

## **ETHICAL CHANNEL: REPETCO INNOVATIONS, S.L.**

Remember that the existence of this ethical channel does not prevent you from using external channels established by competent organizations or authorities to report any act that may be considered a crime.

### **WHAT IS THE ETHICAL CHANNEL?**

It is a specific communication channel available to anyone who wants to report, even anonymously, behaviours that are contrary to the law, as well as the principles or ethical rules of the entity itself.

### **WHEN DO I USE THE ETHICAL CHANNEL?**

If you have any relationship or connection with REPETCO INNOVATIONS, S.L. and, therefore, are aware of any irregular behaviour or conduct within our entity, you can report it through the ethical channel so that appropriate measures can be taken. It is essential that the communication you provide is supported by truthful information and sufficient evidence to support it, thus facilitating the subsequent instruction and investigation work.

### **HOW DO I USE THE ETHICAL CHANNEL?**

If you go to the address [repetco.canales-eticos.com](https://repetco.canales-eticos.com), you can easily and conveniently report the situation you wish, indicating the related issue (sexual harassment, fraud, influence peddling, or any other), and providing a description of the facts. Additionally, you can attach documentation that will serve as evidence to support the information provided, which will be very useful to the person instructing the procedure. Once you have filed a report, you will be given a code to follow the status of the procedure through the platform itself. The ethical channel will serve as a communication channel through an internal and confidential chat between the informant and the person instructing the procedure.

### **HOW DOES THE PROCEDURE DEVELOP AFTER THE REPORT OR COMMUNICATION?**

After filing the report or communication through the ethical channel, the person instructing the procedure will confirm within a maximum of seven (7) days that your report has been received and that the procedure will be resolved within a maximum of three (3) months. In case the report is about moral, sexual, or gender-based harassment at work, the procedure will be handled urgently and resolved as soon as possible. Indemnity is guaranteed to anyone who makes a communication through the ethical channel, and any retaliation against them is prohibited.

Do not forget that the existence of this ethical channel does not prevent you from turning to external channels constituted by the competent authorities to report any act that may be considered a crime.