



Política del Sistema Interno de Información y Protección del Informante

Internal Information System and Informant Protection Policy

This policy applies to RINGO VALVULAS, S.L. and aims to establish an internal channel for reporting potential regulatory violations, potential violations of internal and/or ethical policies and establish a whistleblower protection regime, according to Law 2/2023.

This Channel is a mechanism that allows employees and other interested parties to report any type of illegal conduct or contrary to our values and ethical principles, without fear of retaliation.

We seek to promote a culture of transparency, integrity and responsibility in our organization, while protecting those employees who decide to make a complaint in good faith.

The Internal Information channel is managed by the person responsible for the Internal Information system, and has various managers depending on the scope of the information received.

The company undertakes to investigate all reports of possible violations or non-compliance behaviours received through the reporting channel in accordance with the established procedure.

All allegations will be investigated impartially and confidentially, and appropriate measures will be taken based on the results of the investigation to protect the whistleblower.

The company undertakes to inform the complainant about the status of the investigation and the measures adopted, whenever possible and without compromising the confidentiality and protection of the complainant, and could request additional information to the facts communicated through the channel.

Communications through the internal information system could be anonymous.

Every person who communicates or reveal violations will have the right to protection against retaliation as long as they have reasonable grounds to believe that the information referred to is true at the time of communication or disclosure and that it has been made in accordance with the requirements.

During the processing, every person affected by the communication will have the right to presumption of innocence, the right of defence and the right of access to the dossier according to the terms regulated by law, as well as the same protection established for informants, preserving their identity and guaranteeing the confidentiality of the facts and data of the procedure.

All personal data, documents and complementary information provided by the complaint that contains personal information, will be treated confidentially by those responsible for the Internal Information channel in accordance with the obligation to investigate and manage the complaint submitted, as well as to comply with the legal obligations established in Law 2/2023.

All the data submitted could be notify to the Legal Department, Lawyers, Judicial Authorities and Security Authorities in the event that any of the information received could be considered a crime or a legal infraction.

The company will conduct regular training and awareness campaigns to foster a culture of integrity and transparency, and to inform employees and other stakeholders about the whistleblowing channel and provide information on the rights and protections offered to whistleblowers in under Law 2/2023.

The company undertakes to disseminate this policy to all employees and interested parties, and to update it regularly to ensure its compliance with applicable laws and regulations.

Zaragoza, October, 31st, 2023
D. José Manuel García Monclús
Managing Director