



OUR CODE OF ETHICS

Abridged version

1. Scope of Application

This Code applies to the cooperative KIDE S. COOP., and is binding for all employees, managers, members of the Governing Body, inactive members, and collaborating members.

2. Principles and values

The cooperative is guided by the values based on the principles of MONDRAGON, providing a shared framework for all individuals in fulfilling their responsibilities as part of the collective project that is KIDE S. COOP.

3. Ethical principles and rules of conduct

Core values: Teamwork, dedication to service, responsiveness and high standards.

Main rules of conduct:

- Compliance with legal and regulatory frameworks
- Respect, fairness and dignity towards all people
- Data protection and confidentiality
- Transparency, professionalism and objectivity in the performance of activities and relationships
- Commitment to health and safety
- Equal opportunities
- Commitment to the environment
- Protecting the corporate image and reputation
- Anti-corruption and anti-bribery measures
- Participation in political donations, sponsorships, and in foundations and associations

4. Acceptance and compliance

All employees must be familiar with and comply with this Code. The Compliance Committee is responsible for its enforcement, handling complaints, and monitoring adherence. There are secure communication channels in place to raise concerns or report breaches, guaranteeing anonymity.