



CODE OF ETHICS



1. Why a Code of Ethics?

Since the foundation of our company, we have been consolidating our position in the market thanks to the values that characterise us and form part of our philosophy. These values have been able to generate a high degree of trust with our stakeholders and to turn us into a solid and reliable company, with a great capacity to adapt to the requirements of our customers.

If there is one thing we can be proud of today, it is the team we have and the high degree of loyalty of our clients, who trust in our services on a daily basis.

Acting according to our values is extremely important, as it strengthens us, positions us, generates trust among customers, employees, suppliers, ... and ultimately all our stakeholders, and allows us to grow in a solid, integral and coherent manner.

Knowing and complying with the guidelines that govern this Code is an essential requirement for every professional in our company; we must be aware of the values on which our company is based and make them our own, this is what characterises us and differentiates us from the competition.

For this reason this Code of Ethics is created and disseminated, because we consider it to be fundamental for our survival, because we must grow, comply with and strengthen each of the aspects contained in it.

2. A bit of history

In 1997 ACAPERSA was founded, thinking that in a market as mature as the textile market was and still is, it could give space to a new finishing company with new ideas of product realisation.

The first activity started out entirely linked to raising in general. Over the years, the company has specialised in various categories:

- Raising fabrics (Flannel and Knitted).
- Finishing for several sectors:
 - Automotive Industry.
 - Bedding.
 - Upholstery + Knitted fabrics.
- Circular knitted scrim.

The main objective of both Acapersa and Scrimtech Fabrics is to provide our customers with the three fundamental rules that govern any business:

QUALITY - SERVICE - PRICE

Our Mission

Finishing textiles and Circular Knitted Scrim.

Our Vision

To provide the best quality and the best service at the best possible price.

3. Our Values



Integrity
Professionalism
Respect
Commitment

4. Integrity

→ Comply with the **laws and regulations** that apply to us in each and every area of our business.

→ Maintain **confidentiality** of the information we work with, both our clients' and our own know-how.



→ Support workers and suppliers in unfavourable situations.

→ Maintain **impartiality** at all times, especially in situations where a conflict of interest may arise.

→ Transmitting **information** at all times in a **truthful, clear and transparent** manner, not allowing any confusion to arise that could damage the trust that we have in our customers, employees and suppliers.

→ To be consistent with the **management of our resources**, both technological, economic and material, which are necessary for the execution of our work.

→ Study the **investments** taking into account not only the amortisation of the investments and the benefits generated, but also the environmental impact that may be produced and the possible occupational risks that workers may incur.

→ No acceptance of **bribes** under any circumstances.

5. Professionalism

→ **Training and specialisation** is one of our most valuable assets. It allows us to have a great capacity to adapt to the requirements of our clients and a great capacity to respond to unforeseen events. For this reason, we continue to encourage all our employees to acquire a high degree of professionalism.



→ Promote the **versatility of workers** in order to avoid the fatigue that can be caused by monotonous work and encourage them to be able to operate various machines in the company.



→ Listening to the **suggestions and contributions** of all employees, encouraging their participation and generating a collaborative and rewarding work environment.

→ Encourage **continuous improvement**, making it part of our daily work.

6. Respect

→ Not use or support the use of **child labour**, defined as any person under 16 years of age.

→ Do not expose children **under the age of 18** to situations that may be dangerous, unsafe or unhealthy.

→ **Forced labour** is not permitted, meaning labour exacted under threat of punishment or coercion, or as a disciplinary work measure.

→ Respect the **right of all workers** to freely assemble and bargain collectively, as stipulated in Spanish law.

→ **Discrimination** on the basis of race, creed, sexual orientation, disability or gender difference is not permitted.

→ Respect for **people's intimacy and privacy**. Facilitating the necessary balance between professional and personal life.

→ No manifestation of physical, psychological or moral **harassment** is allowed..



→ Promote respect and care for the **environment**, undertaking actions to raise awareness and involve suppliers and workers in minimising the environmental impact that our activity may generate.

→ With regard to **co-workers**, use appropriate language and tone at all times, even when the situation may cause tension.

7. Commitment

→ To provide the best service, with the best quality and at the best possible price.

→ Enact **continuous improvement** as a basic tool for growth in terms of:

- Improving workplace safety.
- Improving environmental care.
- Improving company productivity.



→ Establish a **safe and healthy working environment**, taking appropriate measures to prevent accidents and injuries that could harm our own and our colleagues' physical and mental health.

→ Report any security problems detected.

→ Minimising the causes of the **risks** that can occur in our activity.

→ To be **profitable** while respecting our environmental, labour and social surroundings.

→ Assuming **responsibility for errors** generated by internal causes.