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"Disseny, Estudi i Mecanització, S.L." (hereinafter **DEM**) is firmly committed to lawful and ethical behaviour and, therefore, this Code applies to both the Board of Directors and to **DEM** employees, and compliance with it is mandatory in the exercise of our responsibilities, duties and tasks.

The respect for and observance of the fundamental values and principles of this Code shall govern all the activities and work carried out at **DEM**, as well as all the interpersonal relationships between colleagues, collaborators, managers, subordinates, suppliers, customers, partners and, in general, anyone with a direct or indirect interest in the company, regardless of the nature (occupational, commercial, administrative, etc.) of the relationship.


I.- Values

Our **values**, which **shape our identity**, must always be scrupulously respected. **For the purposes of this Code, they are as follows:**

- **Listening carefully** to our internal and external customers in order to accurately understand and prioritise their needs and wishes.
- **Providing an adequate response**, in terms of time, to each project, assignment or challenge. Acting swiftly when necessary and calmly when called for. In all circumstances, evaluating the pros and cons of the decisions to be taken and adopting them with conviction and dynamism after completing the necessary analytical processes.

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- **Orienting the solutions** to projects, assignments and challenges towards realistic **objectives and prioritising feasibility, excellence, and quality.**
- **Adapting readily to the changes** and demands of the professional environment.
- **Being open-minded** and respectful of the opinions of all parties involved in any given situation.
- **Being proactive** in general, and particularly when it comes to improving products and services.
- **Constantly updating** our technological know-how.
- **Continually innovating.**
- **Ensuring the professional growth of everybody at DEM** by being fully committed to training, whether as trainers or recipients, in order to achieve the two previous values.
- **Teamwork**, fostering a culture of trust and mutual respect.
- **Respect for differences, opinions and diversity**, appreciating their value and not discriminating on the basis of skin colour, race, religion, gender, sexual orientation, nationality, ancestry, age, disability, family status, pregnancy or any other factor prescribed by law.
- Promoting **gender equality.**
- **Respect for the environment and sustainability policies.**


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- Prioritising **health and safety in all company activities, ensuring a safe and healthy working environment.**
- **Protecting and safeguarding any confidential information** accessed, irrespective of its origin.
- **Respect for the intellectual and industrial property rights of third parties.**
- **Defending free competition** and, consequently, our commitment not to infringe upon it.
- **Maintaining our reputation.** Insofar as we all contribute to the *corporate image*, and therefore, under no circumstances will we damage it with inappropriate conduct, understood as, among other things, any actions that violate this Code.

II.- Core principles

Conduct at **DEM**, in all areas, must be compatible with

- **Good faith**
Acting ethically and with a socially acceptable attitude.
- **Loyalty**
Consistently behaving in accordance with moral standards when fulfilling our commitments to internal customers, external customers and suppliers.
- **Truthfulness**

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Communicating information that is entirely truthful both vertically and horizontally to internal customers, external customers and suppliers.

- **Probity**

Refraining from abusive behaviour towards anyone or anything, and not committing any unlawful acts.

- **Honour**

Not accepting or offering undue compensation, gifts or advantages, and declaring any situation that may conflict with this prohibition through *the chain of command*.

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Dissemination:

This Code is published on the company's website www.dem-barcelona.com. Our suppliers and external customers –or the recipients of the goods and services produced by **DEM**– can access it through the website, and our internal customers –in other words, those of us who form part of **DEM**– have first-hand knowledge of it as well as being able to consult it on the website.

Entry into force of this Code. Its interpretation and compliance policy.

This Code of Conduct is effective as of 01 June 2023. It was drafted by the Board of Directors and is therefore known to them.

It will remain in force until the approval of any alteration to it, which will be duly communicated.

Failure to comply with this Code may lead to disciplinary measures, including the possibility of dismissal, without prejudice to the exercise of any other legal recourse that may be appropriate.