



CODE OF CONDUCT

1. **The purpose of this procedure** is to define the code of conduct that the people from AMES should contemplate in those decisions that, within their professional scope, may affect the company's results both in short and long term.
 2. **This procedure is applicable** to all people of all companies and work centers of AMES.
 3. **AMES expects its people to behave ethically in their professional actions and in compliance with the laws** of the country where they operate; therefore, the following aspects will be taken into account:
 - 3.1 **Responsible supply of materials.**

AMES can not provide itself or use products that contain raw materials that contribute to the violation of human rights or to other ethical faults; therefore, AMES will require its suppliers of raw materials to use foundries and refineries that do not present conflicts in this regard, especially for the acquisition of tin, tungsten, tantalum and gold. (Conflict Minerals).
 - 3.2 **Fight against corruption**

Rejection of all corrupt practices and behaviors, both in the commercial relationships that are established (suppliers, customers), and in the procedures that are carried out with the public administrations of the countries in which they operate.

No person from AMES, or acting on behalf of AMES, will accept, grant or offer bribes, inadmissible donations or undue benefits in the relations with customers, suppliers, officials or other business partners.
 - 3.3 **Privacy and personal information**

AMES departments that have personal data of employees, former employees, customers, suppliers and other interested persons are responsible for protecting them, as well as maintaining the confidentiality criteria that have been acquired.

Personal data will only be collected, processed, used and stored when there is the consent of the person concerned, a contractual agreement or some other legal basis.
 - 3.4 **Know-How and company data**

In addition to the confidentiality aspects described in the Customer Service Principle, it is expected that the people from AMES who have access to the organization's data or data related to the company's own know-how, make an appropriate use of it according to the ethical behavior that we are describing; therefore, that they do not disseminate it in any way outside the scope of the company, even after the employment relationship with AMES has ended.
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3.5 Conflict of interests

Decisions can only be made based on solid objective arguments, without the influence of personal relationships or opinions. The people from AMES who have personal interests in any of their suppliers or customers will refrain from making any decision that affects the supplier or customer.

4. **All work centers of AMES will have the permits, licenses, inspections and reports required by the law of the country for the development of their activity;** they will be updated and available for review at any time.

Likewise and **taking into account the commitment to the environment**, actions will be taken to improve the environmental performance of our products and services, as well as to reduce the use of the natural resources used, choosing alternatives with less environmental impact.

4.1 Energy consumption and resource efficiency

Documented monitoring of energy consumption, water, raw materials and packaging materials will be carried out in each center, seeking options to improve their efficiency and, therefore, reducing their consumption in relation to the units or Tm produced.

4.2 Emissions, wastewater discharges and waste management

In the line of consumption, options will be sought to reduce atmospheric emissions, wastewater discharges and the generation of waste per unit or Tm produced. Likewise, the reuse and recycling of waste will be prioritized versus its energy recovery or, ultimately, its deposit in controlled landfills.

4.3 Responsible management of chemical products

We will actively work to limit and restrict the amount of chemical products used in productive activities and to select chemicals with the lowest possible risk to health and the environment.

5. Human rights and labor conditions

5.1 Young workers

Only people who meet the minimum legal age established by law in each country will be hired. Also, people under 18, or under the age established by the law as a condition of a young worker, can not do overtime, night shift or dangerous jobs.

The apprenticeship programs or internships for students will be done according to the requirements that the applicable laws and regulations establish, carrying the necessary records that are established to protect their rights.



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5.2 Salaries and remuneration

All persons will receive a salary statement / receipt which includes the appropriate information to be able to verify the compensation received for the work in each payment period. This compensation must be in accordance with all legal requirements, including minimum wage, hours of work and overtime.

5.3 Health and Safety

All information related to the health and safety of people and to emergency procedures must be personally communicated and published in each workplace in a language that the worker understands. Likewise, necessary personal protection equipment will be provided, which will be easily accessible. Training in machines, equipment and safety required by each job will also be done.

Emergency exits, fire detection systems, alarms and fire-fighting equipment are correctly installed and operational at all times. Evacuation drills will be held periodically to assess the effectiveness of the measures.

5.4 Harassment

Any form of harassment that a person may suffer, including sexual harassment, physical coercion or verbal abuse, should be immediately brought to the attention of the HHRR department to act on it. It is the responsibility of all people from AMES, and above all of their managers, that these situations will never occur.

5.5 Discrimination

The people from AMES should be selected, hired and promoted on the basis of their qualifications and abilities; therefore, no one should suffer discrimination based on gender, age, religion or belief, territorial origin, nationality, political affiliation, sexual orientation, marital status or any other condition that could lead to discrimination.



César Molins
General Director of AMES

This policy will be available to any interested party: Customers, Suppliers, Administration, Local Bodies and Entities, etc. through the AMES website www.ames-sintering.com
