

ARTECA carries out responsible management of the supply sources used to supply its raw materials.

For this, it requires its suppliers, in the case in which they are applicable, the following commitments:

Human Rights and Working Conditions

Child labour

Child labour is not tolerated in any form. In this regard, the employment age for young workers either meets or exceeds applicable legal requirements.

Salaries and benefits

Compensation and benefits are provided in compliance with applicable legal requirements, including minimum wage, overtime compensation and legally mandated benefits.

Working hours

Legal requirements regarding working hours, including overtime, are complied with.

Forced labour

Any form of forced, bonded or compulsory labour, including human trafficking, is prohibited.

Ethical recruitment

We ensure that our recruitment processes respect human rights, prohibit child and forced labour, ensure safe working conditions and promote equality and non-discrimination. We are committed to providing fair wages, respecting freedom of association and adopting anti-corruption measures. We also implement environmentally responsible practices, promoting a sustainable approach throughout our supply chain, aligned with international standards and encouraging continuous improvement.

Freedom of association

Employees are allowed to communicate openly with management regarding working conditions and practices without fear of reprisal, intimidation or harassment.

The rights of employees to associate freely, to join or not to join trade unions, to collectively bargain, to seek representation and to join Workers' Committees are respected per applicable requirements.

Harassment

A workplace is provided that is free from any form of employee harassment.

Non-discrimination

No form of discrimination is tolerated regarding employment and occupation. Equal employment opportunity is provided regardless of the employee or applicant's race, colour, age, gender, sexual orientation, gender identity, ethnic or national origin, disability, pregnancy, religion, political affiliation, trade union membership, genetic information or marital status.

Diversity, equality, and inclusion

Establish and develop policies that integrate equal treatment and opportunities between women and men without discriminating directly or indirectly on the grounds of sex, race, colour, language, religion, opinion, origin or any other personal and/or social condition or circumstance. Consider diversity, equity and inclusion in all policies on people management as a transversal factor that is at the basis of all decisions taken in this area.

Minority and indigenous peoples' rights

Respect the rights of minorities, local communities, and indigenous peoples, when it affects them and the lands on which they live, with special consideration for the presence of vulnerable groups.

Land, forest and water rights and forced evictions.

Act in such a way as to minimize harmful impacts on the environment arising from their industrial, commercial and economic operations. Encourage initiatives that promote greater environmental responsibility. Promote the development and diffusion of environmentally friendly processes and technologies. Protect ecosystems, especially key biodiversity areas if affected by its operations, and prevent illegal deforestation in accordance with international biodiversity standards.

Use of private or public security forces

Do not use private or public security forces to protect the business project that may lead to human rights violations due to lack of training or control by the company.

Health and Safety

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Employees are provided with a safe and healthy work environment that meets or exceeds applicable legal requirements and industry standards for occupational health and safety.

Business Ethics

Anti-corruption

We work against corruption in all its forms, including extortion and bribery.

Privacy

Appropriate measures are in place to respect privacy, protect personal data from loss and unauthorised access or use, and comply with privacy and legal requirements related to information security.

Fair competition/anti-trust

Standards of conduct and fair dealing are observed per all applicable anti-trust or anti-competitive legal requirements.

Conflicts of interest

All business should be conducted in a manner that avoids any semblance of impropriety.

Identity protection and non-retaliation

The following communication channels are available to address concerns raised anonymously, confidentially and without retaliation: email complaintschannel@arteca.net

Financial accountability (Accurate records)

Maintain fair business, advertising and competition standards and exercise responsible taxation, filing and paying tax obligations on time and avoiding double counting.

Disclosure of information

Reasonable expectations of privacy will be protected regarding the personal information of everyone with whom we do business, including suppliers, customers, consumers and employees.

Counterfeiting

Procurement shall be protected with the objective of NON-proliferation of counterfeit products purchased by the organisation. The supplier develops, implements and maintains methods and processes appropriate to its products and services to minimise the risk of introducing counterfeit parts and materials into products.

Intellectual Property Rights

Intellectual property rights shall be respected. The transfer of technology and know-how shall be carried out in such a way that intellectual property rights are protected.

Export controls and economic sanctions

All relevant laws and legislation regarding exports and origins that are prohibited at the time of realization due to economic sanctions in force, such as those that do not contain metals or materials derived from minerals originating in conflict regions ('conflict minerals') that directly or indirectly finance or benefit armed groups, are and will be respected.

Environment

Energy consumption and GHG emissions

An energy consumption reduction strategy and improvement plan are in place to reduce energy consumption by increasing the use of renewable energy.

Water quality and consumption

We work to reduce, reuse and recycle water, responsibly treating discharged wastewater to protect the environment and improve overall water quality.

Air quality

Emissions that contribute to local air pollution are monitored and controlled, minimising and, if possible, eliminating them.

Natural Resource Management and Waste Reduction

We encourage using renewable and sustainable natural resources while reducing waste and increasing reuse and recycling.

Responsible Chemical Management

The use of restricted substances in manufacturing processes and finished products are identified, minimised or eliminated to ensure regulatory compliance. We are aware of any use of reportable substances in processes and finished products and actively investigate suitable alternatives.

Decarbonisation

We want to decarbonize our business and that of our customers to contribute to the achievement of the energy transition.

Animal welfare

The fight for and commitment to their welfare is encouraged, rejecting animal abuse.

Biodiversity, land use and deforestation

Protect ecosystems, especially key biodiversity areas if affected by its operations, and avoid illegal deforestation in accordance with international biodiversity standards.

Soil quality

The fight against environmental pollution, including soil and water pollution, is promoted.

Noise emissions

The fight against environmental pollution, including noise pollution, is encouraged.

Villabona 10/2024
Administrador ARTECA
Alexandre ABERGEL

