



RC6202-I-PRC – BUSINESS CODE OF ETHICS EXECUTIVE SUMMARY

OBJECTIVE

The Business Code of Ethics defines the principles, values and behavioral requirements governing ZATORCAL, ensuring compliance with applicable legislation, social governance standards and customer requirements, and integrating them into strategic and operational decision-making

STRATEGIC PRINCIPLES

Integrity and compliance

ZATORCAL operates in full compliance with applicable laws, as well as with contractual, regulatory and customer-specific requirements. Management declares zero tolerance towards corruption, bribery, fraud or any conduct contrary to business ethics.

Human Rights

ZATORCAL guarantees a safe, respectful and inclusive working environment, aligned with the Universal Declaration of Human Rights, and rejects any form of discrimination, harassment, abuse, child labor or forced labor.

Social Governance

ZATORCAL promotes equal opportunities, professional development, employee well-being and work-life balance. The Equality Plan forms an integral part of the management system and the company's social commitment

Health, Safety and Environment

ZATORCAL ensures the necessary resources to achieve, among other objectives, the prevention of occupational risks, environmental protection, reduction of environmental impacts and the use of authorized raw materials.

Market and Third Parties

Relationships with customers, suppliers and competitors are based on fair competition, transparency, confidentiality, and the quality of products and services.

Oversight and Continuous Improvement

ZATORCAL commits to periodically reviewing this Code, communicating it to all interested parties, ensuring confidential communication and reporting channels, and providing the appropriate training

The full version of the Code is available to any interested party.

Eugení Torras
CEO & Strategic Alignment

