

BUSINESS ETHICS POLICY

CIKAUTXO, whose main activity is the production and sale of rubber mixtures, the design and manufacture of rubber technical parts by injection moulding, rubber and plastic technical parts by extrusion, and parts by blow moulding for the automotive and electrical appliance sector, has defined social commitment as one of its values, respecting the conditions and legislation in force.

CIKAUTXO, in all of its activities and scopes, is committed to their performance in accordance with the laws, rules and regulations that are applicable to the highest ethical standards, in such a manner that the day-to-day activities of the company are performed with complete trust and without fear of reprisals.

This undertaking by CIKAUTXO expressly prohibits corruption and bribery in any form, in such a manner that any employee following these guidelines is strictly prohibited from offering, receiving, or authorising any payment or exchange of objects of value with any person, whether directly or indirectly, as well as the consent or encouragement of any employee to act or neglecting to act in breach of a legal duty or to misuse their position, whether for their own benefit or that of the company.

The senior management is responsible for the good practices and raising awareness of this policy, and is responsible for complying with and ensuring compliance with the requirements detailed herein.

The consequences of non-compliance with this policy shall be immediately classified as severe and shall involve sanctions at the highest level established in the internal regulations.

A handwritten signature in black ink, consisting of several stylized, overlapping lines.

Iñigo Laskurain Pagaegi
Managing Director

Berriatua, 1 November 2017