

# PROTOCOL OF GOOD PRACTICES FOR SUPPLIERS

Dear Supplier,

EUROFRAGANCE expects you to respect all applicable laws and regulations and, in particular, those relating to the points detailed in this document in the relationship you maintain with us.

In particular, you are obliged to and will:

1. Pursue your activity with EUROFRAGANCE by following the highest ethical standards, by being honest and inspiring trust. This behavior, must be consistent and unwavering, ensuring the good reputation of EUROFRAGANCE at all times.
2. Perform your duties for EUROFRAGANCE in a manner that pursues the interest of EUROFRAGANCE over your own interest, avoiding any kind of conflict of interest that may arise in the activity to be carried out on our behalf.
3. Carry out all functions in accordance with the law, prohibiting any illegality or criminal behavior in your activity and ensuring the existence of controls to not commit them.
4. Maintain absolute reserve and confidentiality regarding the information in your possession relating to EUROFRAGANCE, as well as the information of third parties to which you have had access exercising any activity for, or on behalf of EUROFRAGANCE. All the information will be treated in accordance with current legislation and in accordance with the legislation on the protection of personal data.
5. Adopt as many measures as necessary to avoid any situation of bribery, influence peddling or corruption between individuals, consisting in the bribery of an authority or public official or in the delivery and acceptance of unjustified gifts, including those to secure contracts of products or services between individuals.
6. Abide by standards of transparency and good business practices in order to incorporate a culture of prevention of fraudulent actions.
7. Refrain from ever engaging in any wrongdoings or fraud, as they present risks that may undermine public trust and damage the reputation of EUROFRAGANCE's integrity. Among these risks, the following stand out:
  - a. To deliver fraudulent financial information.
  - b. Secure income or assets obtained through fraudulent or illegal actions.

- c. Corruption: offer, request, deliver or receive, goods in money or in kind, in exchange for actions, decisions or omissions that may benefit the entity; either a private individual or a public official.
  - d. Accept gifts, for oneself or for a third party, consisting of money or prohibited substances.
  - e. Misleading advertising
  - f. Falsehoods: creation, elimination, modification, alteration or disclosure of any type of information tending to distort reality.
  - g. Other irregular behaviors: conflict of interest, abuse of privileged information, discrimination, violation of business secrets, environmental offenses, etc.
8. Comply with all applicable antitrust and competition laws that prohibit agreements or actions that unreasonably restrict trade, are misleading or lead to errors, or unjustifiably limit the action of competition without providing beneficial effects for consumers, or that are considered practices contrary to free competition.
9. Avoid violations of intellectual property and comply with current legislation on this matter.
10. Act at all times, in relationships with clients, in accordance with criteria of consideration, respect and dignity, taking into account the different cultural sensitivity of each individual and not carrying out actions that could be discriminatory in treatment based on race, religion, age, nationality, gender or any other personal or social condition as outlined by law, with special consideration for the care of people with disabilities or handicaps.
11. Respect that EUROFRAGANCE fully supports the Framework Convention and the United Nations Trade and Human Rights Guidelines and expects suppliers to respect all human rights, including labor rights, in all economic activities.
12. Comply with labor legislation, to have an Occupational Risk Prevention Plan implemented and to guarantee adequate and safe conditions for the development of work activity by its workers.
13. Avoid polluting the environment, commit to complying with environmental legislation and to have adequate procedures in place for the treatment of waste in the event that it is legally required to do so.