



CODE OF ETHICS

GRUPO BIOMASTER

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MISSION, VISION AND VALUES

MISSION

To supply our customers with all types of equipment and consumables in the most efficient way and adapting them to their needs.

To guarantee a constant, competitive and quality supply of our entire product portfolio throughout the national territory.

To help our customers achieve their business goals by providing them with innovative services and solutions.

Create value and make a difference.

VISION

We aspire to be a national reference in our sector.

To be the company of choice due to our innovation, solutions, products and services.

To be recognized for the human and professional quality of our people.

To be a workplace, where people feel inspired to give the best of themselves every day.

To be an efficient and dynamic organization.

To offer a portfolio of quality products that meet the needs of our customers.

To motivate the members of our company so that they feel identified and committed to it.

VALUES

Permanent effort to achieve a better future

Empowering collective talent

Transparency

Integrity

Responsibility

Pursuit of excellence

Teamwork

CODE OF ETHICS

Article 1. Scope of application

This Code of Ethics shall apply to the following persons, whether natural or legal persons:

Shareholders, insofar as applicable to them.

The management body and executives of each of the companies of the Group, regardless of the type of contract that determines their employment relationship, the position they hold or the geographical area in which they perform their work. The scope of application of the Code of Ethics includes, in all cases, members of Senior Management, internal auditors, department heads, directors, etc.

Employees, regardless of the type of contract determining the employment relationship, the position they hold or the geographical area in which they carry out their work. These include commercial agents who do not form part of the Group's workforce but who provide services for the Group.

Trainees and interns.

Customers, suppliers and other stakeholders, to the extent applicable to them.

All of the above are collectively referred to as "reporting parties".

Any exemption from compliance with this Code of Ethics must be approved by the Group's Compliance Committee when it has been created.

In the absence of the Compliance Committee, the Board of Directors may delegate to the person or body it deems appropriate the task of supervising compliance with the Code of Ethics and proposing corrective actions and applicable sanctions.

Article 2. Approval, update and dissemination

The Code of Ethics of the **Grupo Biomaster**, as well as any future updates, is and will be approved by the Management Body, giving rise to a new edition of the same.

This Code of Ethics shall enter into force on the day following its approval.

Senior management is responsible for dissemination among all employees and other obligated parties. Senior Management will use all means at its disposal to enforce compliance with each of the rules contained in this Code, both as formalized in the Code and in the spirit of the values that govern us.

It is the duty of all those who make up Grupo Biomaster to maintain, disseminate and promote these principles and ethical values and, if necessary, to reprimand and denounce acts or conduct contrary to them.

Non-compliance by Grupo Biomaster's obligated parties with this Code and the rules arising from the development of specific policies, duly communicated, may give rise to the opening and initiation of the procedures provided for this purpose in the relevant regulations.

Grupo Biomaster will extend the content of this Code of Ethics to its suppliers. The Group will positively value those suppliers who demonstrate their commitment to the principles promoted in this Code through their acceptance and compliance. In this regard, the Group reserves the right to terminate its contractual relationship with those suppliers who incur in serious breaches of the Code and may claim compensation for damages.

Article 3. General principles, corporate values and guidelines for Behaviour

a. Respect for people's rights

Grupo Biomaster's activity is carried out with total respect for the fundamental rights of all obligated subjects and, especially, of the employees, based on accepted international laws and practices, such as the United Nations Declaration of Human Rights.

It is the policy of **Grupo Biomaster**:

- The rejection of all forms of forced or compulsory labor, as well as any possibility of child labor.

- The guarantee that there is no form of harassment or physical abuse, sexual, psychological, or verbal.
- Freedom of association and the right to collective bargaining of Workers.

Likewise, **Grupo Biomaster** requires its suppliers and companies' collaborators with whom it operates, the same safety policy, health in the work and protection of people's rights.

Compliance with occupational health and safety regulations is responsibility of all employees, who must not only know and ensure their own safety, but rather a safety in general, including the safety of colleagues, suppliers and customers and consumers.

b. Respect for equality

Grupo Biomaster promotes the right to training, promotion and equal professional and personal development of all employees ensuring equal opportunities regardless of race, sex, nationality, ideology, ethnicity, beliefs, etc.

c. Respect for the environment

Grupo Biomaster, as a business management group, is aware that has a commitment to Society and the environment where it develops its activities.

Grupo Biomaster is committed to the Environment and complies with the current legislation on the matter, while facilitating the continuous improvement of the environmental behavior of the organization through continuous reviews of the environmental aspects generated by our activity and of the effectiveness of the environmental management system.

The objective is to achieve an effective reduction of the environmental impact of our activities and increase the positive impact of our service. For it, we establish the necessary measures that allow a rational use of the natural and energy resources, while we collaborate with the Administrations, organizations and public and private entities.

Grupo Biomaster prevents and reduces environmental pollution, promoting their protection and the balanced use of natural resources, acting with ethical and labor responsibility in all its activities.

d. Use and protection of assets

Grupo Biomaster makes available to its employees all the resources necessary for the performance of their professional activity, which should be used responsibly and appropriately to the intended purpose. Any inappropriate use of which that could cause damage to the interests of the Group should be avoided.

e. Loyalty to the Group and Conflict of Interest

All **Grupo Biomaster** staff members must avoid activities that lead to a conflict between personal interests (or those linked to it) and the interests of the Group. No employee, manager or member of the Administrative Body may accept activities outside of their job that may affect their normal performance at work, nor should provide services concurrent with the Group's activity.

No investments should be made or maintained in any supplier, customer or competitor if said investment may affect the Group, unless it is reported previously and periodically to the corresponding body (General Directorate or Administrative Body) and it is approved.

Obligated subjects must be honest and trustworthy in all negotiations in which the interests of **Grupo Biomaster** are at stake and will comply with the commitments acquired. Likewise, they will protect the confidentiality of the information of the Group that has been entrusted to them, as well such as that relating to clients, shareholders, partners, employees, or suppliers.

f. Integrity

It will not be accepted by any employee or manager or member of the Administrative Body of any Group company those gifts or gifts that can be interpreted as something that exceeds the normal practices. In any case, no employee of the Group or related person may offer, grant, request or accept, directly or indirectly, gifts or gifts, favors or compensation, in cash or in kind, whatever their nature, that seek or may influence the decision-making process related to the performance of the functions derived from his position.

In any situation of doubt or knowledge of an unethical practice that occurs, employees must inform the Group through their hierarchical superior.

Likewise, the reporting parties may not promise, offer or grant to directors, administrators, employees or collaborators of a company mercantile or a society, association, foundation or organization, a benefit or advantage of any nature not justified so that you favors him or a third party over others, breaching his obligations in the acquisition or sale of merchandise or in the contracting of services professionals.

The reporting parties of **Grupo Biomaster** will avoid or declare any conflict of interest that may put personal priorities before collective and will behave with rectitude, without seeking in any case benefit own or third parties through the improper use of their position or contacts in the Group. In the same way, they will act institutionally with absolute political neutrality and will refrain from any direct or indirect, either for or against legitimate political processes and actors. In particular, they will not make donations in cash or in kind, of any kind. Nature, to political parties, organizations, factions, movements, entities, be these of a public or private nature, whose activity is clearly linked to political activity.

g. Relations with workers, clients, suppliers, collaborating companies and shareholders

i. Commitment to workers

1. Health and safety

Grupo Biomaster promotes the adoption of health and safety policies in the work as well as the adoption of the necessary preventive measures in each labor area.

2. Teamwork

Grupo Biomaster fosters a climate and culture that promotes continuous interaction between individuals at any level in a climate of teamwork. In fact, teamwork represents a method diffused organizational structure, both with reference to the development of more properly operational, how as regards the realization and the development of new projects. This is also favored, by the commitment of the Group for the construction and development of an efficient internal communication.

3. Training and development

Grupo Biomaster promotes the development of an intense training activity and continuous tending to assure each individual with the full knowledge of its potential and with its concrete expression and its applicability to their daily work.

ii. Commitment to customer

1. Orientation to the consumer, the client

Grupo Biomaster has established as a primary objective to satisfy the client through transparency, clear, truthful and timely information, transparency in operations, personalized advice as the client requires it, professional treatment and agile resolution of incidents.

Orientation towards the consumer, towards the client, is an objective understood and shared by all obligated subjects. This orientation is found in all decision and operational processes and undergoes a rigorous and continuous control. The Group organization operates to know the customer expectations, to meet and exceed them, committing to react promptly and effectively in case of dysfunctions.

2. Transparency and honesty

Grupo Biomaster assumes the obligation to be honest with customers, always providing impartial, truthful, clear, useful and accurate information when marketing your products. Additionally, it will check that its products meet all advertised and required specifications by the regulations.

3. Integrity of business practices

Grupo Biomaster will ensure that all commercial practices within the group comply with the following premises:

- Are ethical and lawful
- Are not abusive
- Do not tend to manipulate the market through dubious practices legality or by partnering with other competitors to create oligopoly situations, etc.

4. Ethical advertising: Truthful and honest

Grupo Biomaster recognizes its social responsibility in advertising. In this meaning, the offer and promotion of the products marketed by the Group must comply at all times with the characteristics, conditions and pursued purposes, being contrary to professional ethics the dissemination of false or misleading advertising that aims to confuse potential consumers.

In addition, it will pay special attention to comply with the following parameters in the development of advertising, promotions or launches of products:

- Will not denigrate the products or services of the competition.
- It will not distort the reality of its products, masking the limits of the same or deceiving on the quality of its content.

iii. Commitment to suppliers

1. Purchasing policy

Grupo Biomaster will interact with suppliers of goods and services of ethical and lawful manner and in any case through transparent procedures. The Group will select only suppliers whose business practices respect human dignity, do not violate the law and do not endanger the reputation of the Group. In addition, suppliers must take responsibility for that subcontracted companies work under the standards promoted by this document and within the corresponding legal framework, establishing **Grupo Biomaster** the necessary mechanisms to control this aspect.

2. Responsibility with the supply chain

The Group's suppliers must respect compliance with the Rights Internationally recognized humans and make sure not to defraud or incur in abuses of these rights within their business operations. Therefore, all suppliers will treat their employees with dignity and respect. In no case will physical punishment, harassment of any kind or abuse of power be allowed.

Every supplier must promote and respect the following principles:

- Eliminate all forms of child labor.
- Eradicate any type of forced or compulsory labor.
- Avoid discrimination in any type of job.
- Respect the maximum working hours and minimum wages established.
- Guarantee that its employees carry out their work under the safety and hygiene standards.
- Respect the rights of employees to associate, organize or negotiate collectively without suffering any kind of sanction.
- Obtain and maintain environmental permits for operation of your company in case of being required. If its operation generates waste, these must be supervised, controlled, and treated in the manner in which the legislation corresponding indicates it.

Suppliers must maintain a preventive approach geared towards the challenge of environmental protection, adopt methods that benefit a greater environmental responsibility and favor the development and diffusion of technologies respectful with the environment.

All suppliers must avoid being a participant in any type of corruption, extortion, or bribery.

iv. Commitment to owners, partners or shareholders

1. Value creation and transparency

Grupo Biomaster has the permanent commitment to manage its Group with the goal of creating value for partners. In this sense, it undertakes to provide all relevant information for their investment decisions.

2. Corporate Governance Standards

Grupo Biomaster is committed to managing its group of companies according to the highest standards and best existing practices in Corporate Governance matter.

3. Internal control and risk management

Grupo Biomaster will establish the appropriate controls to evaluate regularly and manage risks to the business, people, and the reputation of the Group; likewise, it will ensure that the financial and accounting records are prepared accurately, rigorously and reliably. It will collaborate and

facilitate the work of the internal audit units, inspection, intervention, and other internal control, as well as external auditors.

4. Group Properties

All the obliged subjects shall ensure the Corporate Assets and they will refrain from carrying out any management on the assets of the Group such as alienation, transmission, assignment, concealment, etc with the purpose of avoiding the fulfillment of their responsibilities towards creditors.

v. Commitment to institutions

1. Tax and social security responsibility

Grupo Biomaster recognizes and assumes its obligation to contribute to the State of Well-being in which it is immersed and contributes in accordance with current legislation on tax and social security matters in the extent to which it corresponds and in any case without avoiding any type of fiscal or legal obligation, be it tax, informative or any other class.

In addition, the Group firmly believes in the importance of collaborating with all institutions when required to do so.

2. Contribution to Society

Grupo Biomaster intends to contribute to the society in which acts and for this it is sensitized to social reality, which implements through its participation in charities, in forums, in Non-governmental organizations, etc.

vi. Commitment regarding fraudulent or unethical practices

1. Duty of secrecy of confidential information

All information used or generated in the normal activity of the Group that is not known public and related to products, services, customers, suppliers, staff, working methods, organization, business strategies, information economic and financial, etc is considered "confidential information" and will be treated as such.

Reporting parties will refrain from communicating in any way, and much less to use for their own benefit, any data, information, or document obtained during the exercise of its activity. They will not to use in their activity within **Grupo Biomaster** any type of information and documentation, physical or electronic, belonging to another company and that has been obtained as a result of a job above or without the consent of the same.

The treatment of this confidential information is restricted to persons that require their use for the performance of their activity within the Group companies and may not be provided to third parties, except in the performance of their functions in the Group, such as the specifications techniques that are necessary to provide suppliers for the contracting of goods and services, requiring in such case the same commitment to confidentiality.

Likewise, confidential information will be taken care of with the same reserve received from companies outside **Grupo Biomaster**.

The duties of secrecy and confidentiality derived from the handling of information confidential will persist indefinitely even when the relationship of the subjects obligated, whether labor or of any other nature with **Grupo Biomaster** has finished.

2. Information manipulation

The falsification, manipulation or deliberate use of false information constitutes fraud. **Grupo Biomaster** assumes a principle of information transparency behavior, understood as the commitment to transmit reliable information to interested parties, both financial, as of any other kind. In this way the economic information Group financial institution, both internal and external, will faithfully reflect its economic, financial, and patrimonial reality in accordance with the principles of generally accepted accounting.

Reporting parties must transmit the information truthfully, complete, and understandable.

In no case will they knowingly provide incorrect, inaccurate information or imprecise.

In this sense, employees and managers will refrain from:

- Keeping double accounting.
- Falsify, hide or simulate data, entries and / or operations accountants.
- Use false documentation.
- Deliberately destroying documents before the deadline provided by the Law.
- The use of opaque structures for purposes tributary.

3. Bribery, corruption, kickback and influence peddling

Any practice of corruption, bribery, or payment of commissions in all its forms, whether by acts or omissions or through the creation or maintenance of favorable or irregular situations in order to obtain any benefit for the Group or for themselves is prohibited.

The obligated subjects undertake not to request, accept, or offer any type of payment - in cash or kind - nor, in general, any type of benefit or advantage of any nature not justified to favor him or a third party against others, in breach of their obligations in the acquisition or sale of merchandise or in the hiring of professional services in the places where **Grupo Biomaster** develops its activities or intends to develop them.

For the purposes of this Code, allowances will be those that comply with the following requirements:

- Are allowed by applicable legislation.
- They are not contrary to the values of ethics and transparency adopted by the Group.
- Do not harm the image of **Grupo Biomaster**.
- Are delivered or received by virtue of a commercial practice or generally accepted courtesy social use or consist of objects or attentions with a symbolic value or economically little relevant.
- Likewise, the obliged subjects will refrain from making payments with object to facilitate or expedite procedures, consisting of the delivery of money or goods in kind, whatever their amount, to change to ensure or expedite the course of a procedure or action in front of any judicial body, public administration, or official body anywhere in the world.
- It is also prohibited by **Grupo Biomaster**, even if to make a profit for himself, any influence on any official or authority derived from the personal relationship of some obligated subject.

4. Money laundering and irregularities in payments

Obliged subjects will pay special attention to cash payments that are unusual considering the nature of the operation, those carried out by means of checks to bearer or those made in currencies other than previously agreed, communicating through the channels and established procedure for those who understand that they are irregular. What General rule avoid making cash payments.

Those payments in which the originator or beneficiary is a third party not mentioned in the corresponding contracts as well as the made on accounts that are not the usual ones in relationships with a certain entity, company or person.

vii. Commiment to competitors

Grupo Biomaster will not act unfairly with competitors taking advantage of confidential information that they could obtain outside the legal channels and will ensure mutual respect and the achievement of a free market.

Article 4. Violations of the code of ethics

Violations of the rules set forth in this Code of Ethics of Conduct, by affecting the trust base between the Company and the **Grupo Biomaster**, can follow in disciplinary sanctions following the corresponding legal and contractual regulations.

Grupo Biomaster carries out a non-retaliation policy. It does not tolerate retaliation against individuals who, in Good faith, report possible infractions of the law, the Code or other guidelines of the Group, or that ask questions about current or proposed behavior. The application of Retaliation or the attempt to apply it may lead to disciplinary sanctions following the corresponding legal and contractual regulations.