

**INFORMATIVE BROCHURE OR "BOOKLET"  
ON MARTIDERM'S CODE OF ETHICS**

*MEMBERS OF THE ORGANIZATION*

## **I. CEO LETTER. INTRODUCTION**

In 1952, in the heart of the Farmacia Martí Tor (Barcelona), "La Fórmula MartiDerm" was born by Josep Martí, a pharmacist with a passion for skin care, who developed unique formulas based on high concentrations of active ingredients.

Since then, for us, corporate social responsibility has been a key part of our management style, recurrently promoting the necessary coherence between our own values and the demands of society.

In this way, we at MartiDerm wish to reinforce our consistent message of commitment to ethical practices and actions, as well as to current legislation and other regulations and good practices in the field, in the development of our social activities. Consequently, we express zero tolerance towards any non-compliance with ethical standards, laws and MartiDerm's own values.

In this sense, we have deemed it appropriate to approve the Code of Ethics to reinforce our commitment and motivation for responsible management. This document applies to all our subsidiaries and investee companies, as well as to all Members of the Organization, regardless of the geographical area in which they carry out their activities. In addition, the Code of Ethics applies extensively to our Business Partners and other Interested Parties.

We invite you to read carefully this simplified version of our Code of Ethics, where you will find our mission, values, principles, the behaviors expected by all of you and the location and access to our Ethics Channel to ask us any questions or potential suspicions you may have after reading this document.

Finally, we thank you in advance for your collaboration in the fulfillment and development of MartiDerm's mission, values and principles.

## **II. MARTIDERM'S MISSION AND VALUES**

### **1. MISSION**

MartiDerm's mission is to provide innovative solutions with effective and differential formulas for every skin need. In this sense, we have strengthened a vocation of care that adds to skin care, healthy living care, environmental care and care for the most vulnerable people.

### **2. VALUES**

At MartiDerm we maintain the values of our founder. In addition, over the years MartiDerm has continued to evolve, adapting and aligning ourselves with the most sensitive aspects perceived by society.

In this sense, at MartiDerm we base all our actions and decisions on the following values:  
SMART AGING, INNOVATION, FLEXIBILITY, COOPERATION and TRUST.

### **III. PRINCIPLES OF THE CODE OF ETHICS**

#### **1. Relations with the public administration and officers**

From MartiDerm we expect that the Members of our Organization respect the prohibition and assume as an intolerable conduct the offer and/or delivery of any type of gift or present, as well as any other act that could be perceived by the average public as an act of bribery, directed to government authorities or public officers with whom they are related.

In addition, we expect all Members of our Organization to actively collaborate with the competent authorities and agencies and to ensure that all documentation generated is retained as long as necessary, in accordance with current legislation. We also expect them to ensure that they keep up to date with any changes in regulations that may affect the status of our products.

#### **2. Equal opportunity, diversity and nondiscrimination**

The Members of our Organization must respect Human, Labor, and Fundamental Rights. In this regard, we also expect from our Organization's Members, as well as Business Partners and Interested Parties, a firm rejection of practices related to forced labor, child exploitation, and any other type of modern slavery.

#### **3. Work integration**

MartiDerm strives to transmit the value of social inclusion to the Members of our Organization, Business Partners and Interested Parties. In this way, we advocate multiculturalism as a way of working, giving rise to the coexistence of workers with different profiles and nationalities, and fostering a diverse environment.

We also expect them to actively participate in the development of corporate social responsibility, taking into account these three fundamental pillars:

- people at risk of exclusion from the labor market and training;
- workshops for older adults;
- and solidarity products.

#### **4. Safety, health and welfare**

The Members of our Organization must know and apply the health and safety rules in their daily work, as set out in our occupational risk prevention policy. They must also use, when necessary,

the available personal protective equipment and other preventive measures that address the physical and psychological well-being defined in MartiDerm's internal protocols.

In this sense, in the event of risks in the work environment, they must communicate immediately for the prevention and correction of these risks.

#### **5. Prevention of bribery**

It is strictly forbidden for our Members of the Organization to give gifts or presents, as well as any other act that could be perceived as a bribe, to personnel of governmental administrations or public officers, and especially to healthcare professionals with whom we interact..

In this regard, no MartiDerm Member may improperly use his or her professional position to benefit any third party with whom he or she has a business relationship, nor may he or she make or accept gifts or presents that do not strictly comply with the Gift Policy.

In the event that you receive a gift or present, we expect you to immediately contact MartiDerm's Criminal Compliance Department so that it can take the measures it deems appropriate.

Finally, whenever possible, we expect you to return the gift or present to the Business Partner or Interested Party in the terms set forth in the Code of Ethics, as well as in the Gift Policy.

#### **6. Conflict of interest**

The Members of our Organization must actively disclose situations that may cause potential or actual conflicts between the particular interests of MartiDerm with respect to their personal interests, as well as those of any third parties related to them (for example, family members or other persons close to them).

In this sense, any decision making or participation in relation to the same situations is strictly prohibited.

#### **7. Truthfulness and quality of advertising**

We expect our Organization's Members to provide explicit and unequivocal information that cannot mislead, deceive or defraud Business Partners and Interested Parties.

In addition, all promotional and advertising materials must present or promote an image of a healthy person, avoiding the creation of stereotypes that are far from reality.

## **8. Innovation and quality**

The Members of our Organization must at all times maintain the utmost respect for the manufacturing procedures and the quality of our products, as well as the due diligence procedures for the selection of Business Partners.

## **9. Environment and sustainability**

MartiDerm is committed to sustainability in all areas of its activity: facilities, production process and products. Our policies and guidelines on waste treatment, as well as current legislation on the subject must be respected by the Members of our Organization.

We expect them to be actively committed to recycling, complying with good recycling and reuse practices that affect their own workplace. In addition, we also expect them to actively participate in global sustainability proposals.

## **10. Protection of confidential information, intellectual and industrial property and MartiDerm's assets.**

MartiDerm expects our Organization Members, in relation to the protection of confidential information, to follow the guidelines of the confidentiality agreement annexed to the Employment contract and to maintain the confidentiality of all privileged information to which they have access, avoiding any accidental disclosure (whether their own or that of Business Partners or Interested Parties, as well as other information such as trade secrets) neither at the beginning nor at the end of the contractual relationship with Martiderm, and preventing any use for personal benefit or for the benefit of third parties.

Members of the Organization must respect, guarantee and protect their own and others' intellectual and industrial property rights, including, but not limited to, patent rights, trademarks, domain names, reproduction rights (including software reproduction rights), design rights, database extraction rights or technical know-how rights.

Finally, we expect the Members of our Organization to show the utmost respect and protection towards MartiDerm's assets, such as infrastructures, resources, tools and materials, and to immediately report any possible misuse of the same.

We also expect them to make responsible use of e-mail and social networks, using them only for work purposes and to observe and respect all IT security measures to prevent damage to themselves and/or Business Partners and Interested Parties.

## **11. Protection of privacy and personal data.**

The limits and guarantees imposed by European and national regulations on data protection are of high importance and must be respected at all times by the Members of our Organization. Furthermore, we expect them to comply with the obligations of information and transparency in the data processing carried out by our Organization.

It is also guaranteed that the processing of personal data is carried out diligently and in accordance with the purpose for which they were collected.

We will keep the information and personal data in a way that complies with the confidentiality of the information and the application of security measures that prevent unauthorized third parties from accessing the information. **12. Corporate Social Responsibility**

From MartiDerm we hope that the Members of our Organization will actively participate and collaborate in the initiatives of the Social Work of corporate social responsibility and corporate volunteering proposals.

## **IV. MARTIDERM ETHICAL CHANNELS**

The Members of our Organization have the obligation and responsibility to channel any doubts and report possible suspicions of non-compliance through the following channels:

- Your hierarchical superior
- The human resources department
- Ethical channel (<https://www.martiderm.com/es/canal-etico>)

The consultations or possible suspicions, reported through the above channels MartiDerm, can be made in a nominative way, preferably, although it is possible to be made anonymously.

In any case, in MartiDerm we guarantee the confidentiality of the identity and rights in relation to personal data, as well as the absence of any retaliation against the alerter who makes the communication in good faith.