



CODE OF ETHICS AND CONDUCT

Our principles, values,
and commitments that guide
our decisions every day.



RESPECT
for people



INTEGRITY
in all actions



COLLABORATION
that creates impact



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Revision History

Rev.	Data	Description	Approved by
00	02-10-2022	Original document created	Management
01	05-09-2023	Updated to include environmental management system	Management
02	02-05-2024	Full document revision with layout changes	Management
03	07-01-2025	Addition of Social Responsibility principles	Management
04	20-04-2026	New document control coding	Management

CODE OF ETHICS AND CONDUCT

1. Main Objectives of the Code

At FORTeams Lab, S.A., we believe our strategic vision must clearly reflect our commitment to ethical and socially responsible management.

This Code of Ethics and Conduct brings together the values and principles of our integrated management system, as well as the business practices and attitudes that guide FORTeams Lab, S.A., with special attention to relationships and communication with all stakeholders, based on rigor and full transparency, in order to:

- Present FORTeams Lab, S.A. as a socially responsible company, complying with and promoting good conduct among all partners, while strengthening a common culture of social responsibility.
- Promote trust between the company and all partners, and encourage the practice of the values adopted by FORTeams Lab, S.A.
- Ensure that all business relationships reflect the values assumed by FORTeams Lab, S.A.
- Guarantee full respect for people and their rights.
- Ensure high standards of health and safety at work.

The main purpose of this Code is to make all employees, customers, suppliers, subcontractors, and other interested parties aware of the values promoted, practiced, and required by the company.

2. Mission and Values

FORTeams Lab is dedicated to the development and production of sports merchandising, especially hats and scarves.

Our purpose is to create products that represent the identity of the teams and clubs we serve, exceeding customer expectations and building long-term relationships with all stakeholders — customers, suppliers, and employees.

We strongly believe our actions deserve the trust of all our customers.

The competence and honesty of our performance, together with the quality of our work, have helped strengthen the company in a highly competitive and complex sector.

3. Vision

A key foundation of our company is our vision for the future.

Growing business volume, international expansion, and continuing to meet customer needs and expectations are among our main goals.

We invest in the modernization and qualification of our resources and in the continuous cooperation of our employees so that we can become a strong reference nationally and internationally.

3.1. Social Responsibility Requirements

FORTeams Lab, S.A. believes and recognizes that its role in the market goes beyond economic performance.

We seek to identify and manage talent, develop skills that add value to the business, and stand out through ethical and socially responsible conduct.

Our commitment to “Do more than just produce clothing” applies throughout the organization and extends to all established partnerships.

FORTeams Lab, S.A. commits to the following Social Responsibility principles:

a) Child Labor:

We do not use or allow child labor. A “minor” means a person under 16 years old.

b) Forced and Compulsory Labour:

We do not use or allow forced or compulsory labour, whether through physical coercion, threats, or any other forced means. We do not apply any form of pressure on workers or retain their identity documents.

c) Respect for Human Rights

The company respects and requires respect for the Human Rights set out in international conventions.

d) Health and Safety:

We provide our employees with a safe and healthy working environment. We promote compliance with health, safety and hygiene standards and require our suppliers and subcontractors to do the same.

e) Freedom of Association:

We recognise and respect the right of employees to freedom of association and representation, expressed freely and without pressure.

f) Non-Discrimination:

We reject any form or practice of discrimination against our partners or employees on the grounds of race, colour, sex, religion, age, nationality, disability, sexual orientation, social or ethnic origin, political affiliation, or religion.

g) Disciplinary Practices:

We ensure the dignity of all employees and condemn any form of physical, sexual, psychological or verbal abuse or harassment.

h) Workplace Harassment:

We take action to prevent and address workplace harassment of a physical, sexual, psychological or verbal nature. Whenever alleged cases of workplace harassment come to our attention, a disciplinary procedure will be initiated.

i) Working Hours:

We ensure compliance with working hours and the payment of overtime in accordance with applicable law, and encourage our suppliers and subcontractors to do the same.

j) Remuneration:

We recognise that wages are essential to meet employees' basic needs. We ensure all legally required pay is provided and require our suppliers and subcontractors to pay fair wages in line with applicable law.

k) Legal Requirements:

We comply with all applicable national and international legislation and regulations, including the Conventions of the International Labour Organization and the United Nations, and the Universal Declaration of Human Rights.

l) Environment:

We promote the adoption of measures to protect the environment and conduct all activities in line with applicable environmental legislation, encouraging sound environmental management practices among our suppliers and subcontractors.

m) Surrounding Community:

We are committed to supporting social, educational and environmental initiatives, promoted internally or in partnership with external organisations, contributing to a fairer society and fostering closer ties with the surrounding community.

A FORTeams Lab, S.A. reaffirms its commitment to its Social Responsibility Policy and undertakes to periodically review its performance, defining strategies to ensure full compliance, and to assess and communicate its Social Responsibility performance to all relevant stakeholders.

n) Control of Practices and Principles

FORTeams Lab, S.A. has appointed a person responsible for Social Responsibility, who ensures compliance with the principles set out in this Code of Ethics and Conduct. Whenever non-conformities are identified, FORTeams Lab, S.A. initiates an investigation and root-cause analysis process, followed by corrective action.

When non-conformities involve suppliers or subcontractors who are required to take corrective action, FORTeams Lab, S.A. monitors the implementation of the agreed measures. If a supplier or subcontractor fails to implement them, FORTeams Lab, S.A. may review the contractual relationship and, if necessary, terminate the contract.