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|  <p>SIRPLES</p> | <p><i>Code of Ethics</i></p> | <p>16/01/2026</p> |
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This Code of Ethics defines the ethical commitments and responsibilities to be observed in the conduct of company activities. All parties, both internal and external, interacting with Sirples in any capacity are required to comply with these principles and behaviours.

1. Legality, Integrity and Anti-Corruption

- Comply with all applicable national and international regulations.
- Do not engage in or tolerate any form of corruption (payments, gifts, etc.) towards or from public or private officials aimed at influencing decisions.
- Manage relationships with public bodies, private entities, decision-makers and authorities transparently.

2. Human Rights and Equal Opportunities

- Ensure equal opportunities regardless of gender, age, ethnicity, religion, sexual orientation, social background, disability or political views.
- Respect personal dignity, privacy and individual rights.
- Do not employ or engage any person against their will.
- Do not employ workers under 18 years of age.
- Do not establish relationships with suppliers employing workers under the age limits defined by ILO Convention 138.
- Do not tolerate any unacceptable treatment such as mental cruelty, discrimination, or abusive behaviour.
- Provide adequate remuneration and ensure compliance with minimum wage requirements.
- Respect freedom of association, where legally applicable.

3. Workplace Safety and Employee Well-being

- Take responsibility for employee health and safety.
- Identify hazards and implement appropriate preventive measures.
- Provide training and ensure awareness of health and safety issues.
- Implement a health and safety management system in compliance with applicable regulations.

4. Environmental Responsibility

- Promote energy efficiency and reduce waste.
- Minimize packaging waste and encourage reuse.
- Comply with environmental regulations.

5. Supply Chain Ethics

- Comply with this Code of Ethics.
- Avoid sourcing from conflict areas.
- Respect regulations on safety, environment and human rights (REACH, RoHS, Conflict Minerals).
- Ensure safe and fair working conditions.

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6. Cybersecurity, Data Protection and Use of Technology

- Implement appropriate IT measures to prevent unauthorized access, malware, phishing, and data theft.
- Protect confidential information, personal data, and company know-how.
- Do not process or disclose confidential data using unauthorized tools.

6.1. Responsible Use of Artificial Intelligence

- Do not use AI systems to generate deceptive or misleading content.
- Do not use AI to make any type of decision.

7. External Relations and Ethical Communication

- Provide accurate, truthful and verifiable information.
- Protect the company's and partners' reputation.
- Maintain professional conduct and language in all interactions.