



QUINTA NOVA
DE NOSSA SENHORA DO CARMO

TABOADELLA
1255

SUPPLIERS' CODE OF CONDUCT

October 7, 2024

Approved by the Boards of Directors of Quinta Nova de Nossa Senhora do Carmo, S.A. and Taboadella, S.A. at meetings held on October 7, 2024

I – Principles and values of Quinta Nova and Taboadella.

Quinta Nova de Nossa Senhora do Carmo, S.A. ("**Quinta Nova**") and TABOADELLA, S.A. are guided by stringent professional and ethical standards, both in internal and external relationships, such as compliance with the law, integrity in business relationships, environmental sustainability, respect for human rights and social responsibility.

In the context of the relationships between Quinta Nova and Taboadella and their suppliers, this Suppliers' Code of Conduct is adopted. It outlines the values, commitments, and principles concerning ethical, social, and environmental conduct that all suppliers must understand and adhere to in their contractual or commercial relationships with Quinta Nova and Taboadella.

A. Compliance with the law, business ethics and integrity

Quinta Nova and Taboadella have a zero-tolerance policy for any unethical or dishonest conduct, in particular, fraud, corruption, money laundering, or the financing of criminal or terrorist organisations.

Therefore, all our suppliers must act in accordance with the highest principles of integrity, transparency, honesty and good business practice.

The suppliers and business partners of Quinta Nova and Taboadella also undertake to adopt all appropriate measures to avoid any conflicts of interest over the term of their contracts. Such conflicts of interest may result from economic interests, family or emotional ties or any other common interests, by virtue of which their impartial and objective performance is or may be compromised. In the event of any situation that constitutes or may be considered a conflict of interest during the term of the contracts in question, the supplier is obliged to inform Quinta Nova or Taboadella immediately in writing, with the latter having the right to terminate the existing contract if they consider that the situation definitely impedes the proper performance of the contract.

All suppliers that are legal entities must implement the appropriate internal procedures and mechanisms aimed at preventing and mitigating, under the terms of the applicable law, the occurrence of criminal and administrative offence risks, also ensuring that this Code is disseminated and properly understood by their employees and managers, as well as their subcontractors.

In particular, legal persons with headquarters in Portugal employing 50 or more workers, as well as branches in Portugal of legal persons with headquarters abroad employing 50 or more workers, must adopt and implement a compliance programme in their organisation that includes at least one plan for the prevention of risks of corruption and related

offences, a code of conduct, a training programme and a whistleblowing channel, in order to prevent, detect and penalise acts of corruption and related offences carried out against or through the entity.

B. Zero tolerance for corruption or related offences

Quinta Nova and Taboadella absolutely reject any and all actions related to corruption and related offences, or that may in any way induce situations of enticement or coercion, seeking to promote free competition and loyalty in the market.

Similarly, suppliers must ensure they act in accordance with the principles of transparency and honesty in their relations with Quinta Nova and Taboadella, as well as in the contractual relations that they may have with third parties, opposing any practice that may be related to bribery, influence peddling or any form of corruption, both in the public and private sectors.

Our suppliers and business partners know, therefore, that all employees and representatives of Quinta Nova and Taboadella must abstain from promising, offering, delivering, asking or receiving, directly or indirectly, any gifts, invitations to social, institutional, cultural events, or similar benefits, gratuities, payments, commissions, trips, accommodation, favours, privileges or any other kind of incentive or advantage, whether financial or non-financial, which may or are

likely to influence the impartiality and/or integrity of the performance of their duties. Only if the respective value is equal to or less than €150 (one hundred and fifty euros), in annual terms, and the offer in question is socially appropriate and in accordance with customary practices, may it be accepted.

All employees and representatives of Quinta Nova and Taboadella whose professional duties allow them to participate in the process of contracting or renewing contracts, are prohibited from accepting any offers, invitations or promises of advantages during the negotiations or in the period preceding the renewal of the contract with the supplier, regardless of the circumstances.

Any supplier who becomes aware of any situation that indicates or makes them suspect unethical or inappropriate behaviour must immediately report it to Quinta Nova or Taboadella, as the case may be, via the **Internal whistleblowing channel**, available at <https://quintanova.integrityline.com/> (see point II *infra*).

C. Environmental sustainability

Quinta Nova and Taboadella remain strongly committed to the protection of the environment. As such, they urge all suppliers to also make this commitment, adopting sustainable solutions that respect the environment and reduce the environmental impact.

Suppliers must also obtain and maintain environmental licences for the operation of their business, if required, if their operation generates waste, suppliers must monitor it, control it and act as established in applicable legislation.

D. Human Rights

The suppliers of Quinta Nova and Taboadella must sign up to and comply with internationally recognised human rights and they must not permit any violation of those rights within their industrial and/or commercial operations.

Thus, each supplier must treat each of its employees with dignity and respect, rejecting any discriminatory conduct and avoiding any situation of excessive dependence. Under no circumstances will physical or psychological punishment or harassment of any kind or abuse of power be permitted, and employees' basic employment rights will always be respected.

Quinta Nova and Taboadella will not contract suppliers who use forms of child labour (i.e. minors under the age of 16), any form of forced or compulsory labour, do not respect all workers' rights established by law or collective regulation, do not guarantee health and safety conditions, or do not respect employees' rights to form associations and join trade unions.

E. Confidentiality of information and data protection

The protection and appropriate management of information and data resulting from the contractual relationship with Quinta Nova and Taboadella is of fundamental importance. Suppliers may not, in this regard, access, use or disclose confidential information, unless they have been duly and previously authorised to do so, in writing, by the person responsible for the area in question or in the case of compliance with a court order. Suppliers should, in case of doubt, consider all the information to which they may have access in the performance of their work as restricted and confidential.

II - Whistleblowing channel

Quinta Nova and Taboadella encourage using the **Internal whistleblowing channel**, available at <https://quintanova.integrityline.com/>, to report suspicions of any conduct that might amount to corruption or related offences, or which violates the principles contained in this Code.

In case of doubt, suppliers should always report it.

Suppliers may report irregularities anonymously and confidentially and without fear of reprisals, and the same must be guaranteed with regard to their employees, under the terms described in the **Internal Whistleblowing Procedure**.

III - Approval

Quinta Nova and Taboadella will select suppliers who demonstrate their commitment to the principles promoted by this Code (through their acceptance).

In the event any supplier does not comply with the principles of this Code, Quinta Nova or Taboadella will take the appropriate measures to revise the terms of the contract or, if appropriate, terminate it.

Bearing in mind the above-mentioned zero tolerance regarding corruption conduct, suppliers specifically acknowledge that any act of corruption or attempted corruption gives Quinta Nova and Taboadella the right to immediately terminate the existing contractual relationship and, also, to demand possible compensation for losses and damages pursuant to the law.

IV - Approval and validity

This Code came into force on October 7, 2024, the date on which it was approved by the Board of Directors of Quinta Nova and Taboadella.

Mozelos, October 7, 2024