



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 DERCOSA and its principal interest groups.

The Code is based on these principles:

- Every DERCOSA operation will be performed under an ethical and responsible umbrella.
- Compliance with the current legislation will be applied in this code.
- The behavior of DERCOSA 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 DERCOSA will be treated fairly and with dignity.
- All activities of DERCOSA will be carried out in the most respectful manner with the environment, assuring management of natural resources.

Employees

- DERCOSA does not employ anyone under 16 years of age.
- Nobody in DERCOSA will be discriminated because of race, physical disability, illness, religion, sexual orientation, political opinion age, nationality or gender.
- DERCOSA bans every type of abuse, as well as any other conduct that compromise a good work atmosphere.
- DERCOSA 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 DERCOSA employees will always respect the collective agreements.
- Every DERCOSA employee carries out their work in safe and healthy places.

Customers

DERCOSA 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.