

## SOCIAL POLICY

The Management of EFFICOLD SA, a company dedicated to the *Design, Manufacturing and Retail of Industrial and Commercial Freezer Furniture, Catering furniture for restoration and groups, as well as the management of laboratories to test Freezer Furniture*, promoting social ethics in their activities throughout the whole chain value. From the start, EFFICOLD has sought to meet two basic ethical principles, the compliance of the law and of the local laws in those countries where it develops its business activities and, in the second place, safeguarding Social Responsibility.

Our Social Policy is based on our Codes of Conduct, governed by the UN's Guiding Principles on Business and Human Rights. We are fully committed to respecting the human rights established in the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work regarding Labour principles and fundamental rights, freedom of association and effective recognition of the right to collective bargaining, elimination of forced labour, abolition of child labour and elimination of discrimination in terms of employment and occupation, described in detail in the 11 ILO fundamental conventions.

- Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- Forced Labour Convention, 1930 (No. 29) (and its Protocol 2014 )
- Abolition of Forced Labour Convention, 1957 (No. 105)
- Minimum Age Convention, 1973 (No. 138)
- Worst Forms of Child Labour Convention, 1999 (No. 182)
- Equal Remuneration Convention, 1951 (No. 100)
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- Occupational Safety and Health Convention, 1981 (No. 155)
- Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

Along with these commitments, EFFICOLD has also prepared and implemented a Plan for Equality of Treatment and Opportunities between men and women, in compliance with the Spanish laws in terms of Equality.

This policy is made available to all our workers, suppliers and subcontractors and to the public. EFFICOLD Management ensures its policy will be disseminated, exhibiting it in places visible to all personnel, as well as understood and applied at all organisational levels.

Manuel Pastor  
Chief Executive Officer

