

CODE OF CONDUCT FOR SUPPLIERS



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01. INTRODUCTION

Hiperbaric is **the world's leading company** specialising in **High Pressure Technology** industrial equipment. Since 1999, it has been an international benchmark in the design, manufacture and marketing of High Pressure Processing (HPP) industrial equipment for food and beverages with industrial machinery installed on five continents. In 2018, it launched its line of industrial machinery for Hot Isostatic Pressing (HIP), used for critical industrial components focused on the aerospace, energy, oil & gas, automotive and medical implant sectors. In 2021, it started working on the compression of hydrogen (H₂) at very high pressure, from renewable energies, to participate in the challenge of sustainable mobility.

Our **aim** is to be **a benchmark company in facilitating the personal and professional growth of all our stakeholders**. Since 2022, we have joined the United Nations Global Compact through which we are committed to carrying out responsible business and corporate actions, involving our business in achieving the goals set by the 2030 Agenda. To this end, we are not only satisfied with being profitable, but we also make a great effort to reduce the impact of our activity

on the environment and to care for people, those who work in our company and those who are affected in some way by our business: suppliers, customers and society in general.

In view of the current and future environmental, economic and social challenges, Hiperbaric applies **a Code of Conduct for supplier companies** (also called Sustainable Procurement Policy), **in line with the company's values and behaviours**, as set out in our Code of Conduct and in accordance with the Sustainable Development Goals (SDGs). For all these reasons, at Hiperbaric we believe in the need for all stakeholders in the value chain to have the same well-defined objectives and management programmes.

This document fully embodies Hiperbaric's vision of the future for itself and its supplier companies.



Who we are
& what is
our purpose

02. PURPOSE

The objective is to define the commitments of our supplier companies in relation to respect for safety, environment, social issues, business ethics and supply chain management.

Compliance with these commitments is a necessary condition for establishing and maintaining business relations with Hiperbaric. Our Purchasing and Sustainability Departments will monitor these commitments and work together with our suppliers' teams to develop action plans to optimise our joint efforts to meet these commitments.

Strengthening our commitment to the sustainability of our entire value chain

03. FIELD OF APPLICATION

It applies to **all Hiperbaric supplier companies in the countries in which they operate**. These organisations are obliged to comply with the regulations and standards in force in the countries in which they operate. Where local regulations are less stringent than the principles contained in this Code of Conduct, suppliers undertake to take the necessary measures to comply with the commitments defined in this document. In this regard, we encourage all these organisations to draw up a Sustainability Master Plan driven by the Board of Directors or the Management Committee that specifies and defines the strategy for ethical, social and environmental aspects identified as material as a result of a dual materiality analysis.

What is described in this Code does not replace the provisions of other agreements, but complements them. Failure by the supplier to comply with the contents of this document may have consequences for the contractual relationship with Hiperbaric.

A shared commitment

04. HUMAN RIGHTS & WORKING CONDITIONS

4.1. HEALTH & SAFETY

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4.8. NON-DISCRIMINATION & INCLUSION IN DIVERSITY

At Hiperbaric we attach great importance to the personal and professional development of our people. Therefore, we not only take care of the safety and health of the working environment, but we also ensure quality training and work-life balance.

Hiperbaric respects and complies with the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the conventions of the International Labour Organisation (ILO) and the Organisation for Economic Co-operation and Development (OECD), among other international standards and practices. We work to ensure that none of these principles are abused by the company or its employees, so that our stakeholders are involved and take ownership of these principles.

We respect & encourage the work of those who defend human rights

04. HUMAN RIGHTS & WORKING CONDITIONS

4.1. HEALTH & SAFETY

At Hiperbaric, we prioritise **the health and safety** of our staff of our workforce. We firmly believe that a safe and healthy working environment not only protects, but also boosts productivity and overall wellbeing and overall well-being.

Suppliers shall provide safe and hygienic working conditions and shall comply with applicable occupational health and safety standards, following the principles of the International Standard ISO 45001 or equivalent: ensuring safe and healthy workplaces, preventing injuries and deterioration of health and continuous improvement.

4.2. ETHICAL RECRUITMENT

Supplier companies shall establish **ethics, integrity** and **transparency** in recruitment, promotion and selection processes in accordance with applicable law. In particular, they shall recruit appropriately, in a fair and transparent manner, respecting and protecting labour rights before, during and at the end of the employment relationship with their employees.

4.3. WORKING HOURS

Supplier companies shall comply with applicable laws and regulations, collective bargaining agreements and international conventions, in relation to working hours and working time, as well as rest times and days off, including the right to **digital disconnection**. In this regard, they will favour **the reconciliation of family and work**, complying with mandatory absences and promoting **actions of socio-labour and business culture based on flexibility, respect and mutual commitment**.

4.4. FAIR WAGES & EQUAL PAY

Suppliers shall comply with applicable regulations in all relevant territories and industries in terms of legally established wages and benefits, respecting a minimum wage and promoting **equal pay** in the work environment.



04. HUMAN RIGHTS & WORKING CONDITIONS

4.5. FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING

Supplier companies shall respect **the right** of their workforce to freely **form, participate in or join trade union organisations** for the defence and promotion of their interests without fear of reprisals, intimidation or harassment. The relationship with workers' representatives is based on constructive dialogue through good faith negotiation among its members.

4.6. FREEDOM OF EXPRESSION & RESPECT FOR PERSONAL DIGNITY

Hiperbaric is committed to **the freedom of expression** of both its staff and its stakeholders. Suppliers are responsible for maintaining the confidentiality and privacy of communications, whether to the outside world or using internal mechanisms. They shall also ensure that they provide **a working environment free from harassment and offensive or inappropriate behaviour**, based on respect and dignity.

4.7. DECENT EMPLOYMENT & ECONOMIC GROWTH BY REJECTING FORCED OR COMPULSORY LABOUR & CHILD LABOUR

Suppliers shall not permit **any form of forced or compulsory labour** as defined in ILO Convention 29, and shall remunerate their workforce decently and competitively according to the sector and the local labour market, so that workers can meet their basic needs and those of their families in their flexible working environment. All forms of prison labour, debt labour, military labour, modern forms of slavery and all forms of human trafficking are prohibited.

Furthermore, the supplying company must **respect children's rights and reject child labour**, in compliance with ILO Convention 138, and in accordance with the minimum age of the legal framework of the respective country.

4.8. NON-DISCRIMINATION & INCLUSION IN DIVERSITY

In line with our internal Equality and Diversity Policy, our supplier companies will reject any form of discrimination, respecting **the diversity** of their workforce and providing **equal opportunities** in access to employment and career advancement. No person shall be discriminated against on the basis of race, nationality, ethnicity, religion, belief, sex, sexual orientation, gender, disability or marital status. In particular, **equal treatment and non-discrimination** of trans people based on sexual orientation, sexual identity, gender expression, sexual characteristics and family diversity will be guaranteed.



05. ETHICAL MANAGEMENT

Hiperbaric maintains the highest ethical standards in its business activities and expects the same from its suppliers. Not only do we comply with current regulations, but we also act under a culture of ethics and integrity in our daily activities.

We have a crime prevention management system that, through **transparency policies, ethics programmes and whistleblowing mechanisms**, seeks to avoid incurring in crimes, sanctions or situations that could impact and compromise the viability of our business.

Zero tolerance for any activity that is not aligned with compliance.



05. ETHICAL MANAGEMENT

5.1. FIGHTING BRIBERY & CORRUPTION

Suppliers shall demonstrate **their commitment to and fight against corruption, extortion and bribery**, in whatever form they occur. It is important that they develop crime prevention policies that seek to identify and classify the operational and legal risks they face, as well as establish internal mechanisms to prevent, manage, control and react to them.

5.2. PREVENTING MONEY LAUNDERING & THE FINANCING OF TERRORIST ORGANISATIONS

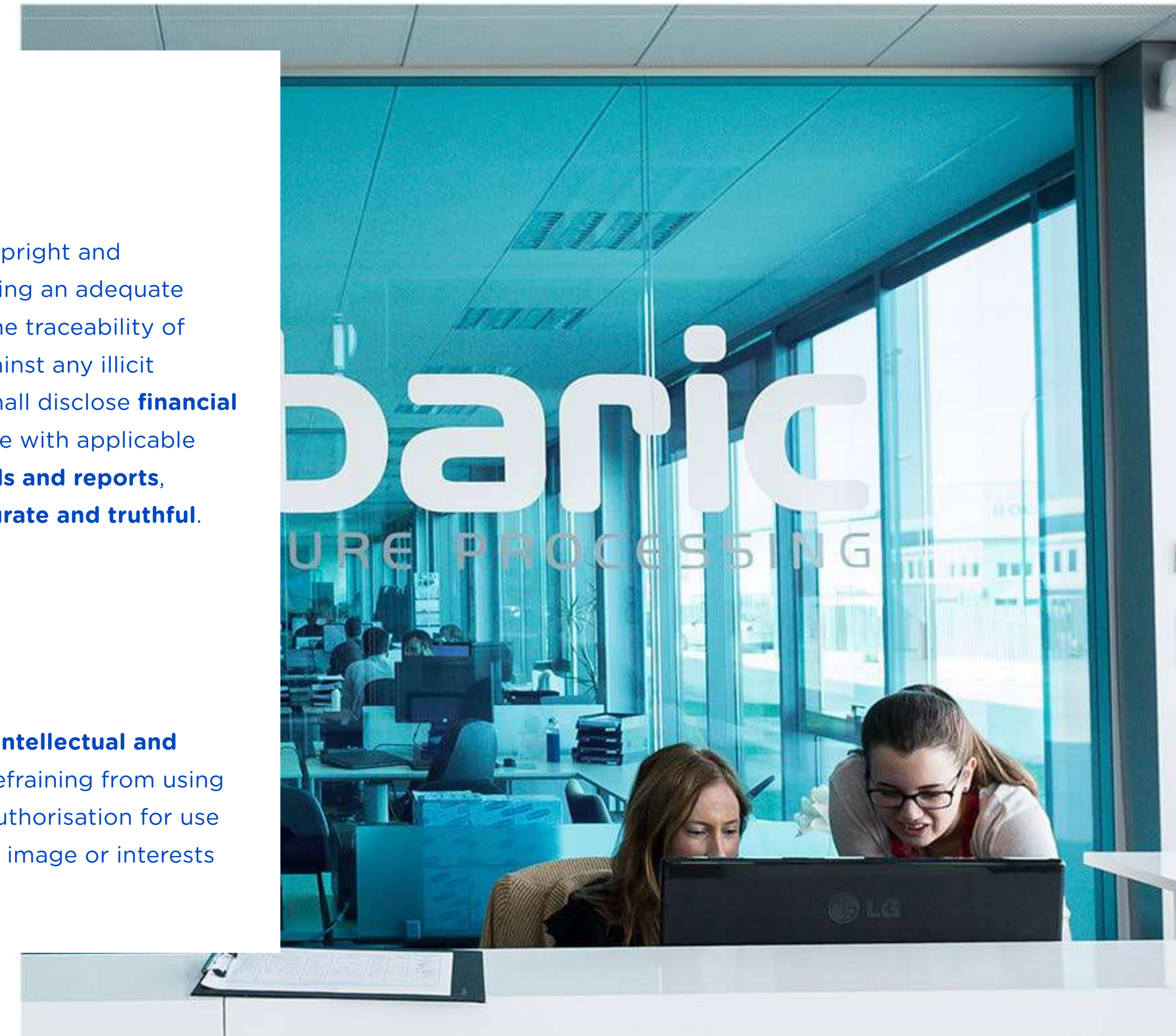
Suppliers should have **zero tolerance for involvement** in activities aimed at giving the appearance of legitimacy or legality to goods or assets of criminal origin. In this regard, they should pay particular attention to situations where the illicit origin of funds or payments is suspected.

5.3. FINANCIAL & ACCOUNTING TRANSPARENCY

Supplier companies shall maintain honest, upright and transparent behaviour in their activity, keeping an adequate system of accounting records to facilitate the traceability of their decisions, as a preventive measure against any illicit actions that may occur. In particular, they shall disclose **financial and non-financial information** in accordance with applicable regulations and industry practice. All **records and reports**, whether internal or external, should be **accurate and truthful**.

5.4. INTELLECTUAL & INDUSTRIAL PROPERTY RIGHTS

The supplying companies shall respect **the intellectual and industrial property rights** of third parties, refraining from using works or creations without due licence or authorisation for use that could damage the systems or harm the image or interests of the organisation.



05. ETHICAL MANAGEMENT

5.5. INFORMATION SECURITY, PRIVACY & CONFIDENTIALITY

Suppliers shall comply with all applicable laws relating to data protection and information security. They shall **ensure that privacy and personal data are protected**, through formal management systems that prevent, monitor and manage potential breaches.

They shall also ensure that any confidential information and/or secrets obtained in the framework of the contractual relationship are kept strictly **confidential** and are not misused or disclosed to third parties, even after the contractual relationship has ended. Likewise, they shall be obliged to return any related material. These principles shall apply in cascade to all their employees and their supply chain.

5.6. UNFAIR COMPETITION / ANTITRUST

Suppliers shall comply with all **antitrust laws, trade practices laws** and any other competition laws, rules or regulations that address unfair competition and restraints of trade.

They shall not enter into agreements with competitors or engage in other conduct that may unfairly affect competition, such as, but not limited to, price fixing, bid rigging or improper allocation of markets

5.7. CONFLICTS OF INTEREST

Suppliers shall avoid any situation or activity in which their personal or financial interests may conflict with those of the Company and reveal an actual or potential risk of conflict of interest in association with persons working for Hiperbaric or their family members.

Their decisions shall be based on **objective criteria** and not on obtaining benefits, directly or indirectly, as a result of a competing interest.

Similarly, supplier companies must not buy, sell or trade Hiperbaric securities while in possession of non-public information about Hiperbaric. Nor may they directly or indirectly disclose non-public information acquired in doing business with Hiperbaric.

5.8. EXPORT CONTROLS & ECONOMIC SANCTIONS

Suppliers shall ensure that their business practices comply with all applicable laws, directives and regulations governing **the import and export** of parts, components and technical data. They shall provide **true and accurate information** when requested.



06. ENVIRONMENT



6.1. DECARBONISATION

6.2. CIRCULAR ECONOMY AND WASTE MANAGEMENT

6.3. WATER MANAGEMENT

6.4. RESPONSIBLE MANAGEMENT OF CHEMICALS

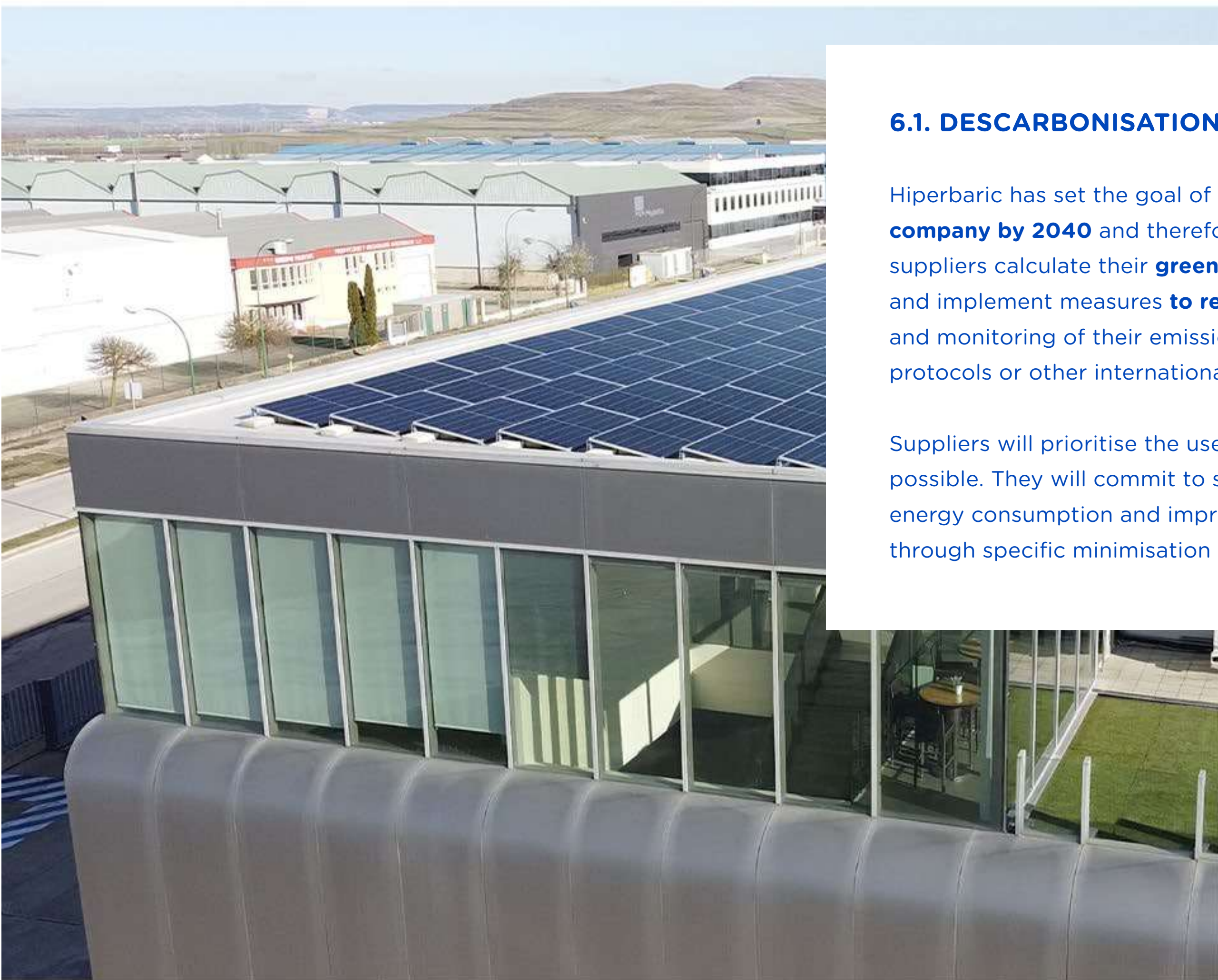
6.5. OTHER ASPECTS

Hiperbaric's firm commitment to environmental protection is defined in its Environmental Policy. In the search for efficient resource management, we integrate eco-design into our equipment, focusing our efforts on the use phase of the equipment.

Our suppliers play a key role in this important commitment, and Hiperbaric expects them not only to comply with all environmental laws and regulations, but also to adopt sustainable and responsible practices that promote the conservation of resources and raw materials.

Suppliers will have reliable **indicators** of their **environmental performance**. This is why Hiperbaric recommends that all its suppliers have a certified environmental management system based on the International Standard ISO 14001 or similar standard.

At Hiperbaric, our commitment to our environment is a strategic issue.



6.1. DESCARBONISATION

Hiperbaric has set the goal of becoming a **carbon neutral company by 2040** and therefore it is essential that our suppliers calculate their **greenhouse gas (GHG) emissions** and implement measures **to reduce them**. Data collection and monitoring of their emissions will be based on protocols or other internationally accepted standards.

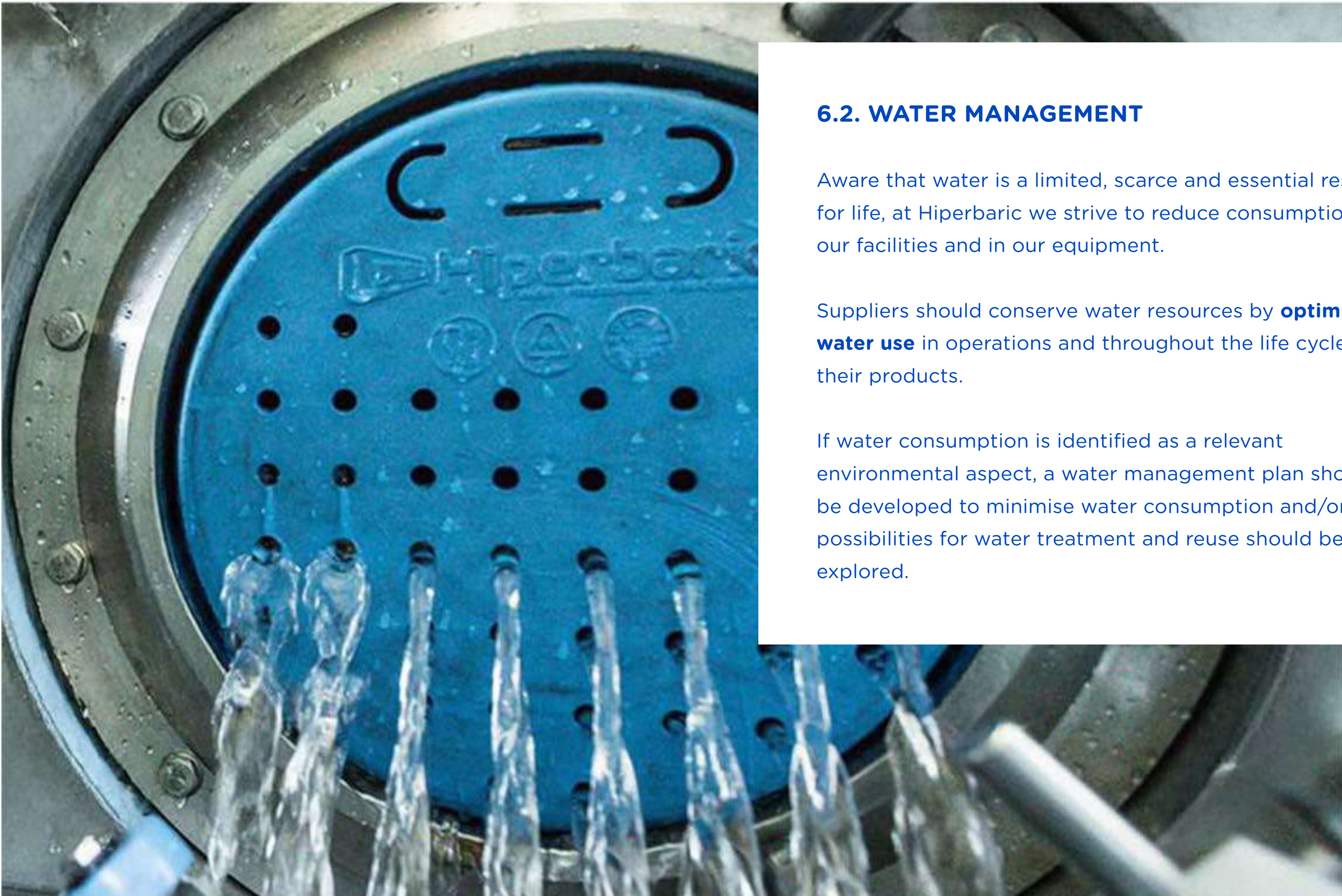
Suppliers will prioritise the use of renewable energy where possible. They will commit to set targets to reduce their energy consumption and improve their energy efficiency through specific minimisation plans.

6.2. CIRCULAR ECONOMY & WASTE MANAGEMENT

Suppliers will promote the use of renewable resources throughout the life cycle of products, reduce their environmental impact through life cycle assessment (LCA) to integrate more sustainable material solutions in their components and packaging. In particular, they shall ensure that packaging complies with official sustainability certifications and has appropriate labelling indicating that it is recycled and/or recyclable, always ensuring its optimal use.

Suppliers shall apply the waste management hierarchy in the following order of priority: prevention, reuse, recovery and recycling. They shall manage waste correctly in accordance with the applicable regulations and promote recovery over disposal.

In our digitalisation process, we have set ourselves **the goal of eliminating the use of paper** in the Organisation, extending this commitment to the preservation of natural resources to our value chain. For a more efficient and sustainable management of documentation, as far as possible, priority will be given to digital format.



6.2. WATER MANAGEMENT

Aware that water is a limited, scarce and essential resource for life, at Hiperbaric we strive to reduce consumption in our facilities and in our equipment.

Suppliers should conserve water resources by **optimising water use** in operations and throughout the life cycle of their products.

If water consumption is identified as a relevant environmental aspect, a water management plan should be developed to minimise water consumption and/or possibilities for water treatment and reuse should be explored.

6.4. RESPONSIBLE MANAGEMENT OF CHEMICALS

Supplier companies will reduce material consumption by optimising processes and using less hazardous substances in their operations to conserve product and minimise environmental impact.

6.5. OTHER ASPECTS

Suppliers shall comply with applicable noise limit values and shall prevent, reduce and monitor noise pollution in order to avoid damage and nuisance to human health, property or the environment.

Suppliers shall control their impact on **soil quality** to avoid degradation and contamination of the natural environment in which they operate.

07. QUALITY

In its process of continuous improvement, Hiperbaric encourages supplier companies to participate in product innovation processes with a view to creating a collaborative partnership.

We consider quality a determining factor that influences not only customer satisfaction to meet or even exceed their expectations, but also a challenge for our personal and professional growth.

In order to guarantee the maximum safety and quality of its products, Hiperbaric values that its suppliers have a **Quality Management System based on the international ISO 9001 certification.**

The adoption of such a system is a strategic decision for an organisation that can help it to improve its overall performance and provide a solid basis for sustainable development initiatives.

Safe, reliable & top quality product



08. MONITORING OF THE CODE OF CONDUCT

Hiperbaric encourages **continuous performance improvement** in product innovation processes **in collaboration with supplier companies**. It will request **information** from these companies on the above matters **by means of specific questionnaires/surveys** and reserves the right to carry out audits by Hiperbaric personnel and/or third parties, subject to prior notification, on the matters covered in this document.

In the event of incidents being detected, Hiperbaric:

- Require the supplier companies to draw up an action plan for the resolution of these.
- Verify the documentation and/or carry out further audits to verify the effective implementation of the aforementioned action plans after prior notification.

Hiperbaric promotes communication and good faith in its relations with its suppliers, whereby Hiperbaric may communicate at any time the non-compliance of any conduct established in this document and its intention to resolve it. In the event that the supplier company breaches the principles of this Code of Conduct, does not actively contribute to providing the required information or in the event that non-conformities are found and appropriate improvement

plans are not developed and implemented, Hiperbaric reserves the right to suspend and/or terminate any contractual relationship with immediate effect, as well as to take action for compensation for any damage, loss or other costs incurred in such non-compliance.

The signature of the present document implies the acceptance of the said provision as a cause for termination, leaving without effect those, if any, that may conflict with it.

Below are some useful links such as the Code of Conduct, Equality and Diversity Policy, Environmental Policy or Human Rights Policy.

HIPERBARIC
CODE OF CONDUCT



HIPERBARIC
POLICIES



09. COMPLAINTS CHANNEL

Any person who detects a breach of this Code of Conduct or suspects that any observed practice may be a breach of this Code of Conduct, Hiperbaric has a communications channel through the communications management tool accessible from our website and, alternatively, at the following e-mail address: canaldedenuncias@hiperbaric.com.

CODE OF CONDUCT
FOR SUPPLIERS



This document has been in force since January 16, 2025, the date on which it was approved by the Management Committee. Its content will be subject to periodic review, and modifications will be made as deemed appropriate.