

1. CODE OF ETHICS' OBJECTIVE. JUSTIFICATION

The Code of Ethics gathers the GPO identity according to its essential values.

From this point of view, the Code of Ethics aims to be an instrument to protect the identity and mission of the company regarding each of its areas.

It is a commitment assumed by the company about the position of its social intervention, which the company imposes to itself and which inspires its effort and objectives.

Its ethical principles are based on the company's Mission, Vision, Principles, and Values, which show its willingness to provide a service with a commitment to technical and social excellence.

This Code of Ethics is a commitment both for the internal and external staff, and not a mere declaration of intent. This involves the company staff as a whole, setting guidelines for the behavior of all members concerning all that has to do with the company.

And, all this, with integrity, ethical and social responsibility, sustainability, equality of opportunities and transparency, and with absolute respect for the commitment to comply with all the applicable legislation and regulations and with **zero tolerance towards offences**.

2. GENERAL PRINCIPLES

- Proper planning of the actions to be carried out,
- Rigorous internal control of production, costs and human and material resources,
- Good work environment,
- Ongoing staff training,
- A work methodology with own style, fruit of our experience,
- Compliance of current legislation, environmental, safety and health requirements at work and our clients' requirements,
- Feedback of information,
- Development of technological innovation and application of environmental sustainability guidelines and preventive and protective measures,
- Commitment to injury prevention and health deterioration,
- Financial strength.

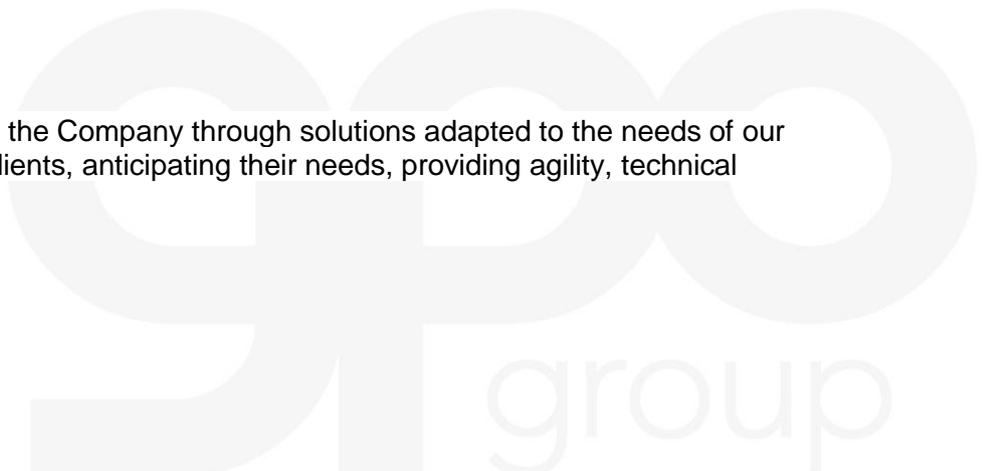
To:

- Create real value to the Company through solutions adapted to the needs of our public and private clients, anticipating their needs, providing agility, technical

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- quality and environmentally sustainable proposals to the provided solutions, as well as a personalized treatment to achieve their satisfaction,
- Offer innovative products and services with great value, while providing global service and local knowledge,
 - Provide the frame of reference to establish and review the objectives of quality, environment and health and safety at work,
 - Obtain business profitability,
 - Continuously improve the efficiency of the management and development for the Management System,
 - Get the reconciliation of work and family life,
 - Open new markets,
 - Increase the professional prestige of the company, based on the recognition and trust of our clients,
 - Reduce the possible contamination or deterioration that our services and products could cause,
 - Encourage the reduction of consumption, the reuse of materials and recycling,
 - Prevent damage and deterioration of health.

3. PRINCIPLES OF THE CORPORATE COMPLIANCE MODEL

GPO considers the responsibility for the correct application of these principles corresponds to the entire organization, therefore, it expects the staff to take the spirit of this policy as their own and to collaborate in its development. This policy is reviewed annually, it is available to all interested parties and supported by the approved objectives every year.

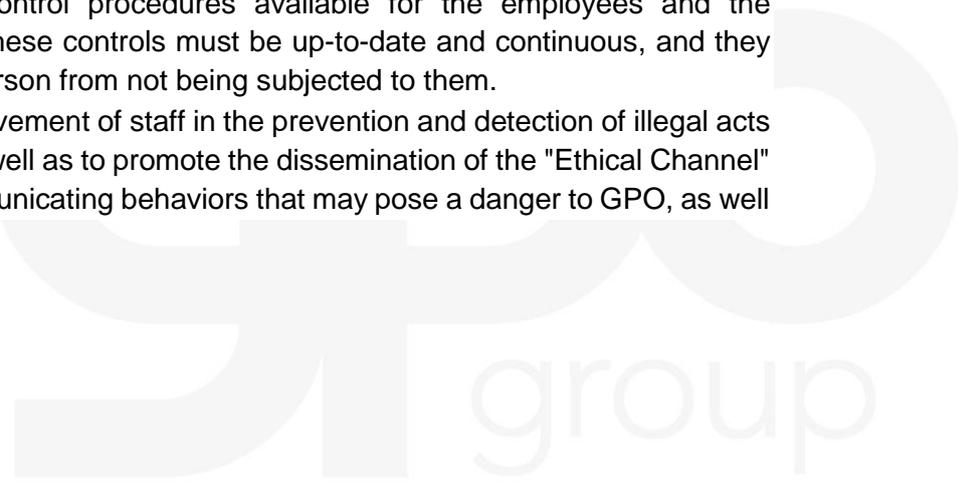
Specifically, the general principles referred in the Corporate Compliance Model are the following:

- To pursue the highest standards of transparency, honesty and responsibility promoting zero tolerance towards irregular actions at GPO.
- To respect the current legislation applicable to the scope of action of the organization and, particularly, to its internal regulations embodied in the Code of Ethics, Code of Conduct, Internal Disciplinary Rules and other regulations.
- To implement the appropriate measures to prevent the commission from unlawful acts, establishing control procedures available for the employees and the governing bodies. These controls must be up-to-date and continuous, and they must prevent any person from not being subjected to them.
- To promote the involvement of staff in the prevention and detection of illegal acts through training, as well as to promote the dissemination of the "Ethical Channel" as a means of communicating behaviors that may pose a danger to GPO, as well

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as any conduct contrary to the Code of Ethics, Code of Conduct, Disciplinary Rules of Internal Regime, other regulations and to legality in general.

- To create figures that coordinate these actions. In the case of GPO, there are the figure of the COMPLIANCE OFFICER and the figure of the CONNECTION TO THE BOARD OF DIRECTORS (both constitute the COMPLIANCE ORGANS).
- To facilitate the intervention of the COMPLIANCE BODIES, providing them with the appropriate means and tools necessary to carry out their work optimally and effectively.
- To react promptly and effectively to a report for an allegedly offence and to proceed with the consequent investigation, respecting the rights of both the complainant and those reported, trying to avoid acting disproportionately and discriminatorily when establishing sanctions or any other type of disciplinary measures.
- To inform the competent authorities about the alleged offences, offering full cooperation in the subsequent investigations that may arise.