



Colorobbia España, true to the philosophy of Gruppo Colorobbia, is committed to regulatory compliance, and therefore has a Code of Ethics that establishes our values, ethical principles and modes of action that must be respected by all members of our company.

In order to allow our stakeholders, and especially our customers, suppliers, employees, etc. to make queries, raise doubts and/or submit complaints related to the application of our Code of Ethics, as well as any possible breach or behavior contrary to ethics, legality and the rules governing Colorobbia España by the professionals who compose it, we provide them with an Ethics Channel as a means of communication, under the terms and conditions of Law 2/2023, February 20<sup>th</sup>, 2023, regulating the protection of people who report breaches of regulations and the fight against corruption.

### **What is considered non-compliance?**

Without excluding or limiting, the following are considered:

- Fraud and swindling
- Money laundering
- Tax evasion or avoidance
- Crimes against intellectual or industrial property
- Unfair competition
- Crimes against the market or consumers
- Internal corruption
- Irregularities with Social Security or Tax Authorities
- Non-compliance with data protection regulations
- Disclosure of business secrets
- Embezzlement
- Crimes against the environment and public health
- Violation of workers' rights

### **Who can submit a communication?**

Anyone from the company and those external who are or have been linked, or related, to the company in a work or a professional context.

### **How to make this communication?**

The following communication channels are available to all the Colorobbia España's stakeholders:

- Ethics hotline: [colorobbia@linea.etica.es](mailto:colorobbia@linea.etica.es)
- Toll-free telephone: 900 293 304
- Whistle-blowing channel on the web site

These lines are managed by an external company, thus guaranteeing the confidentiality of the same, which is also a guarantee of preventing conflicts of interest.

Communications made through this channel will be confidential and be made anonymously, so that the whistleblower will be protected against any attempt of retaliation.





**Ethics Channel Principles.**

The internal whistleblower channel system meets the guarantees of confidentiality, respect for independence, data protection, secrecy of communications and good practices of monitoring, investigation, and protection of the whistleblower.

All communications received through these channels will be thoroughly analyzed and will ensure no reprisals of any kind against those who make them in good faith.

Vilafamés, March 2023