

# Ethical Principles and Values of BHB

Our code of ethics establishes the foundations for **responsible, honest, and sustainable** conduct in all our operations. These principles guide the behavior of all employees and collaborators within the organization.



## Legal Compliance

Strict compliance with all current regulations and resolutions applicable in our field of activity.



## Human Rights

Absolute respect for fundamental and labor rights recognized nationally and internationally.



## Diversity and Inclusion

Promotion of effective equality and rejection of any form of discrimination or unequal treatment.



## Mutual Respect

Fair and equitable treatment of all people, respecting individual dignity.



## Integrity

Honest, loyal, and transparent conduct in all our business and professional relationships.



## Conflict of Interest

Avoid situations that compromise impartiality or generate improper personal benefits.



## Sustainability

Environmental commitment to responsible management of natural resources and a circular economy.



## Responsible Innovation

Development of R&D&I projects focused on energy efficiency and business sustainability.



## Responsible use of resources

Efficient and appropriate use of all corporate resources for professional purposes.



## Zero Tolerance

Absolute prohibition of any form of corruption, bribery or fraudulent practices.



## Confidentiality

Rigorous protection of corporate information, both our own and that of third parties, as well as personal data.