

Manual of Good practice for Suppliers

INTRODUCTION

Our Company aims to be a model of a sustainable, ethical and responsible company that is integrated into society by fostering communication with its stakeholders.

In order to achieve this objective, we make commitments and define policies and management systems that enable us to act in the areas of quality management, environment, occupational risk prevention and corporate social responsibility.

Aware of the importance of the performance of suppliers in our value chain, we want to transfer the basic criteria of behaviour to the suppliers who provide us with products and/or services.

This Handbook is divided into 4 parts:

- Suppliers' actions towards their own staff and contractors.
- Suppliers' actions vis-à-vis our Company.
- Code of conduct of CHASIS LEVANTE, S.A.U. (hereinafter CHASIS) for the knowledge and application of its suppliers.
- Suppliers' environmental performance.

In this sense, we ask for your cooperation in order to achieve responsible management in our organisation. We encourage you to take into account the recommendations and values set out in this Manual if they apply to you.

SUPPLIERS' RELATIONSHIP WITH THEIR STAFF AND CONTRACTORS

Every SOR IBERICA SAU (SOR) supplier has to respect the principles of the Universal Declaration of Human Rights and the conventions implementing it, as well as the recommendations of the International Labour Organisation regarding the rights of workers in the course of their activities. In particular, the supplier has to promote and respect, among others, the following principles:

- Ensure the absence of all forms of child labour.
- Ensure that there is no form of forced or compulsory labour.
- Not subject their staff to any form of physical or verbal abuse or any other form of intimidation.
- Do not allow any kind of discrimination in the workplace associated with race, sex, nationality, religion, age, social origin, ideology, disability or sexual orientation.
- Respect the maximum working hours, as well as the minimum wages established by law and by the agreements to which the supplier is subject.
- To ensure that its personnel carry out their activities in a safe and healthy workplace and in compliance with the applicable legislation on occupational health, safety and hygiene.
- Respect for the right of staff to associate and bargain collectively, without penalty.

In the case of subcontracting by the supplier, the supplier shall be responsible for ensuring that its contractors also carry out their activities in compliance with all the principles set out in this document.

SUPPLIERS' RELATIONSHIP WITH OUR COMPANY

The supplier carries out its activity in compliance with the applicable legislation, as well as with the commitments it acquires as part of the contract with our Company.

The supplier shall conduct its business with integrity, specifically complying with the following principles:

- All products and services supplied by the supplier must meet the safety and quality standards required by applicable law.
- Safety of hazardous products and materials. The supplier shall identify hazardous substances, chemicals and materials and ensure their safe handling, movement, storage, recycling, use and disposal. All applicable laws and regulations related to hazardous substances, chemicals and materials shall be strictly followed. The supplier shall comply with material restrictions and product safety requirements set out in applicable laws and regulations. The supplier shall ensure that employees are aware of and trained in product safety practices.
- Do not offer bribes, illegal payments or any gift to any employee of our Company that could influence favourable treatment or affect the transparency of the company's procedures for the procurement of any type of product and/or service.
- Not to engage in irregular commercial practices, such as price-fixing or other anti-competitive practices.
- Not to disseminate or misuse confidential information in connection with your relationship with our Company for your own benefit.
- Promote anti-corruption vigilance in its field of action to prevent and detect activities such as fraud, money laundering or embezzlement.

SOR CODE OF CONDUCT FOR THE KNOWLEDGE AND APPLICATION OF ITS SUPPLIERS

We want this Code of Conduct to be the tool that guides all SOR suppliers towards an ethical and responsible behavioural model, based on our corporate values:

Respect for legality

SOR is committed to carrying out its activities in accordance with current legislation. All SOR staff must comply with the laws in force and have an ethical behaviour in all their actions. They must avoid any conduct that, although not breaking the law, may damage the reputation of THE REEFER GROUP SPAIN and negatively affect their interests.

Gifts and compensation

Regardless of the social customs and practices of each site, it is the policy of SOR not to offer or receive gifts or compensation for the purpose of persuading or rewarding clients, suppliers or public administrations, which may have a direct influence on the development of the commercial or administrative relationship with these persons or entities. SOR professionals may not accept hospitality, gifts or compensation that influence, or could influence, or could be interpreted as influencing, decision-making. Exceptionally, the giving and acceptance of gifts and presents shall be permitted when the following circumstances are present at the same time:

- Are of irrelevant economic or symbolic value,
- Respond to signs of courtesy or customary business courtesies, and
- Are not prohibited by law or generally accepted business practice.

Protection of SOR assets

SOR assets, facilities or services are to be used only for lawful, proper and authorised purposes. The theft of money, goods or services is expressly prohibited.

SOR equipment, systems, facilities, corporate credit cards and supplies are to be used only for the conduct of the Company's business or for purposes authorised by Management. Liabilities affecting CHASIS assets must not be assumed without proper authorisation.

Environmental protection

All suppliers must be aware of and accept the environmental and waste management standards of CHASIS (explained in point 6. ENVIRONMENT of IMP5.1.- SAFETY INFORMATION AND INSTRUCTIONS MANUAL FOR EXTERNAL COMPANIES OF THE SOR GROUP):

6.1 Waste management

External companies will have to take responsibility for the hazardous waste they generate, such as paints, glues, solvents, putty residues, oils, drilling oils, grease, drums with waste residues and any other product considered as hazardous.

Only non-hazardous waste (small quantities) such as cardboard, wood, scrap metal and general waste, located in different areas of our facilities, may be deposited in the specific containers of the SOR GROUP. To facilitate this task, a series of different containers are available throughout the factory depending on the waste they contain.

6.2 General Environmental Standards

1. It is strictly forbidden to dump any unauthorised solid or liquid waste (solvents, paints, oils, etc.) in the drainage networks of the SOR GROUP installations.
2. The contractor undertakes to minimise the nuisance to the environment (noise generation, dust emissions, odours, etc.) by providing the necessary means to do so.
3. The contractor shall ensure that all areas or facilities used during the performance of the contracted work are left in a clean and tidy condition.
4. It is the responsibility of the contracting company to ensure that all personnel are aware of the rules of action established by the SOR GROUP that affect their activity or service, and under no circumstances may they allege ignorance or lack of knowledge of them.
5. The contracting company is obliged to inform the person in charge of the contracting department of its work of all incidents with environmental repercussions that occur during the course of its work.

And strive to minimise the environmental impact of their activities.

The supplier shall implement and enforce programmes to implement this Code. It shall designate a management representative who shall be responsible for the implementation and enforcement of this Code. The supplier shall make this Code known to all its employees and those who are in any way involved in the CHASIS supply chain.

SUPPLIERS' RELATIONSHIP WITH THE ENVIRONMENT

The supplier shall maintain an ongoing commitment to environmental protection and shall comply with the standards and requirements set out in applicable local and international legislation. It also undertakes to comply with the environmental standards set by SOR including, where appropriate, the measures to reduce and compensate for such impact as may be necessary to implement these standards.

The supplier commits to optimise its consumption of natural resources, including energy and water. The supplier commits to implement and demonstrate positive measures to prevent pollution and minimise the generation of solid waste, wastewater and gas emissions. Prior to discharge or disposal, the supplier commits to define and treat wastewater and solid waste appropriately and in accordance with applicable laws and regulations.

QUERIES, SUGGESTIONS AND COMPLAINTS

If you have any doubts regarding the interpretation of any aspect of the Code of Conduct and/or wish to make any suggestions and/or report cases of misconduct that may violate any of the aspects included in the Code of Conduct, please contact the Social Responsibility Committee by sending an e-mail to canal.denuncias@soriberica.com or through the Whistleblower Channel available on our website <https://soriberica.com/>.

Personal data received will be treated in the strictest confidence and managed in accordance with the requirements of personal data protection legislation and the principles set out in this Code.

SUPPLIER'S ACCEPTANCE

The undersigned confirm that:

- We have received and taken due note of the contents of the SOR Good Supplier Practices Manual;
- We are aware of all relevant laws and regulations in the countries in which our company operates;
- We will inform SOR of any suspected breaches of the Code of Conduct;
- We will comply with the requirements of the SOR Manual of Good Practice for Suppliers, following a development-oriented approach and without modifications or derogations;
- We will inform all our employees/subcontractors about the content of the SOR Code of Conduct and ensure that they also comply with the provisions contained therein.

We hereby authorise SOR or any organisation acting on behalf of SOR to conduct audits with or without prior notice at our facilities and at the business premises of our subcontractors at any time to verify compliance with the contents of the SOR Supplier Best Practices Manual.

Company name _____

Nombre y cargo _____

Signature and Stamp of Supplier _____

Registro empresarial/Identificación legal _____

Fecha y lugar _____

This document must be signed by an authorised representative of the Supplier and forwarded to the requesting SOR purchasing organisation.