

CODE OF ETHICS AND CONDUCT

RAFAEL GONZALEZ GROUP

BEYOND FOOD



 **végola**



Letter from the Board of Directors

Dear colleagues:

The Rafael González Group's business relationships are based on the trust that our employees, customers and suppliers have in our products.

We all know that misconduct on the part of just one of our employees can cause a damage difficult to repair to the trust that our clients have in the Rafael González Group.

At the Rafael González Group we are fully committed to fostering a work culture that incorporates the Group's values and applies the Code of Ethics and Conduct to each individual, team and business process of the organisation. In this way, our values reveal who we are; our Code of Ethics and Conduct guides the way we act and describes our accountability and commitment to the Business Principles.

Our Code of Ethics and Conduct serves as both a guide to behaviour and an ethical benchmark for all employees of the Rafael González Group. More importantly, it represents a commitment to responsibility for all.

I encourage you to carefully review the Code and familiarise yourself with its contents. In this way you will demonstrate your adherence to the working culture of the Rafael González Group which reflects and respects a commitment to integrity, regulatory and ethical compliance in all professional relationships and decisions.

SIGNED

Rafael González Sota

Carlota González Sota

Directors of Rafael González Business Group, S.L.

DISTRIBUTION LIST

- Both permanent and temporary employees of the Rafael González Group.
- Management.
- Members of the management body.

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Document approved by
Management Body of Rafael González Business Group, S.L.

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INTRODUCTION

I.

This Code of Ethics and Conduct constitutes the formal expression of the values and ethical principles of the Rafael González Group. All the personnel assigned in any way to the organisation must accept and follow in their conduct the values and principles of action described in this Code. The Code of Ethics and Conduct is addressed to and binds all members of the Rafael Gonzalez Group, regardless of their contractual modality and place of work (hereinafter referred to as "the staff").

Failure to comply with the business principles and conduct guidelines developed in this Code may be subject to sanctions under the provisions of the applicable labour disciplinary regulations.

The members of the Management Team and the management bodies of the companies making up the Rafael González Group shall carry out all necessary actions to supervise compliance with the contents of the Code of Ethics and Conduct.

No one, regardless of their hierarchical position in the Rafael González Group, is authorised to ask a recipient of the Code of Ethics to contravene its principles or values. Therefore, any conduct that infringes this Code or any malpractice on the grounds of an order from a superior shall not be justifiable.





II.

Beyond the proper performance of the functions entrusted to us in our daily professional activity, it is a **responsibility and obligation** of all the staff of the Rafael González Group:

- To act at all times in a **correct, respectful, honest and efficient way and with integrity** in pursuit of optimal results for the Group, incorporating at all times the values set out in this Code and respecting the standards set out therein.
- To know and comply with the Code's **commitments regarding conduct** and collaborate in its dissemination.
- To be **proactive** in complying with and enforcing the Code.
- To use existing means in case of doubt as to the content and interpretation of the Code.
- To **not justify misconduct** on the grounds of an order or ignorance of the Code, or induce non-compliance with the Code.
- Those with a **responsibility for people must actively promote compliance with the Code in their work teams, providing support and assistance, and leading by example.** Each manager is responsible for the actions of their team. All managers should be role models and should act in particular with respect to the Code of Ethics and Conduct. Managers must encourage their team members to act in accordance with the Code by continuously informing and explaining the obligations and authorisations relevant to their area of work.



III.

This Code of Ethics and Conduct shall apply, inter alia, to personnel assigned to the following entities:

- Rafael González Business Group, S.L.
- Végola Ibérica, S.L.U.
- Riverfresh Iregua, S.L.
- Végola India PVT. LTD
- Végola Benin S.A.R.L.

Hereinafter, the entities subject to this Code will be referred to under the global name of the **Rafael González Group**. This Code shall be applicable to all the people who make up the Rafael González Group, binding all of them, regardless of their hierarchical position.

The implementation of the Code shall also extend to any natural and/or legal person related to the Rafael González Group, whenever this is possible due to the nature of the relationship. All persons affected by this Code will hereinafter be referred to as "the staff" of the Rafael González Group.

The Group will promote, especially among its suppliers and customers, the adoption of values, principles and patterns of action aligned with those contained in this Code. The Code will be available to all the people working in the Rafael González Group **through** the intranet. The Group's management will provide all the resources and mechanisms necessary to ensure the dissemination of the Ethical Principles of the organisation, thus constituting a reference model for all of us who make up the Group.



MISSION, VISION AND VALUES OF THE RAFAEL GONZALEZ GROUP

IV.

IV.

The creation of this Code of Ethics and Conduct is closely related to **the mission and values** that the Rafael González Group has developed since its origins, **expressing the reason for the Group's existence** (purpose and mission) **as well as the principles and qualities** that define our way of being, and imbued in all our daily actions (our values).

The mission and values of the Rafael González Group are configured as follows.



MISSION

Through the development of its "beyond food" philosophy, the Group aims to lead the transformation of the sectors in which it operates, promoting healthy and "tasty" lifestyles that respect the natural environment in which they operate.

To this end, it considers it a priority to increase the talent of its employees and build projects that generate satisfaction, making the Group and its brands a European benchmark in the food sector.

VISION

Economically, through the competitiveness of its businesses and its teams, the Rafael González Group wants to continue to grow in order to improve its sphere of influence with the aim of improving their environment and enhancing the brand image of Spain.

Emotionally, the Rafael González Group wants to create an attractive space for the development of people, because of its deep-rooted values, evident in its "beyond food" philosophy, and because it is a motivating project, with modern management adapted to the needs of its teams and that make them feel that the projects are their own.

VALUES

Our company philosophy and values can be summarised as follows:

- **Honesty:** appreciation of personal honesty. It has to work according to a code of ethics based on integrity, meritocracy, fairness, humility and transparency.
- **Passion:** the business project must be lived with enthusiasm, with a deep sense of rootedness and working as a team to develop talent and achieve common goals.
- **Innovation:** demanding and non-conformism are part of the company's DNA, and the company values the search for creative solutions, anticipation, speed and agility in actions.
- **Commitment:** professional excellence within a framework of responsibility, efficiency and commitment to the progress and development of the environment.



V.

Guidelines for action and behaviour in different areas and facets of professional practice derive from these values. Some of these are detailed below by the Rafael González Group, indicating how it would like all of us to proceed.

The Guidelines for Professional Conduct set out the standards of conduct that must be followed by all Rafael González Group personnel.

V.A. COMMITMENT TO PEOPLE

At the Rafael González Group we consider people to be a key business asset. For this reason, we promote and advocate for the compliance with human rights and civil liberties, and the following guidelines on conduct must be observed by the Group and its personnel:

1. RESPECT FOR HUMAN RIGHTS

The Rafael Gonzalez Group is committed to respecting human dignity and human rights; all staff shall respect international standards on fundamental rights and freedoms and, in particular, the Universal Declaration of Human Rights and the Tripartite Declaration of the International Labour Organisation.

Forced, child or coerced labour, as well as all forms of modern slavery and human trafficking, are not permitted under any circumstances. This applies not only to the Group, but also to the conduct of and towards our business partners and major suppliers.



2. FAIR WORKING CONDITIONS

The Rafael González Group pays fair wages for the work of its professionals and complies with all applicable regulations regarding working hours and working times.

All employees must actively participate in the training plans made available to them, involving themselves in their own development and committing to keeping the necessary knowledge and skills up to date, in order to promote their professional progress and contribute value to customers and society in general.

No working or social security conditions will be imposed on workers that prejudice, suppress or restrict the rights that they have recognised by legal provisions, collective agreements or individual contracts. The Rafael González Group recognises the legal rights of workers to form or join existing trade unions and to participate in collective bargaining.

3. EQUAL OPPORTUNITIES

The Rafael González Group does not tolerate any kind of discrimination, whether for reasons of ethnicity, nationality, gender, religion, philosophy, age, disability, sexual orientation, skin colour, political orientation, social origin or any other reason protected by law for any of these characteristics. Under no circumstances will workplace, sexual or gender-based harassment or other inappropriate behaviour towards individuals or groups of individuals be tolerated.

The Rafael González Group and its staff will promote the selection and promotion of employees on the basis of merits and ability for each position. Adherence to the principles and values of this Code will also be taken into account. Under no circumstances will selection processes that do not respect the principles of equality between men and women be admitted.

4. HEALTH AND SAFETY AT WORK

The Rafael González Group, in its commitment to its human capital, will seek the implementation of measures that guarantee the health and safety of its personnel at work, including the creation of preventive measures.

All Rafael Gonzalez Group personnel must know and comply with the regulations on health and safety protection at work and ensure, within their functions and in compliance with the regulations in force, their own safety, that of their co-workers and business partners.

A Group dress code adapted to each company shall be complied with. Clothing will be handed out when personnel join the group and will be renewed in case of wear and tear. The lack of clothing must be reported to the person responsible for its replacement. This also applies to PPE (Personal Protective Equipment).



V.B. GUIDELINES FOR ETHICAL CONDUCT

5. PROFESSIONAL CONDUCT WITH INTEGRITY

The staff of the Rafael González Group will carry out their professional activity in an honest manner and with integrity, in accordance with the law. The actions of the staff must be carried out in accordance with ethical and moral values, showing loyalty to the company and its growth.

In particular, the staff of the Rafael González Group will ensure the avoidance of any conduct that could lead to the commission of crimes and will collaborate in the implementation of organisational and supervisory models for the prevention of crime.

6. CONFLICTS OF INTEREST

The staff of the Rafael Gonzalez Group will avoid any situation that may result in a conflict of interests for both the Group and its clients or business partners.

In the event of a possible conflict of interest, whether actual, potential or apparent, staff shall refrain from influencing or intervening in the decision-making process in which they have a direct or indirect personal interest and shall disclose this to their manager.

7. SECONDARY ACTIVITIES

The personnel of the Rafael González Group will devote all the professional capacity and effort necessary for the correct exercise of their functions. In particular, professional services similar or equivalent to those provided in the organisation or that may involve a conflict of interest with them may not be provided, on their own account or on behalf of others, to companies or entities other than the Rafael Gonzalez Group, unless authorised by the Rafael Gonzalez Group.

8. PARTICIPATION IN PARTIES, ASSOCIATIONS, FOUNDATIONS OR INSTITUTIONS WITH PUBLIC PURPOSES

The Rafael Gonzalez Group does not take any ideological or partisan affiliation, so any participation of its staff or collaborators in public or political activities will be exclusively on a personal level and never in the name and/or on behalf of the Group. Under no circumstances may funds or resources of the organisation be used to make donations or contributions of any kind to candidates or political parties.

In those cases in which the Rafael González Group's staff is linked or belongs to or collaborate with political parties, associations, foundations or institutions of a public nature, this will be done in such a way that, unless it is done in representation of the entity, its personal nature will be clear, thus avoiding any link with the Rafael González Group.

9. CORPORATE IMAGE AND REPUTATION

The employees of the Rafael González Group will protect the image and reputation of the Group in the performance of their activities as a fundamental value for the trust of customers and suppliers.

The use of social networks at a corporate level should always be done with respect and no post should compromise the reputation, induce disinformation and create a state of alarm and compromise the Rafael González Group.

The logo, image or any identifying element of the Group must not be used for purposes other than the development of its professional activity, preserving at all times the reputation of the company.



10. TOBACCO, DRUGS AND ALCOHOL USE

The Group prohibits smoking **at the workplace**; smoking will only be permitted in the places designated for this purpose, provided that this is done in compliance with the regulations applicable in each country and during the rest time established for each shift. **The use of drugs and alcohol is also prohibited.**

11. USE AND PROTECTION OF ASSETS

The staff will ensure the preservation and protection of the Rafael González Group's assets in terms of equipment, material, technological and strategic information and operational facilities.

The means provided shall be used for the sole purpose of the proper performance of their duties in a responsible, efficient and lawful manner. No assets of the Group shall be used for personal benefit or for the benefit of any other person outside the organisation. The use of Rafael González Group assets, outside the professional sphere, will require written authorisation from Management.

V.C. REGULATORY COMPLIANCE

The Rafael González Group and all its employees must respect and comply with all the laws and regulations applicable in the country in which they carry out their activity, in accordance with their spirit and purpose. To the extent of their compatibility, the rules and principles of action described in this Code will also be followed. Likewise, all employees must follow the procedures provided, instructions established and indications that they receive through their managers and that are conducive to the achievement of the company's objectives.

12. PRODUCT QUALITY AND SAFETY

The Rafael González Group is committed to quality in the development of its activities and the safety of its products. The laws, regulations and internal standards required for the manufacture of Rafael González Group products must be complied with. Our products are manufactured under criteria of maximum quality, innovation and have been developed in accordance with the applicable legal requirements.

Our work must contribute to improving the quality of our customers, as well as offering opportunities for personal and professional development to our employees, and generating value for our customers.

Staff subject to this Code must be customer-oriented in meeting customer needs and expectations, and to this end must scrupulously follow the quality standards set by the organisation, actively propose improvements and bring any non-compliance to the attention of the Group.

The highest degree of quality and food safety will be guaranteed for the products made by the Rafael González Group at all stages of the production process, from the purchase of our raw materials until the finished product reaches the hands of consumers.

13. CORRUPTION AND BRIBERY

The Rafael González Group complies with the national and international regulations on corruption and bribery applicable in the territories in which it operates. The Group is opposed to any action that could have an irregular influence on the decisions or actions of third parties involved to obtain any kind of benefit.

In accordance with this commitment, staff may not under any circumstances directly or indirectly offer or accept any benefit or advantage when these are not justified and are carried out so that the third party, in breach of the obligations of their position, benefits the employee, manager or even the Rafael González Group.

The personnel of the Rafael González Group shall ensure that any gift, benefit or present offered or received is in compliance with external and internal regulations. The anti-corruption measures are carried out in a transparent manner and are duly documented in the accounting records of the Rafael González Group.

14. FINANCIAL AND ACCOUNTING COMPLIANCE

All transactions with economic significance must appear in the accounts of the Rafael González Group in an accurate, timely and clear manner, reflecting at all times its rights and obligations in accordance with the applicable regulations.

The staff of the Rafael Gonzalez Group shall under no circumstances keep inaccurate, false or misleading records, even if such a situation cannot reasonably be expected to have a detrimental effect. **The staff of the Rafael González Group shall comply with applicable national and international tax and accounting laws.**

The Group has adopted control and prevention measures in order to comply with its accounting and tax obligations. Any deliberate misrepresentation or misinformation with respect to financial accounts and reports will be considered a violation of this Code. As such, appropriate civil and/or criminal legal action will be taken.

15. DATA PROTECTION AND RIGHT TO PRIVACY

The Rafael González Group will respect the right to privacy of its staff. The staff of the Rafael González Group shall ensure that the duty of secrecy and the privacy of employees and third parties are respected.

The applicable regulations on Personal Data Protection will be complied with at all times. The Rafael González Group guarantees that the processing of personal data will be carried out in strict compliance with European and national laws and regulations governing the protection of personal data. In particular, the Rafael González Group will only process personal data for legitimate purposes, duly communicated in advance to the data subjects to whom the personal data pertain. Unless expressly authorised, the personal data collected may not be processed for purposes other than those originally agreed.

In addition, taking into account the different levels of compliance, namely the costs of implementation, and the nature, scope, context and purpose of the processing, as well as the different risks to the rights and freedoms of data subjects, the necessary technical and organisational measures shall be implemented to ensure appropriate levels of security.

The Group's internal legislation and regulations on Privacy and Data Protection must be complied with. This includes the processing of personal data of employees, customers, suppliers, partners, interested parties or any other subject whose personal data are collected or processed by the Rafael Gonzalez Group. Staff shall be responsible for preserving the confidentiality of all personal data processed, and must not allow the transmission of data to unauthorised third parties.





16. IT SECURITY

Information security is of utmost importance. It is a necessary condition for business and ensures a relationship of trust between the Rafael Gonzalez Group, its clients and its strategic partners. It also enables the Group to ensure the continuity and quality of its business.

For this reason, the Group has adopted organisational and technological measures throughout the different corporate processes (in order to protect assets and guarantee information integrity) through its IT department.

The staff of the Rafael Gonzalez Group will make responsible use of the means and tools made available by it for the development of their professional obligations, and must comply with the procedures and instructions established by the IT department of the Rafael Gonzalez Group.

Likewise, staff shall comply with the provisions of the Digital Uses Policy in force for the Rafael González Group, and shall not install software that could compromise it or that could lead to non-consensual transfers of money to third parties.

17. SUSTAINABILITY

Employees, subcontractors, guarantee providers and suppliers are not the only stakeholders of the Rafael González Group. **The countries and communities in which we operate are equally affected by our operations.**

Employees are committed to carrying out their professional activities in a manner that allows them to meet current needs without compromising the ability of future generations to meet their own needs. This attitude institutionalises an already existing sensitivity to recycling and environmental issues and strongly enhances and expands it into the broader concept of sustainability.

We strive to maintain a consistent standard of ethical conduct on a global scale, while respecting the culture and business practices of each country and community with which we come into contact.

18. RESPECT FOR THE ENVIRONMENT

The Rafael González Group, its personnel, as well as third parties bound by this Code shall ensure respect and conservation of the environment in the development of their professional activities.

In particular, all staff shall be aware of and comply with environmental regulations and good environmental practices, striving to minimise the environmental impact of their activities.

19. PREVENTION OF MONEY LAUNDERING AND TERRORIST FINANCING

The Rafael González Group is committed to the fight against money laundering and the financing of terrorism, complying with applicable regulations in this area and avoiding any conduct that could be related to money laundering or the financing of terrorism, as well as any other criminal activity.

The Rafael González Group's staff are committed to avoiding conduct that could be conducive to money laundering or the financing of terrorism.

It is therefore **expressly prohibited**:

- To buy or acquire property or capital of any kind, knowing or suspecting that it may have derived from criminal activity, or engaging in any conduct that allows the illegal origin of such property or capital to be concealed.
- To replace or transfer money, capital or other assets when they derive from criminal activity, as well as to carry out any activity that may hinder the detection of the criminal origin of such assets.
- To use money, capital or property in economic activities with the knowledge that it derives from criminal activities

If there is any doubt regarding a particular activity, the situation should be reported directly to the management body of the Rafael González Group.

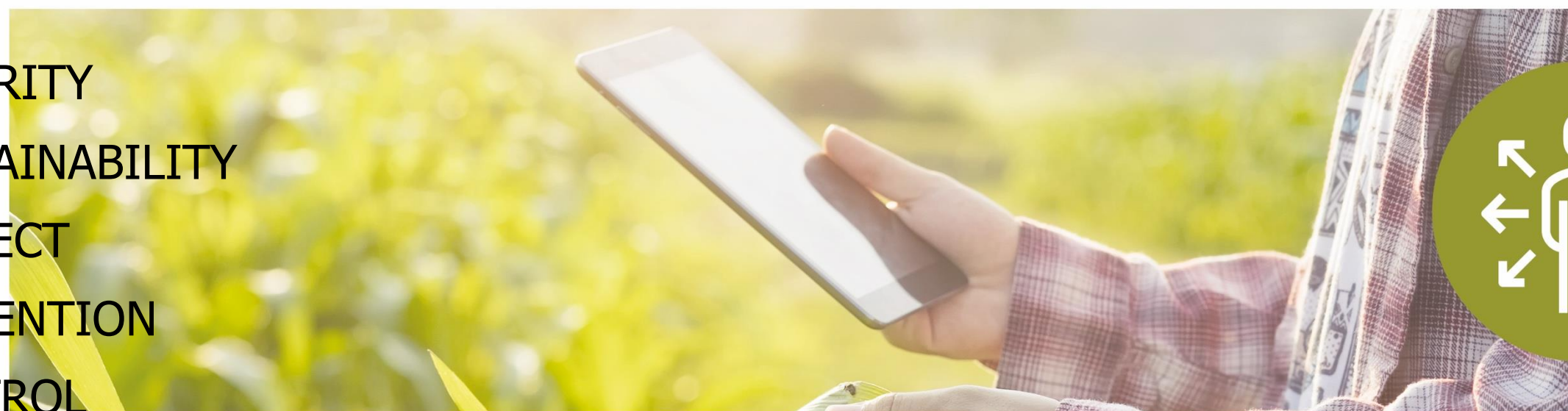
20. EXPORT CONTROL AND INTERNATIONAL SANCTIONS

The Rafael González Group is **expressly committed to complying with all applicable import and export control laws.** All personnel are obliged to comply with these regulations.

Under no circumstances may Rafael González Group personnel transfer, export, re-export, sell or assign products, technical data or services not permitted under current export control legislation.

The Rafael González Group is committed to complying with all economic sanctions imposed with respect to certain entities and countries, including economic sanctions imposed by the UN, the EU and other jurisdictions in which the Rafael González Group operates.

SECURITY
SUSTAINABILITY
RESPECT
PREVENTION
CONTROL



V.D. PROFESSIONAL RELATIONS

21. RELATIONSHIP WITH CUSTOMERS

The Rafael Gonzalez Group and its employees aim to achieve total customer satisfaction.

The staff of the Rafael González Group will endeavour to carry out their professional activity for their clients in a transparent, truthful, honest and professional manner, always seeking to generate value for clients. No situation of fraud or intentional undermining of the clients of the Rafael Gonzalez Group will be tolerated.

22. RELATIONSHIP WITH COMPETITORS

The Rafael González Group and its employees will always act in a loyal and fair manner in their professional relations with competitors, in accordance with legality, honesty and professional treatment. Any fraudulent, illegal or irregular action to the detriment of competitors will be avoided.

23. FAIR COMPETITION

Fair and free competition is protected by competition law, compliance with which ensures that there are no distortions of competition in the market, which is in the interest and benefit of all market participants. For this reason, the Rafael González Group fully supports the development of the open market and promotes market liberalisation. Agreements and concerted practices between competitors that prevent or limit free market competition are prohibited. Abuse of a potentially dominant market position is also prohibited.

Staff are expected to avoid any behaviour that could amount to improper or unfair commercial practice. Accordingly, the following conduct is strictly prohibited:

- To obtain by unauthorised means information of an industrial or commercial nature that is the property of third parties;
- To possess confidential information obtained without the consent of the owner;
- To request former or current employees of other companies to share proprietary information of another company;
- To collaborate with competitors to divide markets, opportunities, offerings or geographic regions.

Fair competition must also apply to suppliers, with whom the Rafael González Group is committed to behaving fairly and honestly, regardless of where they are located or the type of products or services they provide. The Rafael González Group conducts open and fair procurements, where suppliers are selected competitively, and establishes mutually beneficial relationships based on close cooperation and clear communications.

24. PROTECTION OF CONFIDENTIAL INFORMATION

The Rafael González Group possesses confidential business information of its own and of customers or third parties of great importance for its business activity. Unauthorised disclosure of this information may result in heavy losses for the Group, and may entail labour, civil and even criminal consequences for the employee who has disclosed said information.

The internal information of the Rafael Gonzalez Group will be considered as reserved and confidential. The personnel will take the appropriate measures to protect the confidential information of the Rafael Gonzalez Group, even after the contractual relationship with it has ended. Similarly, unauthorised access or disclosure of any confidential or reserved information of the Rafael Gonzalez Group or third parties will not be permitted.

Under no circumstances may confidential information, whether of the Rafael González Group or of third parties, be used for personal benefit or for the benefit of third parties. If there is any doubt about the nature of the information, it should be considered confidential.

For its part, the Rafael González Group has implemented both technical and organisational measures to ensure the protection of the confidential information of its customers and of the organization itself.



25. PROTECTION OF INDUSTRIAL AND INTELLECTUAL PROPERTY

The Rafael González Group will ensure legal protection and enforcement of any element of industrial or intellectual property in its broadest sense, from trademarks and patents to any rights over designs or know-how.

The Group shall take the necessary measures to ensure that the organisation's internal developments are duly protected, and internal processes and controls shall be established to prevent the developments of the Group from infringing the intellectual property rights of third parties.

Similarly, our staff will not use elements of intellectual or industrial property of others without having obtained the corresponding licence or authorisation from the owner.

26. INFORMATION PROCESSING

The information sent by the staff of the Rafael González Group to third parties must always be truthful; under no circumstances will incorrect information be communicated deliberately.

In particular, the staff of the Rafael González Group shall provide the financial information in a true and faithful manner in accordance with the applicable accounting principles. Under no circumstances shall any false or concealed financial or asset data be provided.

27. RELATIONSHIP WITH SUPPLIERS

Staff responsible for procurement processes for all types of suppliers should formalise written procedures that take into consideration the following factors:

- a) Adequacy of prices, quality and technical means of the supplier
- b) Procedures and controls with respect to food safety and the environment.
- c) Supplier's Code of Ethics and Conduct, as well as organisational monitoring systems

Procedures to monitor the activity and ethical behaviour of suppliers shall be established.

The Rafael González Group and its staff will ensure the fair, respectful and transparent treatment of its suppliers in strict compliance with the law.

28. RELATIONSHIP WITH PUBLIC AUTHORITIES

The staff of the Rafael González Group will act with respect for the law in their dealings with the public administration or its personnel. In particular, inappropriate offers or gifts shall not be made to public officials with the aim of influencing their ordinary duties.

29. RELATIONSHIP WITH THE COMMUNITY

The Rafael González Group is committed to the communities in which it operates.

Its staff must comply with the regulations in force in the place where they carry out their activity. The Rafael González Group shall diligently pay any taxes and charges imposed by regulations.



PROTECTION

PROCESSING

SUPPLIERS

PUBLIC AUTHORITIES

COMMUNITY



VI.

All members of the Rafael González Group, as expressed in the scope of this document, are subject to the application of the Code of Ethics and Conduct, and are obliged to comply with and contribute to its fulfilment.

In the event that there are reasonable indications that the provisions of this document have been breached or that any unlawful act has taken place, the person concerned may **report the breach**.

The Rafael González Group, aware of the importance of reporting irregularities, has implemented an information system in accordance with national and European regulations on the protection of persons who report breaches of regulatory compliance and corruption. **Any person subject to the application of the Code of Ethics of the Rafael González Group may report**, under the guarantee of absolute confidentiality and even anonymity, **any breach of regulations related to the principles and values contained in this Code** and which falls within the scope of application of whistleblower protection legislation.

The management body of the parent company of the Group prohibits any kind of retaliation for communications made in good faith through the internal information channel of the Rafael González Group. The **rights of all parties involved in the information system**, and in particular the right to the presumption of innocence, **must** also be safeguarded.



VII.

The document has been drawn up by the Management Team and the management body of Rafael González Business Group, S.L. In the event of any doubts regarding the interpretation of the document in terms of the business principles and guidelines on behaviour, the administrative body of Rafael González Business Group should be consulted.

Failure to observe or comply with the guidelines of this Code may result in labour liabilities for the offender in accordance with the applicable rules set forth in the Workers' Statute and the applicable collective bargaining agreement.





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La marca de la
gestión forestal
responsable

