

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.
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