



ETHICAL CODE

EUROPA MUNDO VACACIONES



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1. PRESENTATION

Our code of ethics is presented with the aim of determining the principles and criteria that should govern the behavior and actions of each of the workers, female workers, managers and directors of Europamundo Vacaciones, (here in after as **EMV**) and inform all our interest groups, collaborators, employees, suppliers, customers, shareholders, administrations, public and private institutions and society in general about our performance in the economic, social and environmental areas, disclosing the most relevant aspects.

2. INTRODUCTION

The ethical code intends to make EMV employees aware of the relevance of ethical aspects in the company's life and present the capacity of this code for professional improvement and quality in the management of our company.

In addition, with the preparation of this code, we intend to reflect on our work in the field of social responsibility and to serve as a guide to allow us to monitor the degree of compliance with our objectives of continuous improvement, showing our evolution, but also our weaknesses in the economic, social and environmental aspects.

3. BENCHMARK OF UNIVERSAL INITIATIVES

The specific benchmark for Europamundo Vacaciones is the **World Code of Ethics for Tourism** approved in 1999 by the Assembly of the World Tourism Organization (WTO) of the United Nations, which affirms the right to tourism and the freedom of tourist movement, expressing the desire to promote a world order of equitable, responsible and sustainable tourism, for the mutual benefit of all sectors of society and in an environment of an open and liberated international economy, solemnly proclaiming to this end the 10 principles of the World Code of Ethics for the Tourism.



<https://www.unwto.org/>

Since 2012, EMV has been a **member of the World Tourism Organization and is one of the 16 international partners of the ST-EP Program** of the World Tourism Organization, a program to reduce poverty through the implementation of responsible and sustainable tourism projects.

<https://www.unwto.org/archive/global/publication/unwto-st-ep-programme>

Furthermore, in 2014, **Europamundo Vacaciones joined the United Nations World Compact** or Global Compact and its ten principles on human rights, labor,

environment and anti-corruption that enjoy universal consensus and are derived from: Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development and the United Nations Convention against Corruption.

<https://unglobalcompact.org/what-is-gc/mission/principles>



<https://unglobalcompact.org/>

Since June 2014, Europamundo Vacaciones has been a reference for the **JTB Group's code of conduct**, philosophy and commitments, and the **JTB Group's Environmental Declaration** as a benchmark.

https://www.itbcorp.jp/en/company/about_itb/group_code/index.asp



Perfect moments, always

Since November 2014, Europamundo Vacaciones has had a **Manual of Good Practices** that covers the ethical aspects of the organization's life and its direct and close relationship with interest groups, the environment and the organization's internal relations.

https://www.cloud-europamundo.com/files/2021_07/GOOD_PRACTICES_MANUAL_OF_EUROPA_MUNDO_VACACIONES.pdf

Since 2015 we have been a member of the World Travel & Tourism Council (WTTC) which represents the travel and tourism sector worldwide.



<https://sp.wttc.org/about>

4. GENERAL PRINCIPLES

The general principles contained in this Code of Ethics define us as a company and must guide all our actions.

- Respect
- Transparency
- Professionalism
- Confidentiality
- Social Responsibility
- Dialogue and Interculturality
- Diversity and inclusion
- Gender equality

Respect.

EMV respects the local cultures, typical of each community and country in which it operates or countries of origin of passengers, adopting a committed attitude seeking to contribute to the socioeconomic development of these places and knowledge of their cultures.

EMV considers respect for people and their dignity as a fundamental value, fully subscribing to the declarations and agreements that are described in the performance criteria of action (point a).

EMV is committed to sustainability, while preserving the environment, adopting procedures to reduce the environmental impact of its activities.

Transparency.

Transparency is a fundamental principle for customers, shareholders, suppliers and society in general, creating a climate of trust in EMV's business activity.

EMV is committed to providing its customers with complete and accurate information for the performance of its activities, providing to shareholders with relevant financial and corporate information and hiring suppliers under a free competition regime.

In 2016 it has signed the European Commission transparency register.

https://ec.europa.eu/info/about-european-commission/service-standards-and-principles/transparency/transparency-register_es

Professionalism.

Excellence is one of EMV's core values, placing customer, supplier and employee satisfaction at the centre of our professional performance.

EMV's action with interest groups in general and with workers is one of honesty and professional responsibility, creating values for the environment in which it operates and its customers.

EMV values the ability and contribution of each employee and the values and principles that motivate them.

Confidentiality.

EMV has the obligation to protect the personal and private information of each of the interest groups, with special relevance for customers, employees, shareholders and suppliers.

The personal information requested must be adequate and relevant for the required purpose.

The information received should be safeguarded and only used for the purpose for which it was transmitted, respecting the rights of access, rectification, cancellation and opposition and all in accordance with the regulations in force in this matter and the internal regulations on treatment and confidentiality of personal data.

Social Responsibility.

In developing of our activity, we must take into account not only the economic benefit, but also the social and environmental ones.

EMV, through its Foundation, is a partner of the ST-EP program of the World Tourism Organization, acquiring a commitment to finance poverty reduction projects through sustainable and responsible tourism, promoting dialogue and interculturality.

Dialogue and interculturality.

For EMV, dialogue and sociocultural authenticity in the communities in which it operates and in the communities of origin of passengers is a basic principle, and therefore it will value in a very positive way all the experiences, activities and projects carried out by Europa Mundo Vacaciones and the Europamundo Foundation to bring the dialogue, their cultures, their customs, their uses closer to all interest groups and especially to all EMV staff, guides and direct workers, with the objective of creating a more tolerant, diverse and sustainable world.

Diversity and inclusion.

EMV has been a diverse company since its inception due to the number of nationalities of its staff, 35, the number of countries of its passengers, 133, the

nationalities of our tour operators, 63, the destinations in our circuits, 82 countries, and the integration of groups such as people with functional diversity. In addition, we are part of a DIVEM program on cultural diversity, of the NGO Accem.

At EMV, in our hiring processes, we promote the inclusion of people with functional diversity, as it is a safe bet to normalize and contribute to the creation of a fairer and more humane society for all. In compliance with the General Law on the Rights of Persons with Disabilities and their Social Inclusion.

Gender equality.

EMV is committed to the principle of equal treatment and opportunities between women and men, applicable in the field of private employment and has therefore drafted the third Equality Plan 2023-2027, which is a faithful reflection of the Spanish State's equality regulations and the publication of Royal Decree 901/2020, of October 13, which regulates equality plans and their registration, as well as Royal Decree 902/2020, of October 13, on equal pay for women and men.

This plan will guarantee, under the terms provided for in the applicable regulations, equal treatment and opportunities in access to employment, professional training, professional promotion, working conditions, including remuneration and dismissal.

A difference of treatment based on a characteristic related to sex shall not constitute discrimination in access to employment, including the necessary training, where, by reason of the nature of the particular occupational activities or the context in which they are carried out, such a characteristic constitutes a genuine and determining occupational requirement, provided that the objective is legitimate, and the requirement is proportionate.

5. ACTION CRITERIA

The code of conduct establishes the following performance criteria of action, in order to respond to expectations and establish the commitments that EMV has with each of the interest groups.

a) Respect for legality, human rights and ethical values.

EMV is committed to always acting in accordance with current legislations, international ethical standards and respect for human rights.

EMV's activities are carried out in accordance with the World Tourism Organization Code of Ethics, the principles of the United Nations Global Compact, the Universal Declaration of Human Rights, the Declaration of the International Labour Organization and the Declaration of the Rights of the Child of UNICEF and the United Nations Convention on the Rights of the Child.

All EMV employees and interest groups must comply with the actual legislations in the countries where they carry out their activity, with ethical behavior in their actions.

b) Respect for people.

People's rights are inviolable, therefore EMV rejects any action contrary to people's rights, such as physical, psychological or moral harassment, abuse of authority, intimidation and offense.

EMV guarantees a pleasant, healthy and safe work environment, promoting cordial relations between all employees, workers, and superiors.

All EMV staff are obligated to deal fairly and respectfully with all their co-workers, subordinates and superiors.

The relationships of interest groups and especially EMV workers and collaborating companies are based on professionalism, respect and mutual collaboration.

For EMV, personal development is of utmost importance and will facilitate the search for a balance between personal and professional life.

EMV is a company with a workforce made up mainly of women, specifically 60% of female employees.

Given this composition, EMV attaches great importance to diversity and multiculturalism; it is a reflection of the globalized world and provides the organization with specific characteristics, which undoubtedly enrich the work environment but which, due to their casuistry, require a specific approach.

This cultural diversity within the company implies different customs, visions and perspectives. There is mutual understanding, collaboration and continuous learning, serving as a bridge between people who may initially seem distant from each other.

For all these reasons, an environment free of all forms of discrimination and harassment must be maintained; diversity is not an obstacle, but must constitute a value enhancement, a statement of intent and a pillar that extends beyond nationality to other areas such as religion, race, functional diversity, gender or sexual orientation.

Since 2017, it has had a Workplace Harassment and Mediation Protocol, with a Committee that oversees it:

https://www.europamundo.com/eng/csr_mediation.aspx

c) Equal opportunities and professional development.

EMV will seek the professional development of all its employees and equal opportunities without differentiation of gender, ethnicity, creed and sexual orientation.

The selection and promotion of EMV workers is based on clear, objective and transparent criteria.

EMV employees are informed of the vacancies available, for their internal coverage or usual means.

All employees will be able to actively participate in the training that EMV makes available to them annually, committing themselves to their use.

Managers and directors must exercise guardianship facilitating the professional development of their collaborators and employees.

Since February 2023, the third Equality Plan 2023-2027 has been carried out, which is a faithful reflection of the Spanish State's equality regulations and the publication of Royal Decree 901/2020, of October 13, which regulates equality plans and their registration, as well as Royal Decree 902/2020, of October 13, on equal pay for women and men.

In 2020 EMV joined the Target Gender Equality program of the United Nations Global Compact, with the purpose of assessing the level of gender equality in the organization and establishing objectives and policies to boost female leadership and inclusion in Europamundo.

https://www.europamundo.com/eng/csr_equality.aspx

d) Safety and health at work.

EMV adopts the necessary health, safety and prevention measures established in Spanish legislation.

EMV strives to apply the necessary occupational health and safety policies by the collaborating companies and suppliers with which it collaborates.

All EMV personnel must know the health and safety standards at work and ensure their own safety, that of their colleagues, customers, suppliers, employees and all those affected by their activities.

EMV will provide the necessary knowledge through training workshops and resources so that the company's activities are carried out in a healthy and safe environment.

e) Corporate image and reputation.

EMV considers that social responsibility is a differentiating and fundamental element that contributes to its corporate image and reputation and the perception of the company.

EMV considers corporate image and reputation to be one of the main components of the company and, at the same time, important to guarantee and reinforce the trust of stakeholders.

All workers must pay attention to the company's image and reputation in all their professional actions.

Likewise, they will ensure the correct and proper use of the image and reputation of the company and its employees, suppliers and service providers.

Workers must have proper authorization from the EMV and be especially careful in public interventions, media, conferences, seminars, and any other act in which they intervene and represent the company.

EMV will respect and not intervene in the political or religious processes of the countries and communities where it carries out its activities.

f) Loyalty to the company.

For EMV, loyalty is a relationship based on common interests.

EMV workers may not enter into unfair conflict or confrontation with their responsibilities at the company while conducting their own business or financial activities.

EMV personnel must inform the Human Resources department if they participate in other companies that conflict with EMV's interests.

All EMV members must, at all times, act with loyalty in the performance of their responsibilities, regardless of the degree or importance, avoiding situations that could generate conflicts of interest between personal and professional issues.

g) Customer relations.

Excellence and satisfaction are EMV's maxims, and its commitment is to promote the necessary policies so that all EMV members and interest groups take the necessary actions to achieve them.

All EMV components have established their relationships with clients on the basis of trust and mutual respect, seeking the highest levels of excellence in the provision of our services. It is a special consideration among all EMV staff, especially the guides and drivers who deal directly with passengers, their adaptability, correct treatment and respect and knowledge of the different cultures.

In a relationship of trust, it is established that all information and advice that clients receive will always be adequate, in its broadest terms, making inadequate information or advice that may be misleading which would be contrary to the values and principles of EMV.

EMV and its workers must ensure compliance with the agreements in the provision of services to customers.

h) Relationships with collaborating companies and suppliers.

The collaborating companies and suppliers are an important and essential part of achieving the goals of improving excellence in the services provided by EMV. For this, relationships based on trust, collaboration, benefit and mutual learning will be established.

EMV is committed to social responsibility by requesting practices or performance criteria according to the interest groups included in this code of ethics.

All EMV members, when making proposals for the selection of suppliers or collaborating companies, must be guided by honesty, cost and quality, acting with objectivity and impartiality.

If suppliers and collaborating companies detect unfair treatment by any member of EMV or are not in accordance with the principles and values of this code of ethics, they can be referred confidentially, in good faith, to the Compliance Committee of the Code of Ethics without applying any type of sanction and retaliation.

All stakeholders and EMV itself must establish agreements to meet certain minimum standards of ethics, social and environmental responsibility. A Code of Conduct for suppliers and contractors is attached as Annex 1, with the aim of disseminating and promoting responsible values and behavior in the work and professional activity of supplier companies in their different areas of activity.

The code of conduct for suppliers formalizes the minimum ethical, social, environmental and legal requirements that all suppliers must accept and comply with, assuming the commitment to extend it to their own supply chain.

i) Relations with shareholders.

We work diligently with our shareholders as they share our principles, values, criteria and EMV's business vision.

We seek the creation of added value in the daily work, a relationship of respect and mutual benefit.

EMV will ensure that there are no malpractices that go against the company's principles, performance criteria and Code of Ethics.

j) Commitment of Directors.

EMV directors must be a model of example, responsibility and objectivity for all members of their team and the company, especially when faced with moments or situations that require special attention.

They must carry out their professional practice in an ethical and responsible way, always maintaining an attitude of respect towards workers, not taking actions that are contrary to people's rights such as physical, psychological or moral harassment, abuse of authority, intimidation and offense.

They never give instructions contrary to the law, the EMV code of ethics, and its Manual of Good Practices, or internal regulations, being an example of the principles and criteria of action of the Code of Ethics, as well as the commitments assumed.

All EMV managers and directors must have an open path for dialogue, communication and easy access to the EMV team at all times.

EMV's managers and directors must certify that all their collaborators and employees are aware of the principles and performance criteria of this Code of Ethics.

k) Respect for the environment.

Environmental sustainability is essential in EMV's actions and for this there is a set of measures that aim to adapt business activity to the preservation of the environment.

https://www.europamundo.com/eng/csr_docs_environmental.aspx

All EMV personnel, regardless of the type of contract, hierarchical level or any other condition, must accept the measures of respect and sustainability, adopting

behaviors and habits in accordance with the good environmental practices promoted by the company.

It is necessary and important that everyone at EMV minimizes the impact of the activity on environmental sustainability, using the facilities and work equipment efficiently and being aware of the impact on the environment, promoting energy savings.

Since 2015 EMV performs a CO2e Emissions Report and offsets all its emissions through GHG emission reduction projects under official standards with improvements in the local economy and job creation in the places where the project is based.

In 2021 EMV has joined two initiatives:

- The Global Tourism Plastics Initiative (GTPI) to work on solutions that address the root causes of plastic waste and pollution. As signatories to this initiative we must lead by example and raise awareness of the need for action by the tourism sector and its role as an agent of change.



- Glasgow Declaration on Climate Action in Tourism. This is an urgent global call for commitment to a decade of climate action in tourism by the World Tourism Organization (UNWTO), the United Nations Environment Programme (UNEP) and One Planet Network. Signatories commit to act and accelerate climate action to reduce global emissions from tourism by at least half in the next decade and reach zero as soon as possible before 2050.



I) Child labor.

EMV and its stakeholders must ensure the immediate elimination of illegal activities and/or activities that may endanger the safety, health and morals of children in accordance with article no. 3 of ILO Convention No. 182.

Dangerous work endangers the physical, mental or moral development of the child, either by its nature or by the conditions in which it is carried out.

Given the concern that exists about the continued practice of sex tourism and because children are especially vulnerable to it, EMV is committed to this cause and follows the principles enshrined in UNICEF, especially contained in the Convention on the Rights of the Child, in Optional Protocol against exploitation, pornography, sex tourism and other forms of sexual abuse with minors.

In 2016 Europamundo signed the State Pact for Children of the Spanish Committee of UNICEF.

I) Compliance with regulations.

This Code of Ethics sets out the main values that should guide EMV's behavior, including transparency, honesty and strict compliance with current legislation.

The Code of Conduct also links the Code of Conduct of the JTB Group to the fight against corruption, bribery, kickbacks, influence peddling and money laundering, enshrining as general principles the obligation assumed by EMV to eradicate any form of corruption and the absolute prohibition of any practice of corruption and bribery. These principles are accompanied by specific rules of conduct aimed at ensuring compliance with these principles.

<https://www.jtbcorp.jp/en/sustainability/governance/>

https://www.europamundo.com/eng/csr_compliance.aspx

The company's stated principles are:

- We are all EMV, and, therefore, each of us is the company's main asset.
- We do our work efficiently, responsibly and quickly, adapting to changes.
- We seek personal satisfaction and that of our customers.
- Our behaviour and our image must reflect the seriousness and professionalism of our team.

EMV's Code of Ethics sets the behavioural guidelines for the activities of the organization's management, regulating, among other issues, conflicts of interest. It also reiterates the existing commitment to respect ethical principles vis-à-vis third parties linked to the company, such as the Public Administration, the community, shareholders and other investors; principles that constitute mandatory criteria for the interpretation and application of this Code, as well as the vision, mission, corporate philosophy and strategic objectives.

Europamundo's code of business ethics is the core that identifies the standard of conduct to be observed in all its business activities. It is a standard of conduct that is normally more demanding than that defined by the legislation applicable in the different countries in which the Company operates. It involves the articulation of a set of principles/values in business behavior, as well as in the conduct of EMV's managers and employees. The code of business conduct is also a written reflection of the Company's public commitment to these principles/values.

6. COMPLIANCE WITH THE ETHICAL CODE

1. All workers, managers and directors of EMV must know and accept the principles and criteria of operation of this Code of Ethics and ensure compliance with its requirements.
2. EMV will not apply or allow any type of sanction or retaliation for any complaint or information made in good faith in relation to violations of this Code of Ethics.
3. Internal communications about possible violations of the Code of Ethics or questions that may arise from its interpretation or application will be forwarded to the Compliance Committee of the Code of Ethics, created for this purpose, which will receive, study and resolve them, safeguarding the confidentiality of the sender.

The Compliance Committee for the Manual of Good Practices and Code of Ethics, hereinafter the CoC, will inform the Board of Directors or, if applicable, the General Management on its composition and functions.

The rules governing the Best Practices Committee and its functions, as well as its members, can be found at the following link:

https://www.europamundo.com/eng/csr_comittee.aspx

The internal communication channel for possible non-compliances and whistleblowing channel for Europamundo's Stakeholders can be made through:

- **E-mail:** canaldedenuncias@europamundo.com
- **Telephone:** 673463531 (Pedro Damián Cano Borrego as Compliance Officer).
- **Physical mailbox of the Complaints Channel:** Located in the dining room.
- **Mailing Address:**
EUROPA MUNDO VACACIONES S.L.U.
Att. Complaints Channel
C/ GARCIA DE PAREDES, 55
28010 – MADRID

Our parent company JTB Corporate has an additional contact for commenting, reporting or whistleblowing, regardless of whether this is done with the EMV Working Group.

Contact Details Compliance Officer / Whistleblowing Hotline

Compliance Officer

Elias-Canetti-Strasse 2

8050 Zürich

Switzerland

E-mail: compliance-officer@jtb-europe.com

Telephone (direct): +41 (44) 325 20 90

Telephone (mobile): +41 (79) 834 27 6

4. EMV, through its CoC and informing the General Management, will determine the procedure for monitoring and updating the Code of Ethics, as well as for its improvement or modification.

5. The CoC will include in its annual report to the Board of Directors or the General Management a reference to the value of monitoring and acceptance of the Manual during the financial year.

ANNEX 1: CODE OF CONDUCT FOR SUPPLIERS

Objective

The objective of this code of conduct for suppliers is to disseminate and promote Europamundo's values in its supply chain and that supplier companies act in accordance with them. Europamundo will ensure the continued application of these principles by suppliers through various measures. Europamundo also seeks to promote respect for human rights and the contribution to the 2030 Agenda for Sustainable Development through its value chain.

Business principles

Europamundo's values of conduct, which are intended to be extended to suppliers and contractors in order to strengthen stable, ethical and sustainable business relationships, are as follows:

1. Compliance with the law
2. Protection of information
3. Integrity and transparency in performance
4. Respect for people and human rights
5. Protection of the environment

Compliance with the law

Europamundo expects its suppliers and contractors to always comply with the laws applicable in the countries in which they operate, also in their dealings with authorities and public representatives. Furthermore, Europamundo expects from its suppliers a clear commitment against money laundering and the prosecution of related actions.

Protection of information

Europamundo expects its suppliers and contractors to undertake not to disclose and to protect confidential information to which they may have access as a result of the business relationship, particularly personal data.

Integrity and transparency in performance

Europamundo expects its suppliers and contractors to act with transparency in the development of the business relationship and not to carry out any practice of corruption or bribery in their activities, in any form.

Respect for people and human rights

Europamundo expects from its suppliers and contractors a general commitment to respect internationally recognized human rights.

Europamundo expects its suppliers and contractors to undertake to provide their employees with decent working conditions and guarantees of occupational health and safety.

Europamundo expects its suppliers and contractors to ensure non-discriminatory treatment of their employees regardless of gender, race, religion, age, sexual orientation, origin, marital status, social status, pregnancy status, degree of disability and other legally protected circumstances.

Environmental protection

Europamundo expects its suppliers and contractors to respect and care for the environment, always acting in accordance with environmental protection laws and regulations.

These principles apply to all Europamundo suppliers and contractors. Europamundo reserves the right to terminate the contractual relationship with suppliers and contractors who fail to comply with the principles set out in this document.

And the minimum requirements that our suppliers must accept are as follows:

IMPLEMENTATION OF THE TEN PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT

In adhering to the Ten Principles, suppliers are expected to pay particular attention to the following issues by implementing policies and processes appropriate to the size and circumstances of each supplier:

HUMAN RIGHTS AND LABOR STANDARDS.

All suppliers shall respect the principles of the Universal Declaration of Human Rights and the conventions that develop it, as well as the recommendations of the International Labor Organization with respect to the rights of workers in the performance of their activities. In particular, the supplier shall promote and respect, among others, the following principles:

- Take reasonable measures and make good faith efforts to avoid human rights abuses or illegalities related to human rights.

- Integrate equal opportunity and non-discrimination criteria, making selection, promotion, access to training and any other people management practice based on professional merit and objective assessments.
- Not allowing any type of discrimination associated with ethnic or cultural origin, sex, gender identity, sexual choice, disability, nationality, religion, age, social origin or ideology, among others.
- Prohibit the use of child labor, complying with all international, national and local laws, regulations and declarations regarding the minimum working age. Prohibit forced labor or labor under any type of coercion.
- Respect freedom of association and the right to collective bargaining.
- Provide safe and hygienic working conditions and comply with applicable occupational risk prevention regulations.
- Pay decent wages with respect to the legally established minimum wages.
- Not to allow excessive working hours and to promote work-life balance.
- Not to subject its employees to any type of physical or verbal abuse or any other form of intimidation.
- Prevent harsh or inhumane treatment in employment practices.
- Comply with the provisions of Regulation (EU) 679/16 on the Protection of Personal Data or any other current legislation on data protection that is applicable to the place where it operates.

ENVIRONMENT

- Minimize the use of substances hazardous to health and the environment; manage hazardous waste responsibly.
- Use materials and resources efficiently; give preference to reusable, recycled and recyclable materials.
- Obtain materials from sustainable and local sources whenever possible.
- Use energy efficiently and minimize harmful emissions.

ANTI-CORRUPTION

- Promote transparency in the development of its activity.
- Not to participate in any form of corruption, including extortion and bribery.
- To be up to date with the payment of the different taxes established by law.
- Comply with auditing and accounting obligations in accordance with applicable legislation.

- Comply with legislation on the prevention of money laundering.
- To implement control measures for the prevention of crimes within the entity.
- To respect the principles of confidentiality regarding the information to which they have access as a consequence of their relationship with REPM in the performance of their professional activity.

COMPLY WITH APPLICABLE LEGISLATION

Europamundo's supplier must comply with the applicable legislation of the countries in which it operates, avoiding any conduct that, even without violating the law, could damage Europamundo's reputation and produce adverse consequences for the company or its environment. When faced with conflicting requirements, the supplier must seek alternatives that allow it to respect international human rights.

BY ACCEPTING THE CODE OF CONDUCT FOR SUPPLIERS, EACH SUPPLIER UNDERTAKES TO:

- Respect this code, while maintaining their status as a supplier of Europamundo.
- Communicate to Europamundo any information they consider relevant in relation to the requirements established in this code of ethics.