

1. Diligence in legal compliance

All applicable local and national laws and regulations must be complied with, including those related to employment, immigration, health and safety, food quality and safety, hygiene and the environment..

2. Respect and protection of human and labour rights

All employment relationships must be voluntary. Slave, child, under-16 or forced labour, debt bondage shall not be tolerated.

3. Work-life balance and the right to rest

Rest days should be granted to working staff, ensuring that working hours comply with regulations and are not excessive. Vicente Gandia Pla tries to facilitate the reconciliation of work with family and social life, implementing different initiatives.

4. Recruitment and fair employment

All terms and conditions of employment, remuneration, training, promotion, dismissal and retirement must be based on the person's ability and willingness to perform the job and comply with applicable legislation. All work will be remunerated with wages, overtime pay and benefits that meet or exceed legal standards or collective bargaining agreements.

5. Occupational health and safety

We are committed to allocating the necessary resources to provide staff and external collaborators with a safe and healthy work environment through the development of an occupational risk prevention plan, preventive planning and the promotion of a preventive culture. The staff of Vicente Gandia Pla, as well as our collaborators, must act at all times responsibly, complying with and enforcing the regulations and measures established and making correct use of the means made available to them.

6. Quality, innovation and food safety

Vicente Gandia Pla is committed to producing food under rigorous quality and food safety standards, continuously innovating to adapt to the needs and expectations of the market and promoting the culture of quality. The staff of Vicente Gandia Pla and our collaborators must, at all times, strictly comply with all established quality and food safety instructions and procedures, as well as report possible incidents in them immediately.

7. Impact on the community

Vicente Gandia Pla, in its spirit of contribution and development of shared value, will try to favor social, economic and environmental development in those communities in which it carries out its activity, promoting local employment, as well as the hiring of local supplier companies.

8. Commitment to environmental protection

The preservation and protection of the environment is one of the premises of Vicente Gandia Pla, so the best practices will be adopted for the reduction and mitigation of the environmental aspects associated with our activity. An environmental management program for pollution prevention and environmental protection is in place and implemented. All our facilities must comply with environmental legislation regarding the environmental aspects associated with our activity.

9. Anti-corruption, fraud, bribery and anti-money laundering policy

Vicente Gandia Pla rejects all forms and types of corruption, bribery, extortion, facilitation payments, illicit conduct or that violate this Code and current internal regulations, so the staff is obliged to respect, disseminate and enforce, both internally and externally, all the measures established for this purpose.

Vicente Gandia Pla assumes the commitment to comply with national and international legislation on the prevention of money laundering, as well as not to maintain commercial and / or business relationships with companies or organizations that do not comply with said regulations. Likewise, internal control and personal integrity are promoted to avoid conflicts of interest and illicit behavior.

10. Equality, diversity and non-discrimination

We are committed to acting with integrity and respect towards all workers, consumers, collaborators and society in general, promoting equal opportunities in access, promotion, professional development and disengagement, based on objective criteria. It is not allowed, in any case and under any circumstances, any form of harassment, abuse, use of violence or discrimination based on race, nationality, gender, religion, sexual orientation, family responsibilities, marital status, or any other condition that may give rise to actions constituting discrimination.

11. Right to privacy, confidentiality and security of information

We maintain rigorous procedures to safeguard the confidential information of our staff, in accordance with the legislation on the protection of personal data, our staff, supplier companies, customers and any other party involved.

The use of computer programs without the corresponding license is strictly prohibited, as well as the use, reproduction, assignment, transformation or public communication of any type of work or invention protected by intellectual or industrial property.

Reporting Violations

Violations of this code can be reported confidentially. If you become aware that any of these rules are being violated, we recommend that you report the situation through our **Whistleblowing** Channel available in our web.