



CODE

OF

CONDUCT

WARWIN S.A.

INTRODUCTION:

The purpose of this code is to define the ethical standards that make up the overall culture of our Company.

The Code defines attitudes and behaviors in the business, social area and cultural, which all employees of the Company, regardless of their position, are obliged to comply.

The ethical standards presented in the Code are to improve the organizational culture, the quality of our work and facilitate the employees pursuit of common goals, while for our Customers they are important information about the patterns of behavior followed by our company.

Ethicality is a prerequisite for achieving the stability of the Company, it will ensure a competitive advantage and above all help achieve the intended success.

The company's reputation and trust in it is one of the most important values.

The Code of Conduct applies to all suppliers and their subcontractors, as well as other commercial partners and cooperating partners. The Code of Conduct is based on internationally established initiatives and standards, such as:

UNGC Global Compact;

UDHR Universal Declaration of Human Rights

ICCPR International Covenant on Civil and Political Rights

ICESCR International Covenant on Economic, Social and Cultural Rights

ILO International Labor Organization

OUR GOAL:

The overriding goal of our company's activity is the production of products that meet the highest Customer requirements, with particular emphasis on the aspects of food safety and quality, while developing and strengthening the economic position on the market.

OUR VALUES:

- Honesty
- Trust
- Responsibility
- Transparency of our activities
- Objectivism
- Constant personal development

- Professionalism
- Satisfaction of the customer and employees of the company

I. GENERAL ETHICAL RULES APPLICABLE IN WARWIN S.A.

In the opinion of the Company, an important place is occupied by ethical values, which are the key to the trust of customers, investors and employees.

1. ETHICS IN BUSINESS

- **Honesty**

We avoid unethical and unfair business practices.

We run our business reliably and with the highest compliance of words and deeds.

We do not tolerate corruption, manipulation, distortion of facts or concealment of data.

- **Fair competition**

We promote free and open competition. We do not undermine the reputation of competitors, either directly or through innuendo. We do not obtain information about competition by illegal means. In contacts with competitors, employees do not provide confidential information about the company.

- **Not accepting financial benefits**

All employees of Warwin S.A. they are absolutely and without exception forbidden from accepting financial benefits in exchange for any actions, as well as giving benefits in order to gain Clients, Business Partners and favor of Supervising, Auditing Units or officials.

2. OBLIGATIONS TO CUSTOMERS AND BUSINESS PARTNERS

Customer satisfaction is a constant concern of the company and its every employee, which is why:

- We try to meet the Client's expectations
- We are committed to professional Customer service
- We treat all Customers equally.
- We keep our timeliness
- We react immediately to mistakes so that they can be corrected as soon as possible.
- We provide Customers with complete and truthful information about the products in our portfolio
- We track changes in resolutions and ordinances on an ongoing basis and translate them into our duties

3. WARWIN'S OBLIGATIONS TO EMPLOYEES

We know that employees play an important role in creating a stable and modern company.

We make sure that our relations are based on understanding and respecting their personal dignity, therefore:

- We strictly comply with the provisions of law in the field of work and health and safety
- We do not discriminate against anyone on the basis of gender, age, religion or origin social or sexual orientation.
- We provide equal employment opportunities, we recruit and promote employees taking into account the qualifications required for a given job position
- We focus on training and development of our employees by organizing external and internal training
- We make a thorough assessment of the work of each employee and his contribution to the company's development, on this basis we apply the rules of the remuneration policy.
- We pay salaries on time. We do not apply any unlawful or arbitrary wage reductions.
- Overtime work is only done on a voluntary basis
- We do not limit the possibilities of association and activities carried out within these frameworks associations in their spare time.
- We pursue an open information policy, creating opportunities for employees to submit comments.
- We strictly adhere to the prohibition of employment of minors.

4. OBLIGATIONS OF EMPLOYEES TOWARDS WARWIN S.A.

- We are all committed to protecting the assets of Warwin S.A. including buildings, surroundings, rooms, devices and equipment.
- The basis of everyday work is respect for oneself and colleagues, and a willingness to cooperate, regardless of the function performed.
- We work reliably and fulfill the entrusted duties in a timely manner.
- We are loyal, honest and impartial. We do not spread rumors, slander or public criticism of any employee. We do not support the abuse of sick leave.
- Together, we create working conditions, we care for the cleanliness and aesthetics of our workplaces.
- We all follow general safety rules, we provide help in emergency situations
- We focus on open and honest communication (we admit mistakes, share feedback)
- We share our knowledge and professional experience with other Employees.

- We undertake to observe the confidentiality of the Company, we do not pass on any information obtained in the company and about the company

II. NATURAL ENVIRONMENT

The company complies with the regulations and legal standards in the field of environmental protection.

We take care to reduce waste resulting from our activities.

We promote an ecological lifestyle and increase the ecological awareness of our employees, we save electricity and water consumption, and we segregate waste.

This Code of Ethics has been approved by the President of the Management Board of Warwin S.A. and is addressed to all employees of Warwin S.A. regardless of the position held, length of service, form of the concluded contract. All employees read its content and undertake to comply with its principles.

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