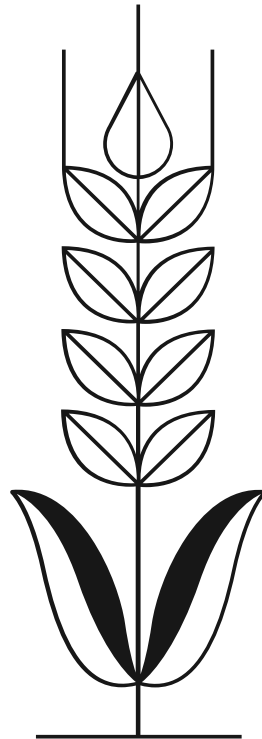
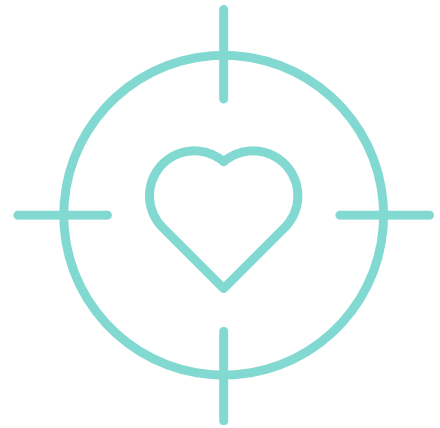




ETHICAL CODE OF CONDUCT



OUR VALUES



INTEGRITY AND HONESTY

We conduct all business with integrity, honesty, and fairness, adhering to the highest ethical standards in all our dealings.

We prohibit any form of bribery, corruption, or unethical behavior in our operations, both internally and externally.

COMPLIANCE WITH LAWS AND REGULATIONS

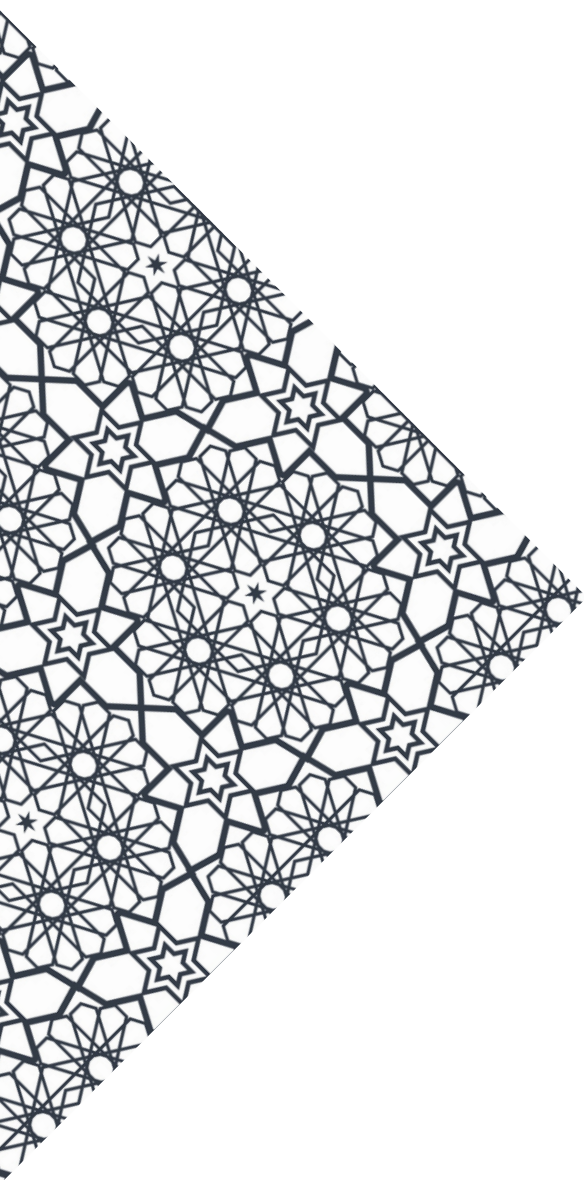
We comply with all applicable laws, regulations, and industry standards in every location where we operate. Employees are expected to familiarize themselves with relevant laws and regulations and conduct business accordingly.

CONFLICT OF INTEREST

Employees must avoid situations where their personal interests conflict with those of SUPERNOVA DMC. Any potential conflicts of interest must be disclosed promptly to management for resolution.

CONFIDENTIALITY AND DATA PROTECTION

We maintain strict confidentiality regarding all proprietary information, client data, and business strategies. Personal and sensitive information of clients and employees must be handled securely and in compliance with data protection regulations.



ANTI-BRIBERY AND ANTI-CORRUPTION

We prohibit offering, giving, soliciting, or accepting bribes or kickbacks in any form, whether directly or indirectly. Employees must report any suspected instances of bribery or corruption to the appropriate authorities.

FAIR COMPETITION

We compete fairly and ethically in the marketplace, respecting the rights of competitors and adhering to antitrust laws.

We do not engage in unfair business practices, such as price fixing, collusion, or deceptive advertising.

RESPECT FOR HUMAN RIGHTS

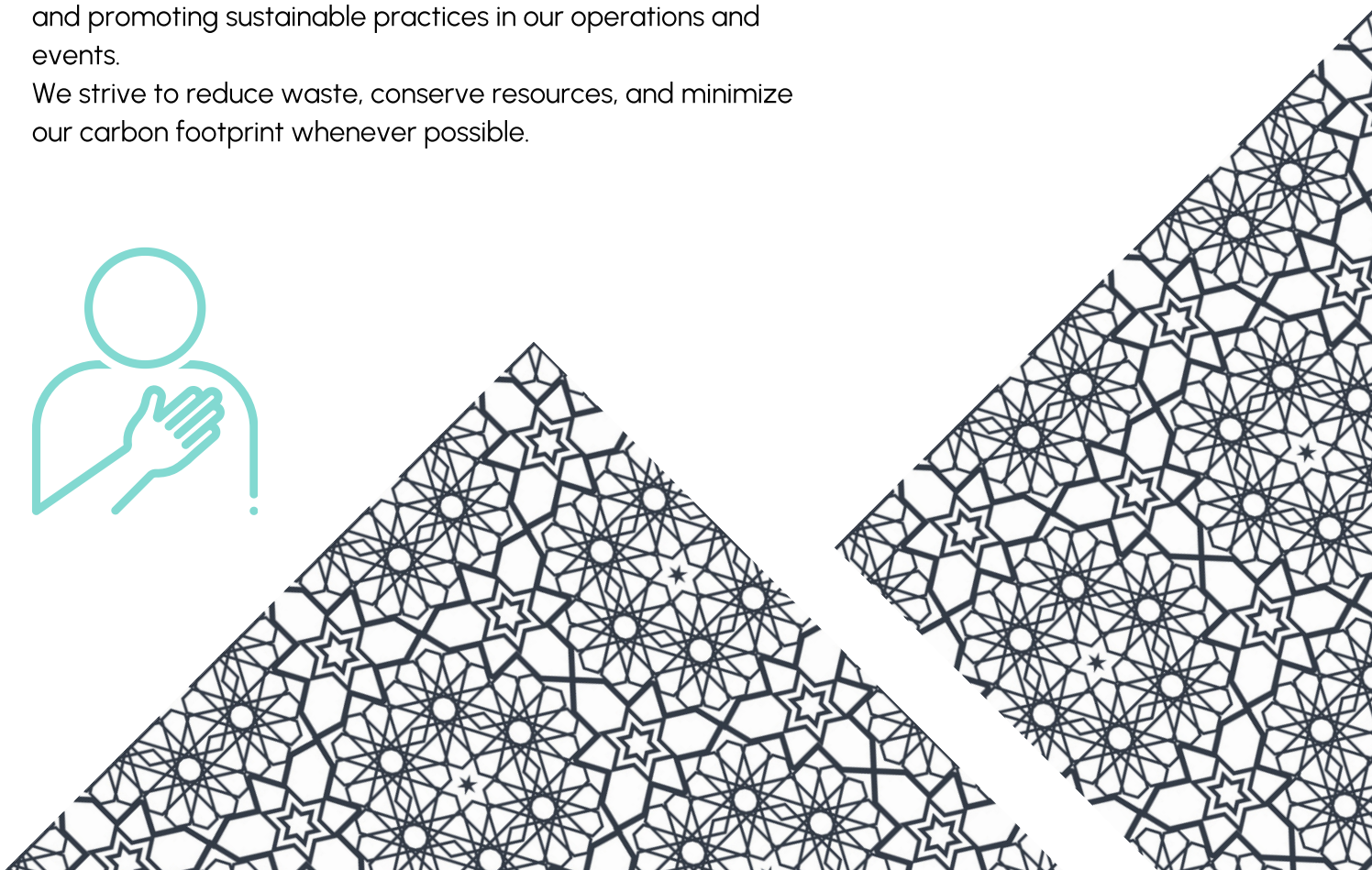
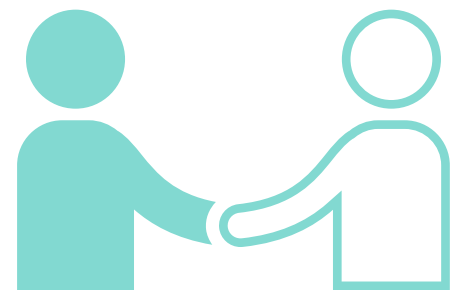
We respect and uphold the fundamental human rights of all individuals, including employees, clients, suppliers, and stakeholders.

We do not tolerate any form of discrimination, harassment, or exploitation in the workplace or in our business relationships.

ENVIRONMENTAL RESPONSIBILITY

We are committed to minimizing our environmental impact and promoting sustainable practices in our operations and events.

We strive to reduce waste, conserve resources, and minimize our carbon footprint whenever possible.



REPORTING VIOLATIONS

Employees are encouraged to report any violations of this Ethical Code of Conduct, as well as any unethical or illegal behavior, through established reporting channels. Retaliation against individuals who report violations in good faith is strictly prohibited.

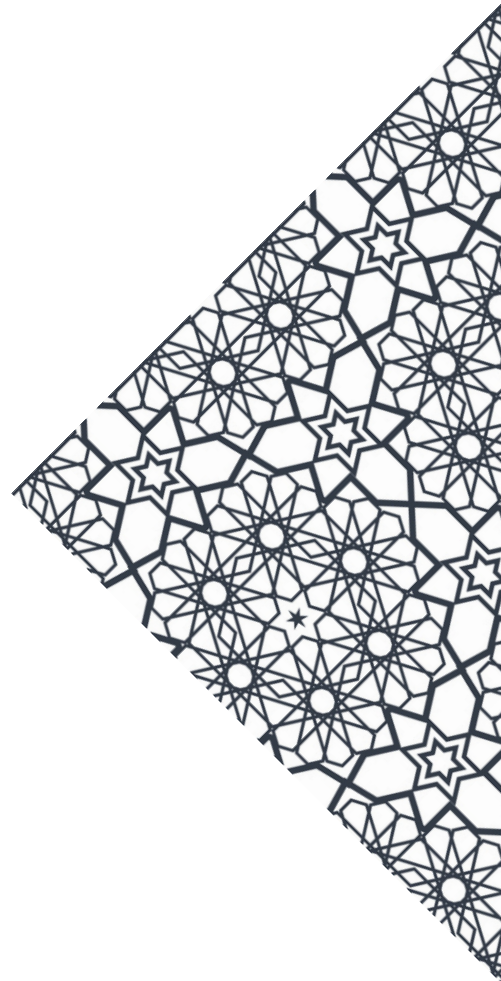
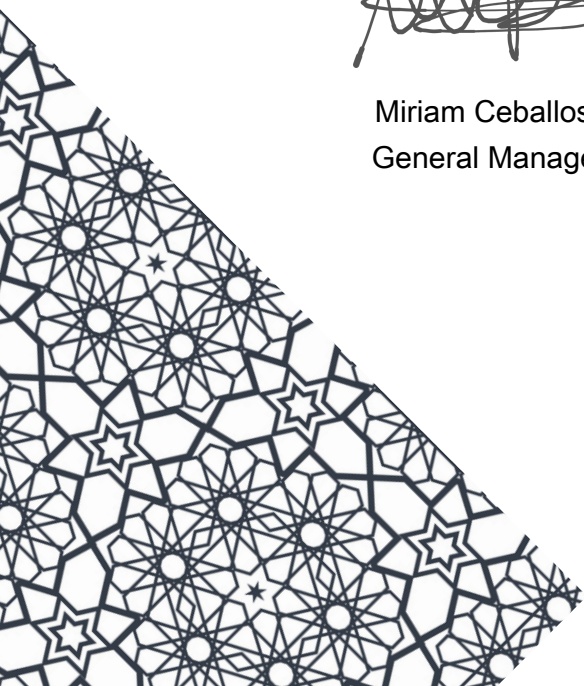
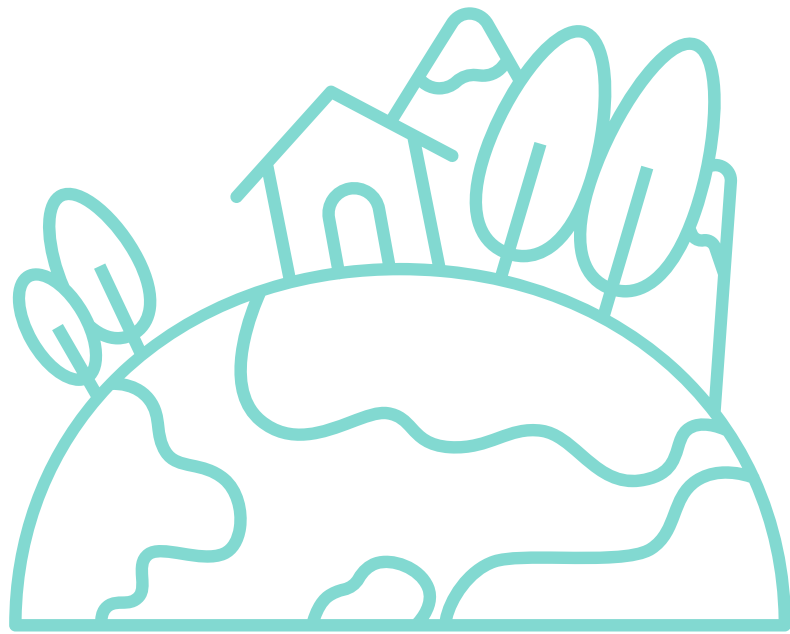
TRAINING AND AWARENESS

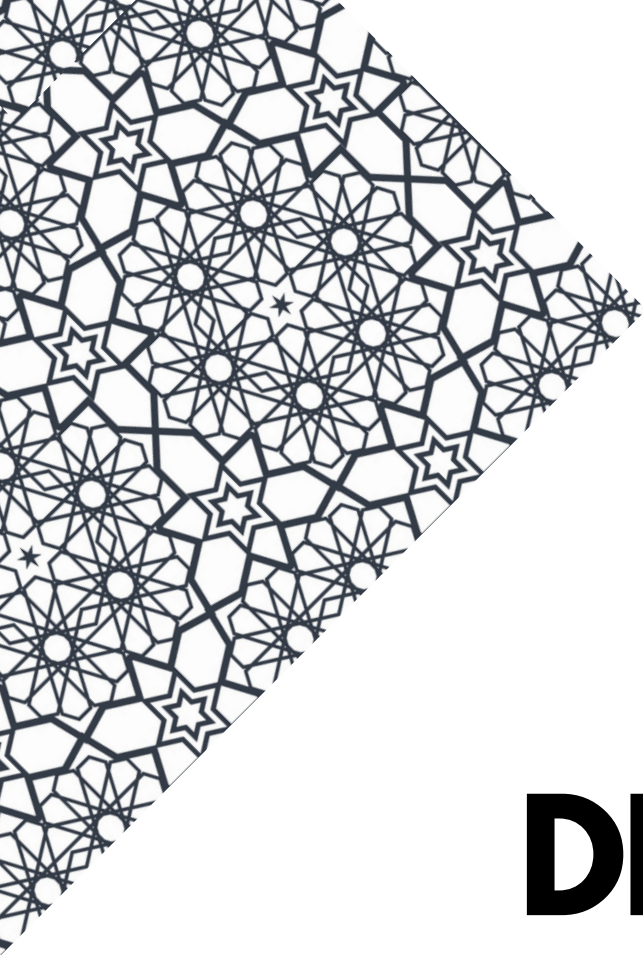
We provide ongoing training and education to employees to ensure understanding and compliance with this Ethical Code of Conduct. All employees are responsible for familiarizing themselves with the principles outlined in this code and integrating them into their daily work practices.

By adhering to this Ethical Code of Conduct, SUPERNOVA DMC demonstrates its commitment to ethical business practices, integrity, and accountability in all aspects of its operations.



Miriam Ceballos
General Manager





FEEL
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EXPERIENCE

DESTINATION ANDALUSIA

MICE Seminars and Incentives
Launches and Presentations
Conferences and Meetings
Gala Dinners
Audiovisual Production/Design Special
Design & Decoration
Team Building
Cultural Activities

Séville & Marbella offices

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SUPERNOVA

