

General Principles

Eurospacers is committed to full compliance with all applicable national and international laws, regulations, and conventions, including the principles outlined in the UN Global Compact. Acting within the framework of legal and regulatory requirements is a fundamental obligation for all employees and business partners.

Strict adherence is required in areas such as anti-corruption, fair competition, customs, export and import controls, transportation, taxation, environmental protection, occupational health and safety, and other regulatory standards that form the foundation of our business operations. Under no circumstances is it acceptable to engage in fraudulent activities, including the provision of counterfeit products, systems, or information.

In the event of a conflict between this Code of Conduct and applicable law, the law shall prevail. However, Eurospacers' Code of Conduct may impose stricter requirements than those mandated by law. Any deviation from the Code may only be authorized by Eurospacers' Board of Directors.

Eurospacers upholds the principles of honesty, trust, and transparency in all business relationships. We honor our commitments to customers and strive to foster strong, mutually beneficial partnerships. Our partners are regarded as integral to the success of our shared business objectives.

Business Ethics

Responsible Business Conduct

Eurospacers is committed to conducting business with integrity, transparency, and accountability. Employees and partners are expected to uphold the highest ethical standards in all interactions, ensuring that business is conducted responsibly and in full compliance with applicable laws and regulations. This includes maintaining business integrity, preventing corruption, and promoting fair competition.

All communications and representations—whether marketing, contractual, or operational—must be accurate, truthful, and not misleading. Everyone within Eurospacers, as well as external partners, is responsible for upholding the company's reputation, values, and ethical standards across all business activities.

Anti-Corruption

Eurospacers maintains a zero-tolerance policy toward all forms of corruption, bribery, extortion, and fraud. Employees and partners must not offer, give, request, or accept bribes, improper payments, gifts, or other benefits that could improperly influence business decisions or create a conflict of interest.

Unlawful incentives in dealings with customers, partners, government officials, or any third party are strictly prohibited. Business decisions must be based on objective criteria and lawful practices—never on personal gain or inappropriate influence.

Anti-Competitive Practices

Eurospacers is committed to fair and transparent competition in all markets in which we operate. All employees and business partners are expected to fully comply with applicable competition and antitrust laws, particularly regarding the collection, handling, and exchange of information with external parties.

The company strictly prohibits any form of anti-competitive behavior, including price fixing, bid rigging, market sharing, abuse of market dominance, or participation in cartels. All business processes—such as tendering, procurement, and purchasing—must ensure open, fair, and lawful competition at all times.

Conflicts of Interest

Employees must avoid situations where personal interests conflict, or appear to conflict, with the interests of Eurospacers. Personal financial interests or external activities that may interfere with professional responsibilities or decision-making are not permitted.

Company resources and assets are to be used exclusively for legitimate business purposes and not for personal benefit or unauthorized activities. Employees must refrain from accepting or offering gifts, services, or hospitality that exceed the thresholds defined by company policy or that could improperly influence business decisions.

Participation in outside work, including activities with potential competitors or partners, must not compromise an employee's ability to fulfill their duties to Eurospacers. It is strictly prohibited to exploit company relationships, assets, or information for personal gain.

Prevention of Money Laundering and Terrorist Financing

Eurospacers maintains a zero-tolerance policy toward money laundering, terrorist financing, and tax evasion. Employees and business partners must not, under any circumstances, engage in, support, or facilitate any financial transactions or activities that may be associated with these crimes. Due diligence must be exercised to ensure that Eurospacers is not used, intentionally or unintentionally, as a conduit for illicit financial activity.

Transparency and Financial Integrity

All employees and partners are expected to act with full transparency and in alignment with Eurospacers' internal policies and procedures. Accurate and up-to-date records must be maintained to demonstrate compliance with this Code of Conduct. All financial transactions must be properly documented and reported in accordance with applicable accounting standards. Financial records must reflect the true nature of transactions in a complete, timely, and fair manner.

Intellectual Property, Privacy, and Information Security

Eurospacers is committed to upholding the highest legal and ethical standards in all business activities. This includes fair competition and a strong commitment to protecting intellectual property, personal data, and confidential information—whether belonging to the company or to third parties.

Employees and partners are responsible for safeguarding Eurospacers' proprietary information, including but not limited to: technical data, know-how, product designs, inventions, formulas, specifications, test results, financial records, business strategies, and personnel information. This applies to information shared in any format and at any time.

Similarly, Eurospacers expects all stakeholders to respect and protect the intellectual property rights, confidential information, and data privacy of customers, suppliers, business partners, and competitors. Unauthorized use or disclosure of such information is strictly prohibited.

Work Environment

Human Rights and Social Responsibility

Eurospacers is firmly committed to upholding internationally recognized human rights as the foundation of all business activities. We expect all employees and business partners to act in accordance with this Code of Conduct and to refrain from any involvement in human rights violations, either directly or indirectly.

Fair and Equal Treatment

Eurospacers promotes an inclusive workplace based on respect, dignity, and equal opportunity. Discrimination of any kind—whether based on race, religion, gender, age, nationality, disability, personal relationships, union affiliation, sexual orientation, or political opinion—is strictly prohibited.

We are committed to fostering diversity and equality across all levels of the organization. Any form of mental or physical abuse, threats, discrimination, bullying, or sexual or other forms of harassment will not be tolerated.

Remuneration and Working Hours

Eurospacers and its business partners are required to comply with all applicable labor laws and industry standards related to working hours, rest periods, and overtime. Compensation and benefits must meet or exceed the legal minimum wage and must align with applicable national laws and collective bargaining agreements.

Freedom of Association

Eurospacers respects the fundamental rights of employees to freely associate, join trade unions, and engage in collective bargaining, in full compliance with applicable laws and regulations.

Prohibition of Child and Forced Labor

Eurospacers strictly prohibits the use of child labor, forced labor, and any form of involuntary work. We and our partners are committed to complying with the minimum age requirements set forth by the International Labour Organization (ILO) and relevant national employment legislation.

Health and Safety

The health, safety, and well-being of our employees are a top priority. Eurospacers and its partners must provide a safe, healthy, and legally compliant work environment. All employees must receive adequate training to recognize, prevent, and respond to health, safety, and environmental risks. Preventive measures and continuous monitoring must be in place to ensure a workplace free from hazards, and deficiencies must be addressed without delay.

Environmental Responsibility

Eurospacers is dedicated to minimizing environmental impact and promoting sustainable practices across all business operations. Compliance with environmental laws, internal policies, and relevant standards is mandatory. We are committed to continuous improvement in environmental performance, including the development of products and services that are safe, recyclable, reusable, or environmentally responsible throughout their lifecycle.

We encourage open and transparent dialogue with business partners to drive progress in sustainability and to meet shared environmental objectives.