2023

Code of Conduct for Suppliers of RINGO VALVULAS

Rev. 3 18-4-2023

Dear supplier:

RINGO VALVULAS (RV), is fully committed to the fulfilment of the international business standards in its operations worldwide. This forms part of our business culture based on the values of trust, transparency and reliability in our dealings with customers, suppliers, business partners and employees.

We consider it our obligation to secure and protect the environment of our workers, as well as ensuring that our business practices are governed by the highest ethical values. We want our suppliers to share our commitment to keeping operations and practices responsible and sustainable.

As we are responsible for ensuring that our products and/or services are created in a value chain that fulfils international standards, we have summarized our expectations with regard to work, safety and health, the environment and business ethics in the Code of Conduct for Suppliers of RINGO VALVULAS.

The Code of Conduct defines the minimum standards of ethical and responsible behaviour that must be observed by the suppliers of RV in the performance of their activity. This code is aligned with the 10 Principles of the United Nations Global Compact, of which RV is a signatory, and with Standard SA800.

It is necessary to comply with this Code to become or to continue being a supplier of RV, anywhere in the world, and for any material or service. Their subcontractors and suppliers are also expected to be responsible for the principles of this Code.

RV will monitor the performance of its suppliers according to this Code as it deems necessary. We encourage our suppliers to regularly evaluate their own conformity and that of their suppliers. We expect our suppliers to communicate their compliance status when we so request, and to make any necessary improvement to guarantee compliance.

In Zaragoza on 18 April, 2023

José Manuel García Monclús
Managing Director of RINGO VALVULAS

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A. Work

Suppliers acquire the commitment to respect the human rights of workers and to offer them dignified and respectful treatment. This is also applicable to temporary workers.

RV is based on the standards of the United Nations Guidelines on Work and Human Rights, the Principles of the United National Global Pact on Human Rights, Labour Standards and Standard SA8000.

1) Prohibition of forced labour

Forced, obligatory or conditioned labour will not be used, or involuntary work of incarcerated persons. The workers will have freedom to leave the job at any time.

The workers will not be required to hand over passports or work permits as a condition for employment.

Economic admission fees are unacceptable.

2) Prohibition of child labour

The supplier may not hire any person who is younger than 16 years of age.

Workers under the age of 18 years will not perform dangerous tasks.

3) Working hours

The working week must not exceed the maximum established in local legislation. It must never exceed 60 hours, including overtime.

The workers must have the breaks and holidays established by law. They must have at least one free day every seven days. They must have free time in case of illness and maternity leave.

4) Wages and benefits

The remuneration of workers must be in accordance with the applicable wage laws, guaranteeing the payment of the minimum wage. Wage deductions for disciplinary reasons will not be allowed.

The supplier undertakes to inform RV on claims for nonpayment of minimum wage and RV exempt from any responsibility on this issue.

For every payment period, the suppliers must provide the workers with a report, payslip, that includes the information to verify the compensation for the work performed.

5) Prohibition of abuse or inhumane treatment

The workers will not be given rough or inhumane treatment, including all types of sexual harassment, physical punishment, psychological coercion or insulting language, and will not be threatened with the use of said treatment.

6) Prohibition of discrimination

Suppliers must not apply any type of discriminatory practice in hiring, remuneration, access to training, promotion, termination of the contract or retirement, based on race, caste, creed, nationality, religion, age, physical or mental disability, gender civil status, sexual orientation and/or union or political affiliation.

7) Respect for freedom of association and collective bargaining

The rights of the employees to freely associate, join unions and carry out collective bargaining will be respected.

8) Prevention and action against sexual harassment and harassment based on sex in the company

RINGO VALVULAS wants to underline its commitment to the prevention and action against sexual harassment and harassment for reasons of sex in any of its manifestations, informing of its application to all personnel who provide services in your organization, be it their own personnel or from others companies, including people who, without having an employment relationship, provide services or collaborate with the organization: customers, suppliers, other people: in training, those who carry out non-labor internships or those who volunteer.

B. Health and Safety

RV takes health and safety in the workplace fully into account, and we expect the same of our suppliers. RV is certified according to OHSAS 18001. Our safety and health standards for suppliers are:

1) Workplace safety

Exposure of the workers to dangers in the working environment must be controlled by design, engineering, administrative controls, preventive maintenance, safe working procedures, and continuous training regarding the risks associated with the workplace.

When the dangers cannot be controlled by these mechanisms, the workers will be provided with suitable personal protective equipment in good state of maintenance.

The workers must be encouraged to discuss concerns regarding safety. Workers will not be reprimanded for indicating safety problems.

2) Product safety

All products provided by the supplier must be designed, constructed, packaged and labelled to comply all applicable requirements in terms of safety, health and environment.

3) Preparation for and response to emergencies.

Suppliers must identify and assess the potential emergency situations and events, and minimize their impact by the implementation of emergency plans and response procedures that minimize risk to life, the environment and property.

4) Work-related accidents and diseases

They must have procedures to prevent, manage, monitor and report on work-related injuries and illnesses.

The cases of accidents and illnesses must be classified and recorded; the corresponding medical treatment must be provided; the cases must be investigated and corrective measures implemented to eliminate their causes, and return of the workers to work must be facilitated after a leave due to accident.

5) Occupational health

The supplier must determine, assess and control the exposure of the workers to chemical, biological and physical agents.

6) Strenuous work

Exposure of the workers to strenuous work, such as manual tasks and lifting of weights, extended periods standing and very repetitive or heavy assembly tasks must be identified, assessed and controlled.

7) Machinery protection

The machinery must be assessed with regard to safety risks. Physical protection, blocking systems and barriers must be provided to the machines that can represent a risk of injury to the workers. The machines and their safety elements must have adequate maintenance.

8) Toilets and dining rooms

The workers will be provided with clean toilets, access to drinking water and installations for the preparation and preservation of food in hygienic conditions.

9) Training

The suppliers must provide information and continuous Training to the workers to identify and resolve problems of work safety and hygiene.

C. Environmental Conditions

We expect our suppliers to integrate environmental responsibility into all their operations and to work to minimize the negative impacts on the community and the environment, while protecting the health and the safety of the workers. RV is certified according to standard ISO 14001. Our environmental standards for suppliers are:

1) Environmental permits and reports

All the environmental permits and record required must be obtained and kept up-to-date, and the requirements in operations must be complied with.

2) Pollution prevention, reduction of resources and climate protection

Wasting of resources such as water and energy will be reduced, at its origin, through measures to modify production, the processes of maintenance and installations, the substitution of materials, preservation, recycling, and reutilization of materials.

3) Hazardous substances

Chemical products, including waste materials, will be identified and managed so as to ensure safety in their handling, transport, storage, recycling or elimination.

4) Liquid and solid waste

The wastes generated in the operations, the industrial processes and the sanitation facilities must be supervised, controlled and treated suitably prior to their dumping or elimination.

5) Atmospheric emissions

Gaseous emissions of volatile organic chemical products, aerosols, corrosive materials, particles, chemical products that are harmful to the ozone layer and derived from the combustion generated in the operations must be described, supervised, controlled and treated.

6) Restrictions on product content

Suppliers must comply with the applicable laws and provisions regarding the prohibition or restriction of the use of specific substances, (REACH, RoHS and 3TG regulations), including standards for labelling for recycling and elimination.

When RV so requests, the suppliers will report on the presence of substances in any material delivered to RV and that could be restricted, or else require reporting to the governmental entities or customers.

7) Energy consumption and greenhouse gas emissions

Suppliers must seek economical methods that allow the improvement of energy efficiency in their operations and minimization of energy consumption and greenhouse gas emissions. The significant consumption of energy must be monitored, as well as greenhouse gas emissions in the installations or at corporate level.

(8) Transport

Suppliers must comply with all laws applicable to transport of goods and materials: records, certification, training.

(9) Materials of vegetable origin

Suppliers of materials that contain material of vegetable origin must adopt policies and management systems with regard to the EU Timber Regulations.

D. Ethics

The RV Code of Conduct defines what is expected of its employees and other interested parties. You can consult it at: http://www.ringospain

We expect our suppliers to comply with the applicable regulations and to carry out their business in accordance with the highest ethical standards. RV is certified according to SA8000. The ethical standards for our suppliers are:

1) Business integrity and compliance with the anti-corruption laws

The suppliers will apply a zero-tolerance policy to any form of bribery, corruption, extortion and money laundering.

The supplier will not make any payments, directly or indirectly, for the purpose of influencing the person to gain an improper advantage or to make a corrupt or improper performance of their business development.

All trade agreements must be made in a transparent manner and must be reflected in the books and accounting records of the supplier.

2) Gifts and entertainment

The supplier must not offer any gift, food or entertainment to an employee of RV that could influence his/her decision with regard to the supplier. They will be allowed when they are consistent with the usual commercial activity, and do not violate the internal policy of the supplier.

3) Conflicts of interest

The supplier must not participate in any transaction with employees of RV that could create or suggest a conflict of interests.

4) Fair competition and advertising

The suppliers will guarantee fair competition and will comply with the applicable laws in this regard.

5) Dissemination of information

The supplier must not offer false or deceptive records of conditions or practices of the supply chain.

6) Protection of intellectual property

Intellectual property rights will be respected. The transfer of technology and know-how will be performed in such a manner as to product intellectual property rights.

7) Protection of trade secrets

The employees of the supplier are required to protect trade secrets.

8) Responsible procurement of minerals

If the materials delivered to RV contain tantalum, tin, tungsten or gold, (3TG), and are necessary for the production or functionality of the product, the supplier will adopt a policy to ensure that the minerals do not directly or indirectly finance armed groups.

The suppliers must exercise due diligence in the origin and custody chain of said minerals and communicate these measures to RV when it so requests. They will report regarding the smelters and refiners in the relevant supply chains of these minerals.

9) Privacy

The supplier must protect the personal information of all those with whom he/she does business. He/she must comply with the laws on privacy and information.

10) No reprisals

The supplier must have adequate systems to respond to the concerns and complaints of the employee. Confidentiality must be protected and reprisals must be avoided.

11) Prevention and Detection of Counterfeit, Fraudulent and Suspect Products

The supplier, as part of the supply chain of RINGO VALVULAS, shall take all necessary measures for the detection and prevention of counterfeit, fraudulent and suspect products (CFSIs). When the supplier identifies any counterfeit, fraudulent or suspect products, he shall be obliged to notify RINGO VALVULAS.

E. Management System

The supplier must design a management system, implement it and maintain it to ensure compliance with all applicable regulations, provisions and customer requirements related to the protection of health, safety, the environment and corporate responsibility.

The management system must adopt measures to guarantee respect for this Code and the identification and elimination of the operating risks associated with this Code.

The provider must periodically evaluate the management system and provide RV with the system information that is required.

1) Business commitment

The supplier must publish statements regarding social and environmental responsibility that reaffirm its commitment to compliance with the requirements and continuous improvement.

2) Management responsibility

The supplier management is responsible for ensuring the implementation and regular inspection of the management system.

3) Legal and customer requirements

The supplier will have a process for identifying the applicable laws and regulations and the requirements of this Code.

4) Risk assessment and management

The supplier must identify the environmental, health and safety and work practice risks linked to its business operations. It must determine the relative importance of each risk, and implement the suitable operating and physical controls to ensure compliance with the standards or eliminate the risks.

5) Improvement objectives

The supplier must implement performance objectives in writing, and perform regular assessments to check their achievement.

6) Training

Establish training programs for managers and workers, with the aim of putting into practice the policies, procedures and improvement objectives, and complying with the legal requirements.

7) Communication

Have a process for transmitting to the workers clear and precise information regarding policies, practices, expectations and performance.

8) Audits and assessments

The supplier will perform regular self-assessments to ensure compliance with the legal, regulatory and control requirements.

9) Process of corrective measures

Process for the correction of the deficiencies identified in the assessments, inspections, investigations and internal or external inspections.

10) Documentation and records

Creation of documents and records to ensure compliance with the standards of control and adaptation to the requirements of the company.

11) Supplier responsibility

Process for communicating the requirements of this code to its suppliers and requiring them to adopt management systems and practices that comply with this Code or with other similar requirements.

12) Nuclear Safety Culture

The supplier, as part of the RINGO VALVULAS supply chain, must be trained and have integrated in its Quality system the principles of Nuclear Safety Culture provided by RINGO VALVULAS or its own.