

CODE OF BUSINESS CONDUCT

MIELSO's aim is not only "provide the consumer with a demonstrable quality product at a reasonable price which could bring the consumer closer to nature and help to balance the diet" (please see Quality policy) but make it in such a way that the commitment to lead the commercial activities be reflected by fulfilling the legislation in force at all times and following the principles of honesty and integrity which are detailed below:

GOOD MANAGEMENT

- Meet and control all regulations applicable to the company
- Ensure the privacy on the information provided by the customers.

HUMAN TEAM

- Create a respectful work environment which ensures equal opportunities, diversity, no discrimination and freedom of union representation
- Guarantee the respect for the fundamental human rights, rejecting any practice which could violate both individual and collective dignity, with the commitment to implement the content of the Universal Human Rights and United Nations Global Compact.
- Work to create quality jobs
- Encourage the professional development by training the employees.
- Encourage the reconciliation between the work and familiar life
- Encourage the communication and participation

SAFETY AND HEALTH

- Implement the necessary actions to reach the highest security and health level
- Meet the standards and quality parameters and product safety required by the applicable regulations

SUPPLY CHAIN

- Establish objective and impartial transparent processes with the suppliers of the products and services
- Encourage our suppliers and partners to make improvements in their economic, environmental, social and ethical behavior, prioritizing the relationships with those which incorporate the CSR criteria in their management
- Encourage all the development of initiatives to the continuous improvement of the supplying system processes, by providing participatory communication

SOCIETY

- Keep an ongoing dialogue with all groups of interest, feeling their needs, incorporating their expectations and showing our business model and our commitments
- Ensure the transparency on the information which we transmit to the groups of interest, subjecting this piece of information to internal and external verification processes to ensure the accuracy and liability.

ENVIRONMENTAL AND SUSTAINABILITY

- Manage efficiently the natural resources used and the waste generated, establishing priority to the organizational, human, technical and economical needed measures to achieve it.
- Minimize the environmental impact of our actions, implementing preventive measures, to compensate the side effects of them and searching new respectful alternatives with the environmental which contribute to the preservation of the environment and biodiversity conservation.
- Meet all technique and legal environmental applicable legislation.
- Promoting good practices in the employees through training and awareness actions.

Almazora (CS) 11th February 2014



ER-0784/2/01
ISO 9001:2000