



Gas Solutions



CODE OF ETHICS AND CONDUCT

INTRODUCTION



PRF strives for excellence in the provision of engineering, construction and maintenance services in all areas of fuel gases. What we demand of ourselves reflects this challenge.

PRF is fully aware that success in an increasingly competitive market depends on this philosophy.

At PRF we value the achievement of objectives and results, the maximization of profitability and the satisfaction of customers and other stakeholders, which can be achieved if we act as a true working team with professional rigor and integrity and with total commitment to the company.

PRF assumes its role in society as a company whose conduct is a benchmark for all.

The Code of Conduct establishes the principles of social responsibility and professional ethics to be adopted by all PRF employees in their internal and external relationships.

OUR VALUES



PRF operates according to the following values:

- Does not engage in or support any form of child labor;
- Does not engage in or support any form of slave or forced labor, whether through physical compulsion, threats or other forced methods;
- Provides all its employees with a safe and healthy working environment, fair remuneration and professional development based on merit, qualifications and equal opportunities, regardless of their race, nationality, social class, religion, disability, gender, sexual orientation, family responsibilities, marital status, trade union membership, political opinion, age or any other condition that could give rise to discrimination, and takes effective measures to prevent accidents and potential damage to workers' health;
- Complies with national legislation and sector agreements on maximum working hours for employees;
- Does not engage in or support discrimination in hiring, remuneration, access to training, promotion, termination or retirement, based on race, nationality, social class, religion, disability, gender, sexual orientation, family responsibilities, marital status, trade union membership, political opinion, age or any other condition that could give rise to discrimination;
- Treats all its employees with dignity and respect. It does not engage in or tolerate the use of corporal punishment, mental or physical coercion and verbal abuse of people. Rude or inhumane treatment is not allowed;



OUR VALUES



- It conducts its business with honesty, integrity and respect for compliance with the laws of the countries in which it operates;
- It does not support political parties or their representatives, nor does it contribute financially to entities that may support partisan interests;
- It does not receive or offer bribes or any other advantages for its business or financial interests, and no employee may give or receive any offer that could be considered a bribe;
- Carries out its services in a conscious and environmentally friendly manner. Its aim is to ensure that its processes have the least possible adverse impact on the environment;
- It is determined to establish transparent, accessible and accurate information with regulators, business partners and employees;
- It selects its business partners, seeking to establish relationships with entities that share its ethical principles;
- Guides its activity by combating corruption and strictly complying with the corruption risk prevention plan it has drawn up for this purpose;
- Repudiates any acts of corruption and prevents them.



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