



Citromil has adopted with the following text a code of conduct in relation to its labor and social practices. This policy establishes Citromil's responsibilities or voluntary initiatives regarding labor and social rights that must be complied with in the performance of its activities.

Citromil declares its commitment to the main ILO labor conventions:

- **Convention 111** on discrimination. Promotes equality of opportunity and treatment in employment and occupation.
- **Convention 138 and 182** on minimum age and child labor. Promotes the commitment of governments to develop national policies that ensure the effective abolition of child labor and progressively raise the minimum age for access to employment to a level that allows for the fullest possible physical and mental development of children.
- **Convention 29 and 105** on forced labor. Governments are obliged to suppress and eliminate all forms of forced or compulsory labor.
- **Convention 87** on freedom of association. Allows workers and employers to exercise the right to form organizations, join them, draw up their statutes, and elect their representatives.
- **Convention 98** on collective bargaining.
- **Convention 100** on equal remuneration. Equal remuneration is guaranteed to all workers for treatment of equal value.
- **Convention 99** on minimum wages.

Citromil declares in this policy that:

1. **Working conditions are safe and hygienic.** Workers receive regular and recorded health and safety training and are provided with the protective equipment they need for their work. Workers have access to safe drinking water and clean sanitary facilities.
2. **Freedom of association** for trade unions and similar bodies and the right to collective bargaining are respected, without prejudice or discrimination.
3. **Employees may contact the employee representative** of Citromil, S.L. for any complaints or suggestions regarding their work situation within



Citromil, S.L. The employee representative may contact Citromil, S.L. for any complaints or suggestions regarding their work situation within Citromil, S.L.. The employees' representative may submit complaints and suggestions to the management of Citromil, S.L. without being penalized for it. The management of Citromil, S.L. undertakes to respect the figure of the employee representative.

4. **Child labor is not used in our company** and will not be admitted if it is identified in any company we work with.
5. **The company's working hours**, as well as overtime, if any, are in accordance with national legislation, as well as the collective agreement that applies to us. The regular receipt of a salary in accordance with these legal instruments is ensured.
6. **No discrimination** is practiced on the basis of race, caste, origin, nationality, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.
7. No personal and non-transferable identity document of the employee shall remain in the hands of Citromil, S.L
8. **Stable employment is provided.** Only employees with legal right to work are employed.
9. **No forced or inhumane labor is permitted.** Workers are treated with dignity and therefore, no physical or psychological punishment or any kind of physical or verbal harassment is allowed.
10. **The Citromil manager is responsible** for defining and implementing these principles in all company activities and operations and for all employees.

All employees are expected to adopt this code diligently and comply with its principles in carrying out their work.

CITROMIL, S.L.

CITROMIL, S.L. joins Sedex in its commitment to social and environmental sustainability.



“We are a Sedex member and committed to being a responsible and sustainable business. Using Sedex tools and services helps our company improve our responsible business practices.”

"Somos miembros de Sedex y estamos comprometidos a ser una empresa responsable y sostenible. El uso de las herramientas y servicios de Sedex ayuda a nuestra empresa a mejorar nuestras prácticas comerciales responsables".



Our business is proud to be a

Sedex | Member



As a Sedex member we are working towards:



Living wages to be paid



No use of child labour



Safe working conditions



No form of discrimination



Free choice of employment



Managing environmental impact

About Sedex

Sedex is an ethical trade membership organisation that helps businesses to uphold responsible business practices and source responsibly.

The importance of responsible sourcing

Responsible sourcing is when a business proactively sources products and services ethically and sustainably, throughout each tier of the supply chain.

Sedex provides tools and services that help us to:



Map and understand our supply chain



Work with our suppliers and ensure they are upholding safe and ethical practices



Assess the working conditions in our company and supply chain



Assess the environmental impacts of our business



Access guidance to improve working conditions



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REG-01
COMUNICADO INTERNO

Nº DE EDICIÓN: 00
EDICIÓN: 02/01/2003
1 de 1

DE: DEPARTAMENTO DE SISTEMAS INTEGRADOS

A: PARTES INTERESADAS

Citromil, S.L. como empresa miembro de SEDEX que opera con el código ZC1062651 y ZS1015134, rige su actividad empresarial por los principios del Código Básico de ETI, así como espera que estos mismos rijan la actividad de todos nuestros proveedores.

Código Básico de ETI



El Código Básico de ETI es un conjunto de normas laborales reconocidas internacionalmente basadas en los convenios de la OIT. Lo utilizan los miembros de la ETI y otros para mejorar las condiciones de trabajo en todo el mundo.

www.ethicaltrade.org



El empleo se elegirá libremente



Se respetará la libertad de asociación y el derecho a la negociación colectiva



Las condiciones de trabajo serán seguras e higiénicas



No se empleará mano de obra infantil



Se pagará un salario digno



Las horas de trabajo no serán excesivas



No se practicará discriminación



Se proporcionará un trabajo regular



No se permitirá un trato inhumano o severo

Santomera 14/11/2023