

Third Party Code of Ethics

Logisfashion acts in accordance with its principles and values, therefore, when we contract with third parties and suppliers who provide services on our behalf and are incorporated into our same value chain, we expect them to share and live up to the same ethical standards that we demand of ourselves.

We refer to Third Parties in a broad sense, including suppliers of services and/or materials, agents, consultants, intermediaries and business partners.

This Third Party and Supplier Code of Ethics (Third Party Code of Ethics) applies to all third parties that have a contractual relationship with Logisfashion. It is to be interpreted in conjunction with the Logisfashion Code of Ethics and Conduct, published on our website (www.logisfashion.com).

This Code sets out Logisfashion fundamental requirements for ethical and business conduct in relation to Third Parties. It does not seek to be a complete listing of all requirements to be followed by the Third Party, but rather a general description of such requirements.

Logisfashion may modify the requirements of this Code as a result of changes in legislation or in its Compliance System. Where appropriate, Logisfashion will communicate such changes to its Third Parties.

Logisfashion Third Parties are aware of and commit themselves to the following provisions:

- **Zero tolerance to corruption:** refrain from engaging in any corrupt practice in their business relationships. The most common form of corruption is bribery, which consists of offering, giving or receiving any benefit in exchange for any favor from an authority or public official (active bribery), as well as offering, promising, receiving, requesting or accepting any benefit or unjustified advantage, for oneself or a third party, as consideration for unduly favoring another in the acquisition or sale of goods, or in the contracting of services or commercial relations (corruption between private parties).
- **Gifts and hospitality:** we understand gifts as any good with economic value and hospitality as any attention of a social nature (travel, meals,

entertainment, etc.). It is forbidden to give, offer or receive gifts or hospitality with the purpose of influencing others or obtaining undue benefits. Transparency must always prevail, and the limits set in the Gifts and Hospitality Policy, as well as current legislation, must be respected.

- **Conflicts of interest:** potential or actual conflicts of interest in the business relationship with Logisfashion must be avoided. This consists of not engaging in activities that may, directly or indirectly, diverge or confront the interests of Logisfashion for reasons of a personal or third party nature related to an employee or supplier.
- **Fiscal and financial transparency:** all applicable fiscal and financial obligations must be complied with. Transparency must always prevail and the accounting and tax information must always reflect a true and fair view of reality, in a complete, accurate and true manner and in accordance with current legislation.
- **Information security and data protection:** information must be protected with the maximum diligence, in compliance with the rules and agreements adopted with Logisfashion. We expect our third parties to act responsibly and in good faith to maintain information security. Likewise, they must comply with the applicable rules regarding data protection, treating them with diligence and integrity.
- **Environmental protection:** We are committed to the environment and are committed to sustainability. Our third parties must carry out appropriate environmental management to ensure sustainable development and the protection of natural resources and the environment. Sufficient safety measures must be taken to avoid causing damage to the environment.
- **Occupational health and safety:** We are committed to a good working environment in which people's safety prevails. Union and labor rights must be respected, as well as all regulations on occupational risk prevention. Where necessary to perform work safely, the third party shall provide workers, free of charge and as appropriate, with the appropriate personal protective equipment and ensure that the equipment is properly maintained. The safety of people must always be the number one priority.

- **Respect for Human Rights:** The Third Party is responsible for respecting human rights in its activities and will comply with the standards set forth in the United Nations (UN) Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. The standards set forth in this Third Party Code apply to all of its workers, including, without limitation, temporary workers, trainees, contract workers, direct employees and any other type of workers hired by the Third Party. When the Third Party becomes aware of a case of child, forced or bonded labor (broad concept of modern slavery) within its operations or supply chain, the Third Party shall cooperate with the competent authorities to resolve it. Likewise, the Third Party shall provide the necessary means to avoid conduct contrary to Human Rights in its operations, supply chain and, in general, throughout its organization.
- **Quality:** the improvement of processes and business management, as well as the qualification of employees, at all levels, must be continuously sought.
- **Dissemination and training:** the third party shall disseminate the contents of this Code internally to its employees responsible for providing services or supplies to Logisfashion and shall ensure that they understand these provisions and are committed to their compliance. The third party shall also conduct periodic trainings to its employees to ensure that the rules of this Code are properly understood and observed in its business activities with Logisfashion.
- **Ethical Channel:** The third party's employees as well as the persons involved in its value chain and its subcontractors, all must inform Logisfashion in case they become aware of any misconduct or any conduct contrary to this document, as well as any infringement of the rules in force, related to the commercial relationship or activities developed for Logisfashion. To this end, Logisfashion has an Ethical Channel accessible on our website (www.logisfashion.com) which is open to any interested party who in good faith wishes to report an infringement, as well as to raise any doubts or queries in this regard. The Channel is completely confidential and allows reporting even anonymously.
- **Legal Compliance:** you must comply, in general, with all applicable laws in any jurisdiction to which you are subject.



I confirm that I have read and agree to comply with the provisions of this Logisfashion Third Party Code of Ethics.

Name and surname:

Title:

Identity/Passport Number:

Identification of the powers of attorney holding legal representation and/or power of attorney:

Third party company:

Country:

Date:

Signature: _____