

ETHICS, CONDUCT AND SUSTAINABILITY POLICY

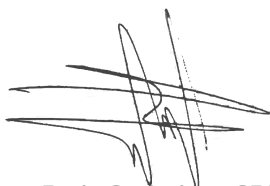
Ethical conduct, as a guarantee of our sustainability, is a fundamental value in the development of our work, it is a factor that generates trust which represents a true seal of distinction for our customers and other stakeholders.

Ethical behaviour is based on the principles and commitments reflected on our quality policy. Therefore, being aware of them must be a priority for everyone, as it is for Ecler, to ensure compliance.

Ecler's senior management encourages us to continue working in accordance with these guidelines on ethical behaviour, placing special emphasis on the following:

- DO NOT ALLOW actions, such as harassment for whatever reason (sexual, social, work or gender-based).
- AVOID engaging in verbal or non-verbal conduct, through actions or omissions, that may be contrary to equality of gender, race, or beliefs, contrary to free sexual orientation, to the full integration and inclusion of disability.
- BE careful with the duties of confidentiality, use of privileged information.
- DO NOT ALLOW conflicts of interests. A conflict of interest means a RISK OF CORRUPTION that could become an act of corruption.
- We will NOT accept any gifts, invitations, trips, meals or financial compensation.
- DISSEMINATE, protect and promote the fundamental right to privacy among customers and stakeholders.
- AVOID incurring in an unjustified manner in an action that generates favourable treatment of third parties.
- OFFER guarantees of equal of treatment and non-discrimination.
- AVOID taking up decisions and actions on the part of stakeholders.
- REJECT any form of corruption or bribe.
- COMPLY with and observe health and safety regulations.
- PROMOTE WORK RELATIONSHIPS based on mutual trust and respect, a positive work environment, support inclusion and ensure equal treatment and opportunities for men and women.
- REJECT any form of discrimination based on birth, racial or ethnic origin, gender, sexual orientation, religion or convictions, opinion, ideology, functional diversity, age or any other personal or social status or circumstance.
- PROMOTE the professional development of your employees, while promoting continuous training.
- DO NOT allow child labour.
- CONTRIBUTE TO RESPECTING and preserving the environment.
- **As well as all the points expressed in the Ecler Quality Policy.**

We admit that these values are shared within the organisations of **Ecler S.**



Enric Casimiro - CEO
Ecler ProAudio, S.L.