



CODE OF **ETHICS**

DENTAID

Oral Health Experts

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Dear Partners:

DENTAID was founded on a clear idea: to improve people's oral health. With this in mind, from our beginnings, we have always offered the best solutions and products, fruit of the constant innovation and research that we carry out and which has made us a benchmark in the sector.

Our origin is marked by the need to improve ourselves every day, the responsibility of doing things right, the passion we put into everything we do and our joint commitment with health professionals to work toward a healthier world. This makes us proud, and it is our intention to keep moving along the same lines.

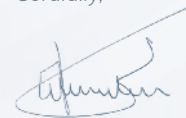
Therefore, and in view of our increasingly global presence (we are represented in more and more countries and with a steadily growing team of people), we believe it is necessary to share an ethical code of conduct that captures and reflects our principles so that they are made known and applied by each one of us. And thus, to continue to maintain the spirit with which the company was created.

The DENTAID GROUP hereby wishes to send a message of commitment with regulatory compliance, business ethics and zero tolerance for any illegal or criminal act or for any action contrary to the principles of our code of ethics.

I invite you to carefully read this Code of Ethics of the DENTAID GROUP, and thereby offer you access to all of this important information so that it will form part of our daily work.

I would like to take this opportunity to thank everyone for the effort and involvement in each of your responsibilities. This is what makes it possible for the DENTAID GROUP to continue advancing toward its goal: to improve people's oral health.

Cordially,



Enric Masdevall
President

Preamble

In the DENTAID GROUP we research, develop and market products aimed at improving people's oral health. We are firmly committed to continuous research and innovation to bring oral health closer to society, with a commitment to quality that covers all the company's processes.

This is how it is and how it has been since its inception. The research values and the management style with which the DENTAID GROUP was created have been constantly transmitted to all the people who form part of the organisation. And corporate social responsibility plays a vital role in this style, which takes shape in multiple arenas.

In a global environment and in compliance with multiple legal standards, the publication of a code of ethics is an opportunity to explain and reinforce our commitment and motivation for responsible management.

It should ultimately help all of us who are part of the DENTAID GROUP to know how we should act and find answers to any questions that may arise in this regard, always with the aim of guaranteeing good practices in every way.

We will disseminate the content of this document and actively promote its adherence by all those who maintain professional and/or commercial relationships with us.

Scope of Implementation

The purpose of this code is to establish the basic principles and rules that inspire the professional, ethical and responsible behaviour of all the people who are part of our area of influence, with the aim of helping guide the ethical behaviour of the members of the organisation with customers, suppliers, partners, distributors or any other business partner and between the members themselves.

We thank everyone in advance for abiding by these work principles and ethics standards, and we ask all members of the organisation to comply with the principles and rules of conduct expressed in this code as a requirement for being a part thereof, regardless of where the activity is carried out and always according to the legality, customs and common uses of the countries of operation.



Ethical principles governing the activity of DENTAID GROUP

This Code of Ethics constitutes an instrument for expressing and adhering to our basic principles:

- 1 The **culture of customer orientation**, offering real solutions, while respecting the regulations as regards consumers and users.
- 2 **Social commitment and responsibility** to society.
- 3 **Compliance with and enforcement** of this code and other internal regulations, professional ethics and good faith in business relationships.
- 4 **Rigour, professionalism, quality, safety, commitment and moral integrity** in our products and services, as well as in the actions of our people.
- 5 **Good corporate governance** in all decision-making.
- 6 **Diligence, objectivity, transparency and honesty** in all our decision-making and in carrying out all our activities.
- 7 **Zero tolerance for illegal or criminal acts**, fully respecting the legality in the territories where the company works.
- 8 **Fair competition** with all other market players, with the aim of safeguarding free competition.
- 9 **Compliance** with and defense of human rights.
- 10 **Sustainable growth**, with absolute respect for the environment.

Social Commitments of the DENTAID GROUP

The DENTAID GROUP will actively promote the organisation, adherence, compliance with and enforcement of this Code of Ethics and its guidelines in dealing with its customers, suppliers, distributors, partners and its own members.

This commitment to our society and our environment is embodied in eight aspects that we consider essential for responsible and sustainable management.

DENTAID's Commitment - No. 1

Ethical Culture and Regulatory Compliance

We follow the regulations and legislation applicable to our activities, ensuring compliance in our work processes and decision-making.

7 People who work in the DENTAID GROUP will be treated with dignity, and their rights will always be respected. Under no circumstances will differences in treatment or discrimination based on age, gender, sexual orientation, ideology, race or religion be tolerated; nor will any manifestation with connotations of harassment or abuse of authority or of an intimidating, offensive, demeaning or threatening nature against moral integrity be allowed.

The DENTAID GROUP firmly undertakes to ensure the occupational safety and health of the persons who are part of the organisation, complying at all times with the applicable regulations governing the matter. Likewise, the persons forming part of the organisation must comply with the Occupational Risk Prevention measures, which the company makes available to them at all times.

The DENTAID GROUP will actively promote adherence and compliance with this Code among the suppliers that provide services, in everything that is applicable thereto.

DENTAID's Commitment - No. 2

Good Corporate Governance

Integrity and transparency in management is our goal, aligned with good practices in risk management, as well as in compliance with the law, especially in matters relating to public health and consumer rights.

8 The DENTAID GROUP undertakes to offer its clients all of the information they need, with due transparency and without ambiguous, equivocal or lax expressions that may be misleading or cause confusion, with the aim of offering true and truthful product advertising and promotion and/or services, without engaging in unfair competition or practices, or using false or misleading advertising instruments.

Priority will be given to relations with suppliers and contracted companies that, in the execution of their activity, incorporate quality, sustainability and regulatory compliance criteria, as well as having sufficient technical, organisational and risk control capacities.

All members of the organisation are responsible for knowing, complying with and executing this code of ethics, regulations, policies, procedures and internal controls in force at all times and that apply to them according to their function, responsibility and place of work, as well as, respecting the legality, customs and common uses of the countries where they operate.

DENTAID's Commitment - No. 3

Management of Conflicts of Interest

When we make decisions, we will do so under the principles of transparency, objectivity and impartiality, avoiding any conflicts of interest.

9 In all the processes for selecting new personnel or promotion of that already existing, criteria involving merit, aptitude and competence will be considered, according to the vacancy needing to be filled, without addressing subjective or personal conditions. Likewise, attention will also be given throughout the selection processes to the candidate's ethical background and professional honourability.

The hiring of any suppliers or companies will always be based on totally impartial and objective business- and financial-related criteria, and under no circumstances shall be based on personal, emotional or commercial interests or favouritisms, which could give rise to conflicts of interest.

DENTAID's Commitment - No. 4

Free Competition for Consumer Protection

The DENTAID GROUP promotes the highest quality, satisfaction, safety and excellence in the products and/or services provided to its customers and consumers at all times, while complying with current regulations in force. Respect, professional responsibility, transparency and honesty lead all our business relationships.

10 In the execution of our activities, we will act loyally with the market and our competitors, respecting free competition while avoiding restrictive practices toward our competitors and misleading advertising, as well as other similar practices, all the while, ensuring compliance with the regulations in terms of consumers, users and competition.

The DENTAID GROUP assumes the obligation of not disseminating misleading or illegal advertising, which could harm other competitors, consumers and users.

DENTAID's Commitment - No. 5

Zero Tolerance for Crime and Corruption

We will not accept the commission of crimes in carrying out our business, especially the performance of any type of corrupt practice to attain business opportunities.

- 11** The members of the DENTAID GROUP must avoid any type of conduct aimed at influencing the decision-making by authorities, agents and public officials for their own benefit, that of the company or of a third party.

Nor may they offer, deliver, request, receive and/or accept, for their own benefit or that of the organisation or a third party, promises, gifts or money, undue advantages or compensation, in order to bribe authorities, agents or public officials; nor may their intention be to unduly favour another in the purchase or sale of merchandise, contracting of services or in commercial relations.

Should there be any doubt about the reasonableness of a gift, compensation or invitation, you must address your direct line manager or the Criminal Compliance Body of the DENTAID GROUP in writing.

DENTAID's Commitment - No. 6

Health and Environment

Our production processes are focused on compliance with public health regulations, with the aim of protecting people's health.

We carry out our activities under the principle of sustainability and respect for the environment, minimising possible environmental impacts, through compliance with environmental standards that apply to the activity, waste management, etc.

The members of the DENTAID GROUP must ensure maximum respect for the environment and public health, contributing to their sustainable development while minimising or eliminating any negative impact their activity may cause.

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DENTAID's Commitment - No. 7

Protection and Proper Use of Data

The company's own data and that of third parties, as well as personal data, intellectual and industrial property, are active, and as such, we are committed to protecting them, preserving their confidentiality through compliance with legality and implementation of technical and organisational measures. For that reason, DENTAID members will preserve the confidentiality of all data with which they are or have worked.

In this sense, the members of the organisation undertake to strictly comply with current regulations on data protection and digital rights and other applicable regulations regarding privacy, as well as current regulations on Intellectual Property and Industrial Property, always acting under the legal requirements that are applicable at all times, guaranteeing the preservation of documentation and data, their integrity and availability.

In no case may the members of the organisation make use of their position or of any information to which they have had access during the exercise of their duties, in order to obtain any advantage, either for the same person or for any person related thereto.

DENTAID's Commitment - No. 8

Protection of Human Rights

The persons who form part of the DENTAID GROUP undertake to protect the human rights recognised in the Universal Declaration of Human Rights and in the main international agreements in this regard.

We promote the implementation of occupational health and safety measures, dignified treatment and rejection of behaviours that may generate differences in treatment or discrimination based on age, gender, sexual orientation, ideology, race or religion, thereby promoting equal opportunities.

All employees must exercise dignified treatment in the practice of their work relations, always respecting the rights legally recognised in the work regulations applicable to the organisation, especially in the areas of privacy, equality and diversity.

The DENTAID GROUP is committed to working with suppliers and business partners that guarantee the protection of human rights in their environment.

Queries and Complaints Channel

In case of any query or possible violation, you must report this to your direct line manager or the Criminal Compliance Body in advance to properly resolve it.

The organisation offers the following communication channels, which guarantee absolute confidentiality and absence of reprisals:

Channel for Queries

E-mail: compliance@dentaid.es

Postal mail: DENTAID – Compliance Body. Ronda Can Fatjó, 10. Parc Tecnològic del Vallès. 08290 – Cerdanyola (Espanya)

This is a channel for raising doubts or queries to the Criminal Compliance Body in relation to the interpretation and execution of the code of ethics and internal conduct regulations.

Channel for Complaints

E-mail: compliance@dentaid.es

Correo postal: DENTAID – Compliance Body. Ronda Can Fatjó, 10. Parc Tecnològic del Vallès. 08290 – Cerdanyola (Espanya)

This is a channel for reporting any possible risk of breach of the code of ethics or irregular, unlawful or criminal behaviour of which you are aware.

All these queries and complaints will be received and managed by the Criminal Compliance Body as provided in the established internal regulations or procedure.

The Code of Ethics is available on the corporate Intranet for consultation.

Knowledge of the Code of Ethics and its application is mandatory for all members of the organisation and ignorance thereof does not exempt anyone of their responsibilities.

Failure to comply with this code or the internal regulations and controls implementing it can seriously affect the DENTAID GROUP.

Any violation of the code of ethics or of the regulations implementing it may be processed and sanctioned in accordance with the disciplinary regime applicable to the organisation.

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