



## **NUTRAFUR S.A. ETHICAL TRADING POLICY**

**Nutrafur, S.A. is aware of its commitment to provide employees with adequate working conditions.**

**Child Labour** – Nutrafur S.A. does not engage in or support the use of child labour. However, placement of young adults for career choice preparation in the form of work experience is supported. These measures are undertaken in strict compliance with the local laws.

**Forced Labour** – Nutrafur, S.A. does not engage in or support the use of forced labour. Employees will never have their documents held back or be forced to make deposits of funds as a condition to be admitted.

**Health and Safety** – Nutrafur, S.A. ensures a safe and healthy environment for its employees, including access to clean restrooms, individual protection equipment, as well as training for their use, taking all necessary measures to prevent accidents and injuries to their health.

**Freedom of Association & Right to Collective Bargaining** – Nutrafur, S.A. respects the right of the employees to form and join trade unions, warranting them the right to bargain collectively, not being subject to discrimination.

**Discrimination** – Nutrafur, S.A. does not engage in or support discrimination in hiring and remunerating by race, national origin, social class, religion, sex, physical or mental disability, trade union membership or political affiliation.

**Disciplinary Practices** – Nutrafur, S.A. forbids corporal and mental punishment, as well as physical or verbal threatening, coercion or abuse towards its employees.

**Working Hours** – Nutrafur, S.A. regulates the working hours by company agreements, duly heeding the relevant legislation.

**Remuneration** – Nutrafur, S.A. ensures its employees a remuneration which meets at least legal or industry minimum standards on the basis of relevant legislation.

**Management System** – Nutrafur defines a policy for social responsibility, adopting measures to ensure the effectiveness and improvement of the organization to the requirements of social management.

Alcantarilla (Murcia) Spain, June 12<sup>nd</sup>, 2013  
Dr. Juan A. Lorente Salinas, General Manager

