



Code of Conduct

8 of May 2018

Version HR.V2.English



FUNDICIONES DE ODENA, S.A.

DECALOGUE OF VALUES

SAFETY. Avoid accidents.

PRODUCTIVITY. Avoid absenteeism.

COMMITMENT. High work ethic.

EFFORT.

OWN INITIATIVE.

TEAMWORK.

INVOLVEMENT. Full attention and devotion to the customer.

RIGOROUSNESS. Clean, tidy and organized.

GROWTH. Strive and undergo training to succeed.

PRIDE OF BELONGING to FUNOSA.

At Funosa, we believe it is essential to respect these values as basic principles in order to build relationships and grow as a business.

Josep Verdés Balsebre

CEO

FUNOSA'S MISSION



Funosa is a company dedicated to serial production of cast iron components providing solutions to shape and function.

Our customers are mainly equipment and mechanical system manufacturers based throughout Europe.

The goal, which drives us and guides our work, is to optimize our customers competitiveness by means of offering complete solutions to industrial, technical and design services.

Our Code of Conduct reflects our commitments to meet expectations as a responsible company and includes the fundamental principles and standards regarding ethical business conduct.

The Funosa Code of Conduct is an integral part of the working conditions of all employees. Funosa insists on full compliance and will not tolerate any misconduct.

We thank you for your continued support and commitment to our Code of Conduct.



Josep Verdés Balsebre

CEO

WORKING CONDITIONS

We are committed to treating our employees fairly, equally and with respect.

We protect our employees from unfair or unethical working conditions, such as bonded or forced labour, the use of child labour, or any unsafe working conditions.

Funosa works to build a culture of safety, oriented towards the goal of zero accidents, through method, rigor and teamwork

NON-DISCRIMINATION

At Funosa we appreciate the diversity and individuality of our co-workers, and we do not discriminate based on personal characteristics such as nationality, gender, age, ethnic origin, religion, sexual orientation or disability.

At Funosa, 22 people of different nationalities collaborate, and 21% of the workforce is born outside of Spain.

General Management considers this diversity a source of enrichment and provides a broader vision and regard of capacity of facts and situations.



ANTI-CORRUPTION & BRIBERY

Funosa expects from its professional employees the highest standards of integrity in all business activities and compliance with all applicable laws and regulations regarding bribery and corruption.

We do not tolerate any form of bribery or corruption. We do not bribe any public official or private individual, nor do we accept bribes.

WORK ENVIRONMENT

The safety of our employees and the Environment are fundamental pillars of Funosa's business strategy.

We are committed to offering our utmost attention and sensitivity in operational processes to guarantee a safe and healthy work environment, maintaining a high level of rigorousness.

Funosa will provide employees with protective equipment and the necessary training to carry out their tasks safely.



How to report possible misconduct

Employees who report possible misconduct or who provide information or otherwise assist in the investigation of possible misconduct will be protected from retaliation.

Misconduct is any conduct that violates Funosa's Code of Conduct and related policies and / or external laws or regulations

All employees must report possible misconduct at Funosa. They must notify it in person or by letter, email or suggestion box, to any member of these options: their line manager, the Human Resources Manager, the Industrial Director or the CEO.

General Management and members of the Board are available to any employee who wishes to file an official complaint if he or she believes that they or another specific person on the staff have been subjected to inappropriate or humiliating treatment.

Applicability

Funosa's Code of Conduct which was approved by Funosa's Management on July 15, 2017, and was last revised on May 8, 2018, will be applied to all Funosa operations and employees.

Violations

Violations of the Code of Conduct will not be tolerated, and may result in a disciplinary action up to and including termination from the association with the company.

The Management and the Board of Directors will not show tolerance for inappropriate or humiliating behaviour of a racist, sexist, idiomatic nature, etc., or for behaviour that undermines normal respect between people.

Management will show zero tolerance with behaviours lacking in professional and / or work ethics by staff members. Any behaviour that is fraudulent, abuses the National Health System, the National Insurance or the Tax Office, or does not comply with current legislation, will be considered inappropriate behaviour and that violates professional ethics.

As an example, an inappropriate behaviour would be to fake an accident at work or illness, request a doctor's note and qualify for a subsidy without having any real right to it, etc.

These behaviours will not only impede internal professional promotion but could also make it difficult for the individual to remain part of the Funosa team.

General Management reserves the right to report this type of behaviour to the appropriate authorities.

When in doubt, ask yourself

- **Would my family and friends think my conduct was ethical?**
- **I have thought about the impact that my behaviour will have on those who will be affected by it?**
- **Would I feel comfortable if someone treated me in the same way?**
- **Would I feel comfortable if my behaviour appeared in the media?**
- **Is my behaviour legal and in accordance with Funosa's policies?**