

QUELARIS

CODE OF CONDUCT

Enabling the growth of the industry

Quelaris is oriented towards sustainable development and we base business success on mutual trust, responsibility and fair behavior towards our employees, suppliers and customers.

Our values are central to our corporate responsibility. In this way we commit ourselves, to the best of our abilities, to support our employees' health and safety, to protect the environment and fight corruption. Our commitment extends to continually improving in these areas and reinforcing our commitment to maintaining a corporate culture of ethics and responsibility.

ETHICS

To fulfill social responsibilities, we expect our employees to act with ethics and integrity, highlighting the following:

Fair competition: Be consistent with fair competition and operate in accordance with the antitrust legislation of each country.

Business integrity: We do not practice or tolerate any form of corruption, extortion or embezzlement. Bribes or other illegal incentives will not be offered or accepted.

Privacy and Intellectual Property: Protect and make appropriate use of confidential information, making sure to protect the privacy of all employees and business partners, as well as current intellectual property rights.

Identification of matters of concern: Employees have the possibility to confidentially report matters of concern or potentially illegal activities in their work environment, to carry out the pertinent investigation and take corrective action if necessary.

LABOR RIGHTS

At Quelaris we protect the human rights of our employees and treat them with dignity and respect, taking into account the following:

Refraining from child labor: We do not tolerate child labor in line with the labor standards of the International Labor Organization and the principles of the United Nations.

Free choice of employment: We reject all types of forced labor.

Diversity and inclusion: We seek equal treatment and opportunities for all employees and reject any discriminatory treatment based on race, nationality, sex, age, social origin, disability, religious orientation, marital status, sexual orientation, or any other illegitimate criteria according to the current legislation.

Fair treatment: We provide a work environment of dignity and respect. Quelaris assures its staff to work in an environment free from sexual, physical, psychological, or verbal harassment.

Salaries, benefits and working hours: The remuneration of our employees will ensure an adequate standard of living, with benefits and fair, competitive wages that comply with the wage legislation of each country. We are committed to providing salaries on time and the working day will not exceed the maximum allowed by the applicable national legislation. We offer training opportunities according to our capabilities.

Freedom of association: We recognize the fundamental right of our employees to freely associate, join unions, seek representation, be members of works councils, and participate in collective bargaining. Employees acting as workers' representatives will not be disadvantaged.

HEALTH, SAFETY ENVIRONMENT & QUALITY

At Quelaris we make sure to comply with the applicable laws and regulations regarding quality, health protection, safety and environmental protection. This covers the following aspects:

Health, safety, environment and quality regulations: We are committed to obtaining and maintaining all the necessary authorizations, licenses and records in terms of quality and industrial safety, as well as meeting operational and information requirements.

Health and safety at work: We protect our employees against any chemical or physical risk, as well as against the risks derived from any infrastructure used by employees. We carry out the appropriate controls, occupational safety and preventive maintenance procedures, and technical protection measures necessary to mitigate health and safety risks in the workplace.

Emergency Preparedness and Hazard Training: We provide safety information regarding known workplace hazards, providing appropriate training to ensure they are adequately protected.

Preservation of resources and protection of the climate: We seek the use of natural resources such as water and energy in a sensible way. We seek to minimize negative impacts on the environment and climate through practices such as modifying maintenance and facility processes, recycling and reusing materials. Our warehouses have systems to avoid or mitigate accidental leaks and emissions to the environment.

MANAGEMENT SYSTEMS

Management will ensure the implementation of management systems that facilitate compliance with applicable laws and promote continuous improvement in relation to the expectations set in this code of conduct.

The direct and permanent communication of the sustainability criteria, as well as the implementation of mechanisms for the detection, determination and management of risks in all the areas described in this code of conduct are also the responsibility of the company.

