

## **Code of Conduct**

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La Sabrosa Fruits (LSF) has continuously strived to contribute to the sustainable development of society through the production and distribution of high quality fruit grown in Spain. As LSF business has expanded globally, more and more attention has been paid to sustainable development, corporate social responsibilities and environmental preservation.

We would like our business partners to gain full understanding of our expectations towards sustainable development and good corporate citizenship, to assure legal compliance at all times, and to work together in the spirit expressed.

This document clearly sets out LSF's requirements for our business partners. Our expectation is that our business partners will not only implement necessary policies and procedures at their own company, but they will also promote and ensure the same responsible behaviour in their supply chains.

### **Guiding Principles at LSF**

1. Honour the language and spirit of the law of every nation and undertake open and fair corporate activities to be a good corporate citizen of the world.
2. Respect the culture and customs of every nation and contribute to economic and social development through corporate activities in the communities.
3. Dedicate ourselves to providing clean and safe products and to enhancing the quality of life everywhere through all our activities.
4. Create and develop advanced technologies and provide outstanding products and services that fulfil the needs of customers worldwide.
5. Foster a corporate culture that enhances individual creativity and teamwork value, while honouring mutual trust and respect.
6. Pursue growth in harmony with the global community through innovative management.
7. Work with business partners in research and creation to achieve stable, long-term growth and mutual benefits, while keeping ourselves open to new partnerships.

### **Contribution towards Sustainable Development**

We take initiative to contribute to harmonious and sustainable development of society and the earth through all business activities that we carry out in each country and region.

We comply with local, national and international laws and regulations as well as the spirit thereof and we conduct our business operations with honesty and integrity.

In order to contribute to sustainable development, we believe that management interacting with its stakeholders as described below is of considerable importance, and we will endeavour to build

and maintain relationships with our stakeholders through open and fair communication. We expect our business partners to support this initiative and to act in accordance with it.

#### **Customers**

- Based on our philosophy of “Customer First,” we develop and provide innovative, safe and outstanding high quality products and services that meet a wide variety of customers’ demands to enrich the lives of people around the world.
- We will endeavour to protect the personal information of customers and everyone else we are engaged in business with, in accordance with the letter and spirit of each country’s privacy laws.

#### **Employees**

- We respect our employees and believe that the success of our business is led by each individual’s creativity and good teamwork. We stimulate personal growth for our employees.
- We strive to provide fair working conditions and to maintain a safe and healthy working environment for all our employees.
- We respect and honour the human rights of people involved in our business and, in particular, do not use or tolerate any form of forced or child labour.

#### **Business Partners**

- We respect our business partners and work with them through long-term relationships to realize mutual growth based on mutual trust.
- Whenever we seek a new business partner, we are open to any and all candidates, regardless of nationality or size, and evaluate them based on their overall strengths.
- We do not tolerate bribery of or by any business partner

#### **Environment**

- We aim for growth that is in harmony with the environment by seeking to minimize the environmental impact of our business operations, such as by working to reduce the effect on climate change and biodiversity.



**Damián Morán**  
**Sales Manager**



**Fernando Ruiz**  
**Production Manager**



**Guillermo Tomás**  
**Finance & Business Development**