

Ethical Policy

The Management and staff of the **Félix Solís Avantis Group** companies (**Félix Solís S.L., Pagos del Rey S.L., and Viña Casa Solís SpA**), led by the Chief Executive Officer, believe that every employee has a significant influence on the company's success.

Every staff member at Felix Solis Avantis Group has a great value to the company. Promoting fair and legal working conditions and being aware of the human rights are part of the strongest pillars of this policy.

The following principles are the foundation of the Felix Solis Avantis Group commitment to Ethical behaviour.

- Employment is freely chosen. Employees are not forced to work, no one works involuntarily.
- Workers have Freedom of association and right to collective bargaining.
- Working conditions are always safe and hygienic.
- Child labour is not used.
- Living wages are always paid according to a legal working national standard for industry benchmark.
- Working hours are not excessive. They are always according to the law.
- There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.
- Regular employment is provided to every work performed under national law and practice.
- Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation are not allowed.
- Our company don't allow any corruption act, extortion, misappropriation or bribery.

This standard of behaviour and performance is maintained in the company's dealings with employees, customers, suppliers, and all other stakeholders.

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CEO of Felix Solis