ on _____ of _____

I, _____, with National Identification No.0 _____, with the signing of this document DO HEREBY DECLARE:

- That the Organisation has provided me with the Code of Ethics, through the following channel of communication: _____.
- That I undertake to comply with, and act at all times in accordance with, the principles, values and rules of conduct set out in this Code of Ethics, adhering to them and am aware of the responsibilities, legal consequences and applicable disciplinary regime that may arise from any non-compliance herewith.

Signed: