



3. General principles

The ethical code is a compromise. It is defined as an ethical compromise which include principles and basic standard for the proper development of relations between DECCOSA and its principal interest group.

The Code is based on these principles:

- Every DECCOSA operation will be performed under an ethical and responsible umbrella.
- Compliance with the current legislation will be applied in this code.
- The behavior of DECCOSA employees will conform to this Code of Conduct and Responsible Practices.
- All persons, who maintain, directly or indirectly, any labor, economic, social and/or industrial relationship with DECCOSA will be treated fairly and with dignity.
- Activities of DECCOSA will be carried out in the most respectful manner with the environment, assuring management of natural resources.

Employees

- DECCOSA does not employ anyone under 16 years of age.
- Nobody in DECCOSA will be discriminated because of race, physical disability, illness, religion, sexual orientation, political opinion, age, nationality or gender.
- DECCOSA bans every type of abuse, as well as any other conduct that compromise a good work atmosphere.
- DECCOSA employees have the right to organize in trade unions and collective bargaining.
- Weekly working hours and overtime hours shall not exceed those established by law.
- The salary of DECCOSA employees will always respect the collective agreements.
- Every DECCOSA employee carries out their work in safe and healthy places.

Customers

DECCOSA is committed to offering all its customers a high standard of excellence, quality, health and security in all their products, always with clear and transparent communication. These products will be manufactured in an ethical and responsible way.