

# ALIANZA LOGISTICS CODE OF ETHICS

When we refer to ALIANZA LOGISTICS, , we include all the group's operating divisions:

GALADTRANS 2009, S.L.

ALIANZA GALADTRANS, S.L.

GRUPO ALIANZA MULTISERVICIOS S.L.

Our group has an Ethics Code that is fundamentally based on the [Principles of the United Nations Global Compact](#) on human rights, labor, environment, and anti-corruption.

The principles of our Code of Ethics are communicated to each and every one of our employees from the moment they start working at ALIANZA LOGISTICS.

They have access to these principles at all times, either by internet or a posting on our company bulletin board, and they can also be found on our corporate website.

## 1.- HUMAN RIGHTS

Human rights are inherent rights available to all human beings, regardless of any distinction of nationality, place of residence, sex, national origin or ethnicity, color, religion, language, or any other condition. These rights are interrelated, independent, and indivisible.

We are committed to respecting human rights internationally recognised and enunciated in the "[International Bill of Human Rights](#) "\*\*

We will hire customers and suppliers with ethical principles that prevent them from violating the basic principles of human rights. We will fight against direct complicity by indirect benefit or complicit silence.

We will enhance the talent and professional careers of our employees. Employees will be treated with dignity and rewarded fairly and equitably.

We will oversee the activity that is carried out in our centres is following the criteria of Occupational Safety and Risk prevention, in order to avoid or reduce the risks derived from work.

We will act under the principle of information transparency, reporting all the actions, operations, and transactions of the company in a truthful, clear and verifiable manner.

## 2.- LABOUR STANDARDS

We are committed to complying with the principles related to the rights included in the Fundamental Conventions\*\* of the [International Labour Organisation \(ILO\)](#), in accordance with the Declaration on the fundamental principles and rights at work and the [United Nations Global Compact](#) on matters of human rights, the environment, and ant-corruption.

***Freedom of affiliation and the effective recognition of the right to collective negotiation.***

Employees will have the freedom to join associations that are within the law, without discrimination by association.

An open attitude must be adopted towards the activities of trade unions or associations and workers' representatives will not be discriminated against, they must have the freedom to perform representative functions. In order to allow and fulfil their tasks they must have access to all places of work.

***Elimination of all kinds of forced or coerced work.***

We do not resort to any form of forced labour, enslavement, humiliation, or involuntary work. The working conditions must be determined in compliance with all applicable laws in the country. Employees are free to leave, following the rules that have been established.\*\*\*

***Eradication of child labour.***

We do not support the hiring of children under the age of completion from compulsory schooling and in any case, never less than 15 years old.

Young workers may only be employed under circumstances that fully protect against exploitation, protection from moral and physical danger, and long-term damage that may endanger their health, in addition to ensuring that their education is not interrupted. Furthermore, we should encourage eligible young workers to attend school or to participate in internships or other educational programmes.

***Abolition of discriminatory practises in employment and occupation.***

It must be guaranteed that all employees are treated equally, offering them the same opportunities.

People with the same skills must receive equal treatment, discrimination does not exist in terms of access to jobs.

We shall not discriminate on the grounds of race, social or national origin, caste, birth, religion, disability, gender, sexual orientation, family responsibility, marital status, union memberships, political views, age, or any other condition that may give rise to discrimination.

***Hiring responsible labor***

The employment relationship must be specified in a formally written employment contract. The worker must receive at least one copy.

We cannot require our employees to provide proof of identity and they shall have the freedom to leave employment after giving reasonable notice.

***Legal and consistent working hours.***

Working hours, wages, paid overtime, and holiday entitlements must be determined in compliance with the applicable laws in the country.

The duration of the working day is regulated by the collective agreements or employment contracts.

The maximum duration of the ordinary working day will be forty hours per week of effective work on average in annual computation.

By collective agreement, or, failing that, by agreement between the company and its representatives of workers, the uneven distribution of the working day may be established throughout the year. In the absence of an agreement, the company may distribute unevenly throughout the year 10 percent of the working day. Said distribution must respect in any case the minimum daily and weekly rest periods and the employee must give a minimum of five working days' notice, the day and time of the provision of work resulting therefrom.

### ***Legal and consisten remuneration***

The remuneration of a regular workweek must respect the statutory minimum standards. Employees must be informed in a comprehensible and detailed way about the exact structure of their wages (breakdown).

Salaries must be paid on time and a record of payment to employees must be kept.

In no case will deductions from wages that have not been stipulated under national law will be allowed.

### ***Safety, occupational health, and adequate working conditions.***

We must provide a safe and hygienic workplace, so that the workplace must not compromise the health and safety of our employees. We must observe the internationally recognised health and safety standards.

## **3.- ENVIRONMENT**

The company must acquire a clear commitment and strive to avoid or reduce the production of waste, environmental pollution and the depletion of natural resources through concrete measures and systems that demonstrate this commitment.

The hiring of suppliers that guarantee cleaner technology and greater commitment to environmental policies will be favoured.

## **4.- GOOD GOVERNANCE AND THE FIGHT AGAINST CORRUPTION**

ALIANZA LOGISTICS Management rejects bribery, extortion or any form of corruption, as defined in the applicable international agreements. To this end, we follow an anti-corruption policy and create the necessary mechanisms for its effective implementation.

*\* It is know as the [International Bill of Human Rights](#) to Universal Declaration of Human Rights (1948) together with the instruments that develop: the International Covenant on Civil and Political Rights (1976) and the International Covenant on Economic, Social and Cultural Rights (1976).*

*\*\* [The Fundamental Conventions of the ILO](#) include:*

*Convention 1 (1919) on the hours of work, (C1) and recommendation 116 on the reduction of working hours (1962), (R116)*

*Convention 87 on the Freedom of Association and Protection of the Right to Organise (1948), (C87)*

*Convention 98 Right to Organise and Collective Bargaining (1949), (C98)*

*Convention 29 on Force Labour (1930), (C29)*

*Convention on the abolition of Forced Labour (1957), (C105)*

*Convention 138 on Minimum Age (1973), (C138)*

*Convention 182 on Worst Forms of Child Labour (1999), (C182)*

*Convention 100 on Equal Remuneration (1951) (C100)*

*Convention 111 on Discrimination (1958), (C111)*

*Convention 102 Social Security Minimum Standard (1952) (C102)*

*Convention 155 (1981), (C155) and recommendation 164 safety and health of workers (R164)*

*Convention 159 vocational rehabilitation and employment in disabled persons (1983), (C159)*

*Convention 183 Maternity Protection (1983), (C183)*

*Convention 131 Minimum Wage Fixing (1970), (C131)*

*Convention 135 Workers' Representatives (1971), (C135)*

*\*\*\* In June 2014, the ILO adapted a binding protocol on forced labour supplemented by a Recommendation (No. 203) with the aim of including preventative, protective, and reparative measures, as well as to intensify efforts to eliminate contemporary forms of slavery.*

*\*\*\*\* [Legislative Decree 2/2015 on 23 October, which approves The Recasted Text of the Law of the Statute of Workers](#)*