

Corporate Code of Ethics



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Summary of the commitment and corporate code of ethics that Naturval Apícola S.L.U. has within the Corporate Social Responsibility.

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At Naturval Apícola S.L.U., we pay special attention to the role that companies have with regards to Corporate Social Responsibility (CSR) and the related actions for proper compliance. That is why we recognize its importance in the success of the company, to maintain the trust of our customers and shareholders, our employees, suppliers and all parties involved.

Naturval Apícola S.L.U. (hereinafter "Naturval") is committed to supporting and applying the fundamental principles in the field of Human Rights, working conditions, the fight against corruption and / or fraud, as well as protecting consumers and our environment .

As a result, in this document we want to share our values and commitments in this regard, communicating truthful information and ensuring that the parties involved comply with these fundamental principles in all their activities and sites around the world.

Consequently with the commitments acquired, Naturval will undergo internal and external audits and certifications that verify compliance with its commitments and will communicate the extension of the same obligations to its suppliers and collaborators.



Manufacturing and employment

Naturval complies with the applicable laws and legal requirements regarding manufacture and employment.

Health and safety

Naturval complies with the applicable laws and legal requirements regarding Health and Safety at work, avoiding the exposure of our staff to situations with a risk of accident and health.

Environment

Naturval complies with the applicable laws and legal requirements regarding the protection of the environment.

Naturval carries out and also demands from its suppliers a process of reduction of environmental impact and improvement.

Diversity

Naturval is committed, through its entire organization, to build a climate of integration of all cultures and origins without taking into account race, gender, nationality or religion.

Equal treatment

Naturval is committed to assuring all employees the right to work in an environment free from any intimidation, threat, hostility, violence or harassment. Those responsible will encourage employees to report any discriminatory behavior. They will not discriminate based on nationality, color, age, gender, sexual orientation, disability, pregnancy, religion, political affiliation, union membership, or marital status.

Freedom of expression

Employees communicate freely with their hierarchical managers about their working conditions, their remuneration, etc. without fear of retaliation, intimidation or harassment.

In compliance with the laws of the country, employees have the freedom to be members of the workers union of their choice.

Forced labor and child labor

Naturval does not accept goods or services from suppliers that use or exercise any type of forced labor, harassment of any kind, physical or psychological violence on employees.

Naturval complies with the ILO's child labor regulations (Minimum Age Convention 138/1973) and the 1989 United Nations Convention on Children's Rights.

Work schedule

The working hours respect the legislation of the country.

In general, working hours are a maximum of 60 hours per week and a minimum of one day of rest per week.

Salaries and benefits

Salaries must be in accordance with the legislation of the country. The elements of salary calculation are formalized and communicated to the employee.

All employees receive fair compensation for their work.



Business conduct

Naturval is committed to submitting to the highest standards of ethical conduct when in contact with other organizations.

All forms of corruption, extortion and embezzlement are strictly prohibited.

Its employees and those of its suppliers cannot accept gifts or incentives from third parties intended to favor any decision.

Exchange of information

At Naturval's request, its suppliers must provide information regarding their social and environmental responsibility.

Intellectual property

Naturval is obliged to respect the intellectual property rights, and the transfer of technology or "Know-how" must be carried out according to methods that allow protecting these intellectual property rights.



Respect for suppliers

Naturval is committed to respecting its suppliers, who in turn must comply with their contractual obligations, in their business relationships, without unjustified abuses of power, practices that do not comply with current legislation or breach of the contractual obligations of the buyer.

Integration of value towards beekeepers

We offer our beekeeper suppliers the possibility of being part of the productive and value chain on a continuous basis, through the figure of the "Collaborating Beekeeper" where they seek to obtain a fair price, continuity of sale, ease of financing and continuous improvement.

Supplier control

We carry out a periodic control of our suppliers to verify that they apply good practices to their activities and encourage them to follow the same corporate social responsibility commitments that we apply to ourselves, extending them throughout the entire production chain.



Fair competition

Naturval must respect the highest standards of integrity, both in terms of advertising and competition. The competitive battle must be waged on the basis of the methods of the products and services. In no case should the partners conclude agreements with other actors in order to falsify the competition rules.

Composition of the products

Our products must comply with and respect European laws and regulations regarding the prohibition or restriction of the use of specific substances.

Community development

Consumers are encouraged to improve the lives of the groups in which they participate, promoting respect for human rights, environmental care and social awareness of responsible consumption.



Waste management

Naturval complies with the packaging waste management law, forming part of ECEMBES and the hazardous substances waste management law, the management of which is carried out by companies authorized for their elimination, transformation and / or recycling.

Pollution prevention

Ensure and take preventive action so that all substances that pose a risk to the environment are properly identified and stored for their management by authorized companies.

Resource management

Maximize our efforts to reduce the consumption of energy, water and non-renewable natural resources, such as the use of solar panels for energy consumption or the reuse of industrial cleaning waters as food for microorganisms in the sewage treatment plants.



Hygiene conditions

Naturval is committed to providing employees with easy access to clean sanitary facilities, potable water and suitable facilities.

Preparation in case of emergency

Identify and evaluate emergency situations and take the necessary measures to minimize their impact both inside and outside the facilities, thanks to the effective establishment of emergency plans and adequate procedures.

Risk assessment

For each risk identified in the workplace, preventive hygiene and safety measures are available to regularly inform and train employees.



Request from our suppliers

Naturval requires all of the above from its suppliers and their entire supply chain.



Naturval Social Commitment

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