

## CODE OF CONDUCT MANUEL CHAMPALIMAUD STATEMENT (EMPLOYEES)

Me, \_\_\_\_\_ worker/employee of the company \_\_\_\_\_ hereby declare that I have taken note of \_\_\_\_\_ of the Manuel Champalimaud Group's Code of Conduct, approved at a meeting of the Group's Board of Directors on 21 March 2024.

I further declare that I have read the Code of Conduct, fully understood its meaning and expressly agree with its principles, agreeing to be bound by them.

Signature

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Date: \_\_/\_\_/\_\_

Note: This declaration must be returned to the Human Resources Department within a maximum of 8 working days from the date of its receipt. Failure to return this declaration within the indicated time limit will, for all intents and purposes, result in non-adherence to the Code of Conduct.