

**CODE OF ETHICS FOR SUPPLIERS AND COLLABORATORS OF
METEOSIM**

CHANGE LOG

Version	Cause of Change	Responsible for Change	Date of Change
1.0	Initial version		

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FIRST. - OBJECT

The Code of Ethics of SUPPLIERS AND COLLABORATORS is understood to be an extension of METEOSIM's Code of Ethics and aims to establish, in a binding manner, the values, principles and general guidelines of conduct that should guide the behaviour, operation and actions of SUPPLIERS AND COLLABORATORS in their commercial relations with METEOSIM, requiring an ethical business commitment and a policy to prevent criminal behaviour, in accordance with the provisions of Organic Law 1/2015 of 30 May amending Organic Law 10/1995 of 23 November of the Criminal Code

METEOSIM considers it is extremely important to work with SUPPLIERS AND COLLABORATORS who carry out their activities under the same ethical principles and values.

By signing this Code of Ethics, SUPPLIERS and COLLABORATORS providing services or collaborating professionally with METEOSIM accept the commitment to respect ethical values and principles in all their actions. In addition, SUPPLIERS and COLLABORATORS undertake to inform their employees and subcontractors of the contents of this Code of Ethics.

The ethical values that serve as a reference and must guide the conduct of SUPPLIERS AND COLLABORATORS in their relations with METEOSIM are, in addition to respecting human rights and the legal provisions in force, the following:

Honesty.

Maintain upright, impeccable, straightforward, and honest behaviour.

Impartiality and good faith.

All SUPPLIERS and COLLABORATORS shall act with impartiality and good faith in the carrying out of their activities.

Transparency.

The SUPPLIERS and COLLABORATORS must provide adequate, true, faithful and verifiable information of the performance carried out.

Responsibility.

The SUPPLIERS and COLLABORATORS shall act responsibly at all times.

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Care and diligence.

The SUPPLIERS and COLLABORATORS must act with care and diligence in their actions; respecting the contractual agreements and always taking into account the regulations and uses specific to each market.

The SUPPLIERS and COLLABORATORS undertake to assume the principle of due diligence for the prevention, detection and eradication of irregularities related to the violation of this Code of Ethics. Specifically, they undertake to comply with the rules regarding the criminal liability of the legal entity.

Security.

SUPPLIERS and COLLABORATORS will offer their employees optimum working conditions in terms of health and safety, in the facilities, processes and services performed.

SECOND. - SUBJECTIVE SCOPE OF APPLICATION

For the purposes of this Code of Ethics for SUPPLIERS and COLLABORATORS, this means any supplier, contractor or external collaborator, whether individual or legal entity, who is involved in the business relations they have with METEOSIM, including their representatives, employees and, where appropriate, subcontractors.

This Code of Ethics is compulsory for all METEOSIM SUPPLIERS and COLLABORATORS.

It is the responsibility of each of the SUPPLIERS and COLLABORATORS of METEOSIM to comply with, enforce and promote this Code of Ethics among its directors and employees, and where appropriate, subcontractors, and to report any breach of it, unethical conduct or conduct that goes against the principles of METEOSIM.

Compliance with this Code of Ethics will be considered by METEOSIM both in the standardisation and selection processes, and in the subsequent assessment of professional performance by its SUPPLIERS and COLLABORATORS.

THIRD. - COMMITMENT OF METEOSIM AND ITS SUPPLIERS AND COLLABORATORS.

The SUPPLIERS and COLLABORATORS are committed to the ethical and good governance of METEOSIM and categorically reject any criminal behaviour. Any indication of a crime of which they are aware will be investigated, and if its commission is confirmed, it will be sanctioned.

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METEOSIM and its SUPPLIERS AND COLLABORATORS reject any attempt to obtain direct or indirect benefit by illicit means.

FOURTH. - GUIDELINES GOVERNING THE RELATIONSHIP OF METEOSIM WITH ITS SUPPLIERS AND COLLABORATORS

METEOSIM and its SUPPLIERS AND COLLABORATORS formally undertake to respect the following standards of conduct, integrity and ethical behaviour:

1. Legality. Compliance with current law and ethical values.

METEOSIM's SUPPLIERS and COLLABORATORS are committed to carrying out their business and professional activities in accordance with current law and observing ethical behavior in all their actions.

All SUPPLIERS and COLLABORATORS must know and respect the law affecting their work, providing the necessary means so that their employees are aware of it, at all times, in relation to the functions they perform.

In addition, SUPPLIERS and COLLABORATORS must avoid any conduct that could damage the reputation of METEOSIM.

2. Respect for the dignity of people in their workplace.

The SUPPLIERS AND COLLABORATORS of METEOSIM reject any expression of physical, psychological or moral harassment or abuse of authority. Any conduct that may create a threatening, intimidating, offensive or hostile environment for the rights of individuals is prohibited.

SUPPLIERS and COLLABORATORS are committed to treating their employees fairly and respectfully, providing a healthy and safe working environment.

SUPPLIERS and COLLABORATORS must prevent conduct that violates the dignity, equality and sexual freedom of the company's employees or third parties, and avoid any discrimination on the basis of gender, colour, age, religion, political, trade union or religious affiliation, sexual orientation, race, culture, education, marital status or nationality, adopting the necessary measures in their organization.

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3. Health and safety policies in the workplace and respect for workers' rights.

METEOSIM's SUPPLIERS and COLLABORATORS will promote the adoption of health and safety policies in the workplace and will adopt the preventive measures established in the law to minimize risks in the workplace, both for the company's own personnel and for subcontractors.

The SUPPLIERS and COLLABORATORS of METEOSIM undertake to evaluate the risks to the health and safety of their employees, taking into account the nature of the activity they carry out, the characteristics of the existing jobs and those of the employees. The SUPPLIERS and COLLABORATORS of METEOSIM also undertake to review such risk assessment when working conditions change and to adopt such measures as may be necessary to protect the health and safety of all employees and managers of their respective companies, as well as of subcontractors, suppliers and other agents carrying out work activities on their premises.

In order to achieve the objectives of implementing health and safety policies in the workplace and respecting employees' rights, METEOSIM's SUPPLIERS and COLLABORATORS will promote the following conduct:

- They shall expressly reject the use of child labour in their organisation, respecting the minimum ages for hiring in accordance with applicable law, and shall have adequate mechanisms for verifying the age of their employees.
- They shall reject the clandestine immigration of workers and shall not hire foreign workers without a work permit.
- They must promote in their actions and adopt the necessary measures in their organisation to eliminate all forms or modalities of forced labour.
- They shall pay their workers in accordance with the applicable wage laws, including minimum wages, overtime and social benefits, and shall respect the maximum duration of the ordinary working day.
- They shall respect the freedom of trade union association and the right to collective bargaining of workers, subject to the rules applicable in each case.
- They shall ensure the protection of their employees, protecting them from overexposure to chemical, biological and physical hazards and from tasks that require excessive physical effort in the workplace.
- They will identify and evaluate potential emergency situations in the workplace and minimize the potential impact by implementing emergency plans and emergency response procedures.
- They shall provide their personnel with the necessary training and means to carry out their work as hired and shall be liable for any harm or injury for which they are responsible by action or

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omission, especially as a result of not having taken appropriate preventive measures to avoid such harm or injury.

4. Loyalty and conflicts of interest.

The SUPPLIERS and COLLABORATORS must act with complete loyalty in the commercial relations or the provision of services that they establish with METEOSIM.

5. Protection of personal data.

The SUPPLIERS and COLLABORATORS undertake to comply at all times with the domestic and international regulations on data protection that may be applicable, undertaking to make the appropriate adjustments and shall be liable for any damage caused by failure to comply with the obligations that the law establishes for each party.

6. Transparency of information, Confidentiality, Protection of Trade Secrets.

METEOSIM considers information to be one of its main assets, and as such should be the object of special protection.

The SUPPLIERS and COLLABORATORS declare the veracity of the information as an essential principle of all their actions. They undertake to transfer the information truthfully and under no circumstances to voluntarily provide incorrect or inaccurate information or information that could lead METEOSIM to error.

External SUPPLIERS and COLLABORATORS who introduce any type of information into the computer systems or files of the METEOSIM must ensure that it is truthful, thorough and reliable.

External SUPPLIERS and COLLABORATORS who, within the framework of their contractual relationship with METEOSIM, inform or advise clients or potential clients of METEOSIM, shall always do so in full, not allowing fraudulent or misleading behaviour. Under no circumstances may clients be provided with information that is equivocal, ambiguous, or lacking thoroughness in a way that could lead to error or the adoption of wrong decisions.

SUPPLIERS and COLLABORATORS shall guarantee the confidential use of all information to which they have access as a result of the commercial and contractual relations maintained with METEOSIM, and in addition undertake to adopt all necessary security measures to prevent this information from falling into the hands of unauthorised third parties.

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For the purposes of this Code, all information delivered, sent, received, or exchanged is considered confidential, unless expressly authorised for disclosure in writing by METEOSIM.

The SUPPLIERS and COLLABORATORS undertake to use the confidential information exclusively within the scope of the services contracted and with the sole purpose of complying with them as agreed.

In the event that SUPPLIERS and COLLABORATORS have confidential information about METEOSIM regarding important aspects of its strategy, commercial policy, plans or assets, they must protect it so that it cannot be used inappropriately and refrain from using it inappropriately or for the benefit of themselves or third parties.

In the event of loss or disclosure of confidential information by personnel of the SUPPLIER or COLLABORATOR, this incident shall be notified immediately to METEOSIM, informing it of all the details in its possession, and every effort shall be made to avoid the repetition of an event of this nature.

The obligation of confidentiality shall remain after the commercial relationship with METEOSIM has been concluded.

7. Use and protection of the assets and resources of METEOSIM

The SUPPLIERS and COLLABORATORS must protect and preserve the resources made available to them by METEOSIM, and must use them only for the purposes authorised, in a responsible, efficient and appropriate manner for the professional activity carried out. These resources include tangible elements, as well as intangible elements, such as the good name and reputation of the Company and the confidential information.

METEOSIM does not permit the use of any equipment made available to external SUPPLIERS and COLLABORATORS to use software or computer applications whose use is illegal, which may compromise or damage its image, or which may be used to download or distribute illegal or offensive content or to commit other illegal or criminal acts.

SUPPLIERS and COLLABORATORS must respect and not violate the intellectual property rights of METEOSIM or third parties, which include, among others, exclusive proprietary information, copyright, patents, trademarks, domain names, reproduction rights, design rights, database extraction rights and trade secrets.

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Without prejudice to that established in current law, or otherwise permitted by virtue of a prior written consent signed by an authorised person of the Company, the SUPPLIERS and COLLABORATORS of METEOSIM may not use the name, logo or trademarks of the Company or make any disclosure or public announcement related to the object of their contract.

8. Measures against corruption.

Under no circumstances will METEOSIM allow corrupt practices or bribery, and accordingly, METEOSIM declares itself opposed to influencing the will of people outside the organisation to obtain some benefit through the use of unethical practices.

The SUPPLIERS AND COLLABORATORS of the METEOSIM cannot be involved in any type of corruption, extortion, bribery or embezzlement in the performance of their business activities, whether in the public or private sector.

No SUPPLIER or COLLABORATOR of METEOSIM shall offer or grant to public servants, third parties or any employee, in the context of the business activity carried out for or on behalf of the METEOSIM, directly or indirectly, gifts, presents or other unauthorised advantages, whether in cash or in the form of other benefits, with the object of obtaining favourable treatment in the awarding or maintaining of contracts or personal benefits or for the supplying company. Acts of bribery, which are expressly prohibited, include the direct or indirect offer or promise of any improper advantage, any instrument for its concealment, as well as influence peddling.

9. Respect for free market competition and behaviour.

METEOSIM's SUPPLIERS and COLLABORATORS are committed to acting in the market in a manner that respects free competition and complies with the laws established in this regard.

The managers, directors and employees of the SUPPLIERS and COLLABORATORS of METEOSIM shall not engage in unfair actions or illegal publicity of their activity or that of their competitors and shall avoid any conduct that could constitute an abuse or illegal restriction of competition. Likewise, and in the event of participation by METEOSIM SUPPLIERS and COLLABORATORS in public tenders, bidding processes and

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auctions, the necessary principles of action shall be observed to guarantee respect for the free formation of prices resulting from the practice of such acts and, in general, compliance with current law.

METEOSIM SUPPLIERS AND COLLABORATORS shall never enter into agreements or alliances, whether written or oral, with other competitors to fix prices, sales areas, customer or product line allocation, sales conditions, coordinate bidding processes or be part of any other activity that violates applicable antitrust or competition laws.

10. Environmental protection.

Respect for the environment is a basic principle in the actions of METEOSIM. For this reason, the Company's SUPPLIERS and COLLABORATORS undertake to have an effective environmental policy and one that complies with all obligations under applicable law. To this end, they must obtain and keep up to date all permits, licences, registers and certifications in the field of environmental prevention and safety that are necessary for the carrying out of their activity, undertaking to display them at the request of METEOSIM.

In addition, SUPPLIERS and COLLABORATORS are obliged to maintain a preventive focus that favours the environment, encouraging initiatives that promote greater environmental responsibility, thus promoting the development and dissemination of environmentally friendly technologies.

The SUPPLIERS and COLLABORATORS will identify and manage substances and other materials that represent a hazard when released into the environment, in order to ensure their safe handling, transfer, storage, recycling or reuse and disposal in secure conditions and in compliance with applicable regulations. All waste, residues or emissions which have the potential to adversely affect the environment shall be managed, controlled and treated appropriately.

11. Licences, authorizations, concessions and permits required for carrying out its activity.

The METEOSIM's SUPPLIERS and COLLABORATORS will have all the licences, authorisations, concessions, permits and civil liability insurance required to carry out their activities.

The directors, employees and managers of the SUPPLIERS and COLLABORATORS companies will ensure that the information presented to the Administration is correct, without any distortion or concealment of data and in accordance with the instructions given by the administrative authorities, where applicable.

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12. Public Treasury and Social Security.

The METEOSIM's SUPPLIERS and COLLABORATORS are committed to complying with their tax and Social Security obligations.

The managers, directors and employees of the SUPPLIERS and COLLABORATORS:

- Shall maintain due diligence in the economic and financial management and in the preparation of the accounts, which shall reflect a true picture of the Company's assets and situation.
- Shall act honestly in managing their obligations to third parties.
- Shall remain alert to the possible fraudulent behaviour of third parties who try to use the Company to delay, prevent or hinder the expectation of payment from a third party or the effectiveness of a seizure.
- Avoid the use of third parties, companies or structures for the purpose of evading payment of taxes.
- Under no circumstances will they falsify, conceal or simulate operations, accounts or invoices to the detriment of the Public Treasury or the Social Security.
- They will not carry out or cover smuggling actions: entry or exit of goods from Spain prohibited, without the proper authorisations or evading the payment of duties.

13. Accurate business and accounting records.

The industrial and commercial records, including contracts and all documents in paper or electronic format generated during the activity, must be as accurate as possible and directly and fully reflect the commercial relationship between the SUPPLIERS, COLLABORATORS and METEOSIM, and any falsification, omission, alteration or concealment of information is strictly prohibited.

Similarly, the accounting records of the SUPPLIERS and COLLABORATORS of METEOSIM must reflect all components of the transactions and financial events with the utmost precision, especially with regard to expenses, collections and payments. All transactions of economic importance carried out by the person, entity or SUPPLIER and COLLABORATOR Company must appear with maximum accuracy and clarity in the accounting records, representing a true image of the transactions carried out.

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14. Prevention of Money Laundering.

The SUPPLIERS and COLLABORATORS of METEOSIM shall ensure that in the course of their activities they prevent irregular payments or money laundering from illegal or criminal activities and shall comply with the legal requirements in this area.

15. Donations and Social Projects.

Donations made by METEOSIM SUPPLIERS and COLLABORATORS to projects with a social content must have the relevant internal authorisations, must be made to entities of recognised prestige that have the appropriate organisational structure to guarantee the good administration of resources, and must be faithfully reflected in the records and accounting books, and may not be used to cover up an improper payment or bribe.

No donations or contributions may be made to a political party, federation, coalition, or group of electors by itself or to a person acting for political parties or their representatives.

16. Quality and safety of products and services.

All products and services delivered by suppliers, contractors and external collaborators must comply with the quality and safety standards and parameters required by applicable laws, must comply with prices and delivery times and must also comply in all respects with the requirements stipulated in the contracts signed with METEOSIM.

Suppliers, contractors and external collaborators must have and/or use facilities and machinery in good condition to make the activities and products covered by the contract. In this regard, the machinery and equipment used must comply with the applicable law and regulations in force.

This Code of Ethics for SUPPLIERS and COLLABORATORS is without prejudice to the additional conditions and requirements arising from the applicable law and in the contracts signed with each supplier or collaborator, which shall be applicable in all cases.

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FIFTH. - COMPLIANCE, EVALUATION AND CONTROL OF THE ETHICAL CODE OF SUPPLIERS AND COLLABORATORS.

This Code of Ethics is obligatory for METEOSIM SUPPLIERS and COLLABORATORS and is included as an annex to their corresponding contracts. SUPPLIERS and COLLABORATORS undertake to:

- Publicize and disseminate the Code of Ethics for Suppliers and Collaborators to all their employees and people who directly or indirectly depend on them in the execution of work or services provided to METEOSIM and, where appropriate, subcontractors.
- Ensure correct compliance with the Code of Ethics by Suppliers and Collaborators.
- Consult METEOSIM through the usual channels of communication with any doubts, problems or incidents that may arise in relation to compliance with the aforementioned Code of Ethics for Suppliers and Collaborators.

METEOSIM reserves the right to terminate the contractual relationship with those suppliers, contractors and collaborators who fail to comply with the guidelines of conduct and principles contained in this Code of Ethics for SUPPLIERS and COLLABORATORS, without prejudice to the administrative, civil or criminal liabilities that may legally arise from non-compliance.

SIXTH. - VALIDITY OF THE CODE OF ETHICS

This Code of Ethics will remain in force until its cancellation is agreed.

It may also be revised and updated in the future, and suppliers and collaborators will be informed of this fact.

SEVENTH. - CERTIFICATE OF COMPLIANCE

For this document the Company:

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_____;

And on its behalf

In the capacity of

Declares that it has received the METEOSIM SUPPLIERS AND COLLABORATORS CODE OF ETHICS and undertakes to comply with the obligations and responsibilities expressed therein, using all means necessary to do so, as well as to consider the good practices described.

In, _____, on ____ of _____ 2023

Signed: _____

Position: _____

Company Stamp