

CORPORATE SOCIAL RESPONSIBILITY POLICY

(Sustainability, ethics, labor relations and human rights)

Condensia's corporate culture is based on values such as respect, professionalism, integrity and teamwork, which support our objectives, which are to grow in a sustainable manner, providing value to our customers and society, through tailor-made products, with a spirit of constant improvement.

On this path towards our personal and corporate growth:

- We have implemented a quality and environmental management system according to ISO 9001:2015 and ISO 14001:2015 Standards, which allows us to promote new technologies, facilitate international trade and the efficient use of resources, as well as minimize the environmental footprint of our activity.
- Through our R&D&I strategy, we participate in the Circular Bio-based Europe Joint Undertaking, the leading industry association that places circularity, innovation, and sustainability at the heart of the European bioeconomy (Circular Economy), thus contributing to the ecological transition of our societies.
- The people who work in Condensia show a loyal, diligent, and honest conduct, respecting people's dignity, freedom, and privacy. We do not tolerate verbal or physical behavior that is degrading, offensive, harassing or bullying.
- We respect internationally agreed fundamental human rights, including the prohibition of child labour, forced labor and the use of illegal immigrants as labor. We exercise the principle of equal opportunity and equal treatment without regard to race, color, religion, age, nationality, sexual orientation, marital status, disability, or political affiliation.
- Business relationships are based on trust. We act with transparency and independence, never yielding to a request that involves illegal actions or actions contrary to our ethical standards, such as bribery, extortion, fraud, money laundering or conflicts of interest, and we respect the laws that regulate international trade and free competition.
- We treat as confidential and protect any sensitive information that could be exploited by any competitor. In the same way, we guarantee the protection and appropriate use of personal data of employees, customers, suppliers, collaborators, and other interested parties, complying with the applicable legislation.
- We provide a safe and healthy environment, integrating occupational risk prevention into business management and promoting actions to improve the well-being of our employees and collaborators.
- We comply with the applicable collective bargaining agreement and all labor laws that regulate the working hours, working days, rest periods and work permits, facilitating and promoting work-life balance as much as possible.
- We promote a motivating work environment that ensures internal recognition and personal and professional autonomy. Responsible leadership is exercised in which employees and collaborators are supported in their functions and their doubts and concerns are addressed.


Marco Paolo Ara
Chief executive officer / CEO

Office:

Carrer Junqueras 16, 11A
08003 Barcelona (Spain)
T. (+34) 932 680 633
F. (+34) 932 684 808
condensia@condensia.com

Plant:

La Cierva 8, P.I. Can Cortès
Palau-solità i Plegamans
08184 Barcelona (Spain)
T. (+34) 938 648 811
F. (+34) 938 643 775
fabrica@condensia.com

