

BUSINESS ETHICS CODE OF TEX. ATHENEA S.L. (V.01- 20160427en)

TEX. ATHENEA S.L. hereby undertakes to adopt the moral and ethical values in the management of our company. Similarly, we expect our suppliers to adhere and respect them.

EMPLOYMENT REQUIREMENTS AND LIABILITY: HUMAN RIGHTS IN OUR BUSINESS AND LABOR PRACTICES.

Forced labor: There will be no involuntary prison labor, forced labor or slavery. The use of forced labor is strictly prohibited.

Child labor: There will be no employment of persons less than 16 years. There will be not employed persons under 18 for night work or in hazardous environments.

Discrimination and abuse: Should treat employees with respect and dignity. It is not allowed or it cannot be committed any kind of physical, psychological, harassment or any of the different types of physical or psychological violence punishment. Also, all employees must be treated equally, respectful and fair. We should not promote or discriminate against anyone based on their age, disability, religion, ethnicity, race, sexual orientation, national origin or political preference.

Law and freedom of association: Workers without distinction, have the right to join or form unions of their own choosing and to negotiate collectively without any discrimination or harassment fine. An open attitude towards the activities of trade unions and their organizational activities will be adopted. The workers' representatives will not be discriminated and will have access to carry out their representative functions in the workplace.

Salary: A decent living wage will be paid for a month of regular work. It shall at least meet national legal standards or regulatory / industry contract reference or whichever is higher. In any case, wages will always be high enough to meet basic needs and to provide some discretionary income. It will be provided to all workers and comprehensible information in writing about their working conditions in respect to wages before they enter employment and about the details of their wages for the pay period concerned each time that they are paid. Deductions from wages as a disciplinary measure shall not be permitted nor shall any

deduction provided for by national law without the express consent of the worker concerned. All disciplinary measures should be recorded.

Hours: Working hours will be not excessive. Working hours will comply with national laws or regulations of the industry of reference, whichever affords greater protection.

Working conditions, health and safety: We are committed to preventing accidents, injuries and work-related and the protection of our employees, suppliers and others who may be involved in the production and distribution chain diseases. Workers receive regular training in writing about health and hygiene, which will be repeated for new or reassigned workers. Access to clean toilets and drinking water will be provided.

SUPPLIERS.

Suppliers: Our suppliers must receive approval from Tex. Athenea S.L. before outsourcing or derive any part of the production or distribution. The approval by Tex. Athenea S.L. shall be subject to the supplier total acceptance in full of this code of ethics and conduct.

Audits: Tex. Athenea S.L. reserves the right to check that our suppliers adhere to our code without notice at any time. Our suppliers must provide the information necessary to conduct such audits.

Environmental responsibility.

Environmental commitment: we are committed to use water sustainably and make continuous improvement of its management. Our commitment and effort is to reduce the volume of water used for our activities, ensuring respect for local water resources, ensuring that the water we pour in our environment is clean. We understand that our action has an impact on the environment, which is why we are sensitive to constantly seek ways to reduce it through continuous improvement in emission control, waste management, water treatment, energy saving and every element that potentially might affect you.

INTEGRITY WHEN DEALING AND NEGOTIATING WITH EXTERNAL ORGANIZATIONS OR INDIVIDUALS.

Commitment to anti-bribery and business ethics:

We totally oppose and repudiate any form of bribery and corruption directly or indirectly through any intermediary.

Employees must adhere to the following points:

1. They must conduct their business in an ethical manner: by rejecting any form of bribery, corruption or any type of fraud in business practice.
2. They should be aware of applicable laws, business ethics standards, end customer requirements or ethic codes of the same.
3. The internal bodies designated as responsible for the implementation of ethics and conduct standards in business are the CEO and the HR department.
4. The clear system for reporting a possible fault or misconduct with regards to business practices by any member of the organization will be attended and processed in a totally confidential way and without prejudice to the person who reports such behavior.

GUIDING PRINCIPLES ON HUMAN RIGHTS

Protection of human rights: the company has a policy and mechanisms that guarantee the protection of human rights, ratified by Management (CEO) and HR department, following the guidance of the guiding principles on business and human rights from United Nations to "protect, respect and remedy".

Tex. Athenea S.L. understands that its commitment to human rights transcends the people who are part of the company. This policy will apply to Tex Athenea, S.L. employees, managers and members.

It also includes suppliers, business partners and communities in which they develop their businesses, supply chains and activities.

Tex. Athenea S.L. promotes and publicizes this policy among its groups of interest.

People appointed by the company to implement standards on human rights: Tex. Athenea S.L. mission is to ensure compliance and knowledge of the business ethics code, resolve incidents or doubts about its interpretation and ensure its fair application in claims.

The appointed members for such assignment are (CEO) and HR department.

Ambit and application scope of human rights: the Human Rights Policy of Tex. Athenea S.L. it is directly applicable to all of the company's activities, as well as to all its administrators, executives, employees, suppliers and business partners.

They will be applicable in all those societies in which Tex. Athenea S.L. have control of the operation. In those in which it participates but where it does not maintain control Tex. Athenea S.L. will promote the knowledge and application of politics and will care for the respect of human rights, following the steering of the guiding principles on business and human rights of the United Nations and the legal frameworks of each country.

Impact of the measures: Tex. Athenea S.L. periodically analyzes human rights issues related to its activity and implements due diligence processes to assess the risk of non-compliance, from which it proposes measures to prevent or remedy the negative impacts, and actions to maximize the positive impacts.

Confidentiality and security in communications: Tex. Athenea S.L. has the obligation to establish the adequate communication channels so that any employee can obtain or provide information about its compliance, guaranteeing the confidentiality of the relations that are managed.

The employees of Tex. Athenea S.L. have the obligation to inform the company, in a confidential manner and safe from consequences or grievances, of any breach of the commitments of this policy that they may observe. Likewise, those persons who, without being employees of the company, may observe potential bad practices in this field might report too.

For this they can address the bodies that in Tex. Athenea S.L. supervise the performance of the company at the level of ethical code and human rights through the email address: codigoetico@texathenea.net

The human rights policy is integrated into the company through periodic communications and training actions.

Efforts are made to ensure that employees with functions that have a greater potential impact on human rights receive specialized training.

Villena, February 20, 2018.