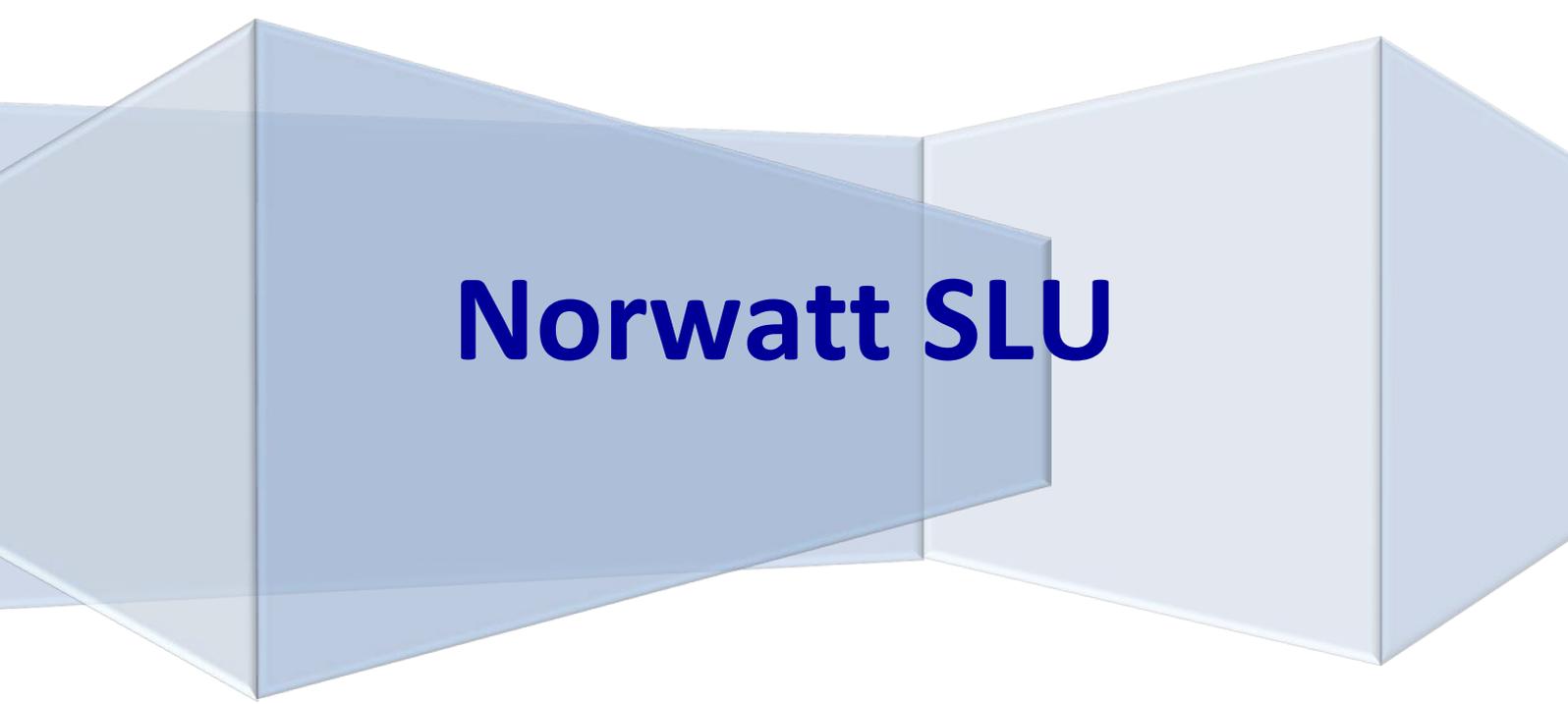


# Code of Ethics and Conduct



**Norwatt SLU**

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## 1. Introduction

The main objective of this Code is to provide Norwatt's members with all values which ensure the responsible behavior in accordance with the current legality, to be applied during every transaction of the firm.

Since the beginning till the moment, Norwatt has followed the values of operation that are mentioned in this Code.

## 2. Scope of application

Despite their contractual modality, or their position, every employee of Norwatt is recipient of this Code.

They should know and accept its content, and follow all principles included in it.

Norwatt ensures the resolution of any doubt and the availability of the code to everybody.

## 3. Principles and patterns of behavior

The following behavior guidelines would be applied in every professional or personal aspect related to the firm.

This document will resume a wide range of principles, which would be applied in different situations.

### 3.1 Relationship with clients and suppliers

Suppliers, contractors and clients who maintain any commercial relationship with Norwatt, would be affected by this Code.

Norwatt will promote relationships based on professionalism.

Any contradictory or non-allowed conduct will be avoided.

### 3.2 Compliance with the law

Every member of Norwatt engages with the appliance of the current legislation.

Moreover, in every moment they will respect each compromise and duty with third parties.

### 3.3 Human Rights

Norwatt applies every international ethical practice related to Human Rights.

Despite the country where the firm is operating, Norwatt does not accept activities that don't meet Human Rights.

Also, all relationships are based on respect, equality and justice, promoting the individual integrity of each member.

### 3.4 Equal opportunities

All member of Norwatt will be offered equal opportunities despite their age, gender, civil status, nationality and credence.

Moreover, this principle will be applied to future candidates who can be part of the firm in the future, applying transparent and egalitarian policies.

Norwatt will not allow any type of discrimination in the professional field.

### 3.5 Integrity and ethical values

Norwatt will follow policies based on honesty, integrity and transparency.

Employees must act always following the interests of the firm.

Members should inform about any behavior which is in conflict with this Code.

### 3.6 Commitment to quality

The firm has its own quality system, which is essential for the operation of the company.

Quality certificate is available to ensure that:

- ISO 9001

### 3.7 Commitment to the environment

Norwatt follows environmental regulations, meeting the related standards. The company has ISO 14001 certificate to ensure that.

Each year different objectives are established to ensure the environmental-friendly performance.

### 3.8 Health and safety

Norwatt offers a secure and stable work atmosphere. The firm will maintain updated all measures for the prevention of occupational risks as well as for the promotion of safety.

All information related to safety control will be offered in order to establish safe and responsible behavior.

### 3.9 Conciliation of professional and personal life

Norwatt is conscious of the importance of the balance between personal and professional life. For this reason the firm will promote measures in order to achieve this balance.

## 4. Implementation of the code

This Code will be implemented since its approval in 01/01/2020 to its cancellation.