



Code of Ethics for suppliers and contractors of PortAventura

PortAventura is committed to respecting all those who work with the organisation, directly or indirectly, and to treating them with fairness and dignity.

PortAventura is sensitive to the environment and conducts itself responsibly and respectfully in environmental matters.

This ethical commitment to people and to the environment has been extended to each and every one of its suppliers and contractors by means of a series of principles:

1. **Compliance with the Law.** Suppliers and contractors must comply with current legislation, whether applied to employment, human rights or the environment at a local, national or international level.
2. **Respect for the Rights of Children.** Suppliers and contractors shall respect the rights of children to be protected from economic exploitation, as prohibited by international organisations and local legislation in each country and as set down in international rules and agreements on human rights by the International Labour Organisation.
3. **Equal Opportunities and Non-Discrimination.** Recruitment criteria shall be based on equal opportunities and suitability for the position. Suppliers and contractors to PortAventura shall commit themselves to recruiting staff in a way that does not discriminate on grounds of gender, race, religion, age, nationality, political beliefs or sexual orientation.
4. **Freedom of Association.** In countries that safeguard the right of association and the right of collective bargaining, suppliers and contractors of PortAventura shall commit themselves to respecting these rights.
5. **Abuse of Authority.** Employees of suppliers and contractors of PortAventura shall be treated with respect, dignity and honesty. Any form of harassment or abuse of power as regards employees shall not be tolerated under any circumstances.
6. **Worker Health and Safety.** Suppliers and contractors of PortAventura undertake to ensure that workplaces meet health and safety regulations set down by law.
7. **Remuneration.** Remuneration of employees shall meet minimum levels as legally stipulated for each professional category. Similarly, suppliers and contractors shall comply with current employment legislation.
8. **Extension of the Code of Ethics to subcontractors.** Suppliers and contractors who subcontract work shall be responsible for ensuring their subcontractors comply with this Code of Ethics.
9. **Respect for the Environment.** Suppliers and contractors shall be required to comply with current environmental legislation and also to familiarise themselves with, and give consideration to, PortAventura's Environmental Policy.
10. **The Ethical Code: Information, Monitoring and Compliance.** PortAventura's suppliers and contractors shall inform their employees about the Code of Ethics. This shall be by means of placing a copy of the Code in the workplace where it can be easily accessed. Suppliers and contractors authorise PortAventura and its representatives to carry out inspections in order to ensure compliance with the Code of Ethics, and undertake to provide any information required by PortAventura and its representatives related to any of the principles set down in this Code of Ethics.