

Conflict of Interest



What does it consist of? A conflict of interest occurs when personal relationships, outside jobs, financial interests or business opportunities could compromise objectivity in decision-making within the Acerinox Group.

Potential Situations of Conflict

- **Company Interests:** Avoid stakes in competitors, suppliers, or customers.
- **Business Opportunities:** Do not take advantage of your position in the company for personal profit.
- **Outside Employment:** Avoid side jobs that interfere or conflict with your responsibilities.
- **Financial Transactions:** Prevent personal finances from biasing work decisions.
- **Personal Relationships:** Keep family or social ties from influencing professional choices.
- **Gifts & Favors:** Decline any non-token gifts that could compromise ethics.

How to Avoid a Potential Conflict of Interest

Acting with integrity protects the Acerinox Group and strengthens your professional and personal growth.

Remember:

- Do not follow orders that contradict ethics or regulations.
- Express your opinion with respect; do not reinforce bad practices with your silence.
- Do not validate actions just out of habit; use your own judgement.
- Be consistent inside and outside the workplace.
- Always reinforce a culture of ethics and respect for the law.



Remember: Transparency is the golden rule! When in doubt, always consult with the Compliance team.

How to Recognize a Conflict of Interest?

Ask yourself:

- Do my personal interests influence my decision?
- Could it benefit someone close to me unfairly?
- Does it affect the reputation or impartiality of the Acerinox Group?