

IRONTECH GROUP CORPORATE CODE OF BEHAVIOR

The IRONTECH GROUP's code of behaviour is the document that contains all the criteria, standards and values formulated and assumed by the members of the IRONTECH GROUP. This code deals with the most substantial and fundamental aspects of this exercise.

ART.1 IN RELATION TO THEIR OWN CONDUCT.

- 1.1- Comply with the contents of this Code of Conduct.
- 1.2- Apply and comply with the established laws and regulations.
- 1.3- Develop and promote actions aimed at minimizing risks (occupational, social or personal), accepting the responsibilities that may arise from them.

ART.2 IN RELATION TO ITS STAFF

- 2.1 Respect of personal dignity and rights. Equal treatment of all workers, protecting them from physical harm as well as from moral damage, providing them with appropriate working conditions. Promoting and facilitating the necessary actions for their recovery.
- 2.2- Promote professional development opportunities for all workers.
- 2.3- Decline any work that is considered harmful for the working and social conditions of the workers, or which implies a loss of their rights and guarantees.

ART.3 IN RELATION TO CUSTOMERS

- 3.1- Attend and/or accept only those jobs for which training is available.
- 3.2- Apply the necessary state-of-the-art techniques to ensure that the client's objectives are met.
- 3.3- Maintain confidentiality of the information exchanged with the client.
- 3.4- Establish with the client, prior to the start of the work, the conditions of the work to be carried out, with the greatest possible rigor.
- 3.5- Decline to commit to work that is considered harmful to the workers.

ART.4 IN RELATION TO THE COMPANY

- 4.1- Carry out work in accordance with the position held, maintaining responsibility before the company.
- 4.2- Defend and promote professional ethics and good practices in the execution of our professional commitments.
- 4.3- Ensure the protection of the environment in all activities involved in our services.
- 4.4- Promote the veracity and transparency of all information related to our sectorial activity that is issued to the media, public institutions, clients and society in general.