

eveetra

INSPIRING ELECTRIC MOBILITY

CODE OF ETHICS

CODE OF ETHICS: CORPORATE VALUES AND ETHICAL PRINCIPLES

1. *Commitment to and respect for existing and applicable legislation*

In Evecetra we are highly compromised with the normative fulfillment and the observance of the laws and regulations that are of application to us and we work so that all those that integrate the organization we fulfill them in the development of all our actions and decisions.

No relationship or commercial activity will be established with who has link and/or promotes illicit commercial or professional activities.

2. *Respect for human rights*

Contribute to the respect, protection and promotion of human rights in all the organization's actions by strongly condemning any form of child labor, forced labor or labor carried out under threat or reprisal.

3. *Good faith and honesty*

Professional and commercial relations shall be based on clarity, objectivity, seriousness and honesty, avoiding illegal, unethical or fraudulent conduct.

4. *Respect for and commitment to the confidentiality of personal data*

The confidentiality of personal data accessed in the course of our professional activity must be maintained at all times, even after our professional activity has ended. We are committed to the integrity, availability and confidentiality of personal data and we guarantee the implementation of the appropriate technical, organizational and security measures to ensure adequate protection for the personal data we process in our organization. We are committed to complying with current and applicable regulations on the protection of personal data.

5. *Respect and equal treatment*

Relationships based on respect, participation, fairness and collaboration will be promoted, fostering a respectful working environment in order to achieve a positive working climate.

Harassment, abuse, bullying, intimidation, disrespect and lack of consideration will not be tolerated in the organization.

No discrimination on the grounds of gender, age, religion, nationality or any other circumstance protected by law will be permitted.

6. *Anti-corruption and bribery policy*

No form of corruption, bribery or influence peddling will be accepted in the conduct of professional activity, whether with the public administration or in the private sphere.

Gifts and handouts to or from employees are not permitted under any circumstances, with the exception of appropriate business practices or courtesies of token value.

7. Occupational risk prevention and health and safety at work.

Evecetra is committed to providing a safe workplace that guarantees the physical and mental health of all company personnel.

We rigorously comply with the legal requirements regarding health and safety, providing our workers with the necessary technical equipment to carry out their work and providing training so that everyone is properly trained and informed about occupational hazards.

8. Social Tax and Social Security Compliance

Any unlawful practice involving the unlawful avoidance of payment of taxes to the detriment of the tax authorities and the competent social security authorities shall be avoided.

9. Transparency in financial and accounting data

The economic, financial and equity information shall be fairly presented in accordance with generally accepted accounting principles and applicable international financial reporting standards.

10. Commitment and respect for the environment

We will ensure a responsible attitude towards the environment, as well as a commitment to comply with environmental legislation and the rational use of resources. We therefore avoid committing any act that degrades the environment.

11. Conflict of interest

All decisions shall be based on the best interests of the organization and not on personal interest. Our decisions will be based on professional criteria and not on personal gain. In the event of a conflict of interest, we will bring it to the attention of the organization.

12. Monitoring

To ensure full compliance with this Code of Ethics, it should be shared and known throughout the organization, and compliance with it should be verifiable when required.