

CODE OF ETHICAL CONDUCT

FAIR TRADE PRACTICES

- All activities are conducted in an ethical, honest and responsible way.
- Pomceg Electronics respects national and international laws and conventions, integrating its value chain in this commitment.
- We are present on the markets in a fair and transparent way, respecting the legislation in force in each country where we are present.
- We reject all forms of corruption, fraud, bribery, money laundering and anti-competitive practices.

ENVIRONMENT

- All activities are carried out in the most environmentally friendly way, promoting the sustainable management of natural resources.
- The people who work are aware of their responsibilities in terms of environmental protection, particularly through:
 - The application of reuse, reduction and recycling practices in the different stages of the production process.
 - Controlling energy consumption.

LABOUR PRACTICES AND HUMAN RIGHTS

- The company promotes and maintains a culture of respect and equal opportunity.
 - No employee will be discriminated on the basis of gender, religion, race, ethnic origin or nationality, culture, social group, disability or illness, sexual orientation, marital status, age or political opinion.
 - The company:
 - Does not tolerate forced labour or harassment at work.
 - Provides its workers with fair economic compensation, in accordance with applicable legislation.
 - Does not hire people below the legally recognised minimum age.
 - Recognises the right of its workers to free association and collective bargaining.
 - In accordance with the Organic Law on Data Protection, the information and personal data of its workers will only be used for professional purposes.
-

-
- Weekly working hours and overtime do not exceed the established legal limit. Overtime is voluntary and paid in accordance with the law.

PROMOTE HEALTH AND SAFETY IN THE WORKPLACE

- The company is strongly committed to personal safety and ensures that all employees perform their duties in safe and healthy environments.
- The company goes beyond compliance with applicable legislation on occupational risk prevention and contributes to improving the health of its employees by promoting healthy lifestyles.

CONFIDENTIALITY OF INFORMATION AND PROTECTION OF INTELLECTUAL AND INDUSTRIAL PROPERTY

- The company is committed to respecting the intellectual and industrial property rights of its customers and to protect the information and knowledge acquired, by ensuring its confidentiality through signed non-disclosure agreements.
- Under no circumstances we duplicate, reproduce or make inappropriate use of information that is not the property of the company.

CUSTOMER RELATIONS

- Les contrats et les communications avec nos clients sont clairs, conformément à la réglementation en vigueur, sans recourir à des pratiques frauduleuses ou, d'une quelconque autre manière, incorrectes.
 - La fourniture à ses clients des informations précises et opportunes sur tout aspects pertinent liés à ses produits.
 - The company is committed to maintaining the highest standards to ensure customer satisfaction.
 - Relations with its customers are based on respect and honesty:
 - Competition in the market is fair and we do not tolerate misleading, fraudulent, malicious or confusing behavior under any circumstances.
 - Rejecting the improper communication of information to competitors' customers or the violation of confidentiality enjoyed by its rightful owners.
 - Contracts and communications with our customers are clear, in accordance with applicable regulations, without resorting to fraudulent or otherwise practices, improper.
 - Supplying accurate and timely information to its customers on all relevant aspects related to its products.
-