

Dear Noatum Employee,

I would like to take a moment to speak about Noatum, our company, and all the values that are part of the brand. I also would like to show **my condemnation and opposition to any kind of racial injustices** anywhere in the world on behalf of Noatum.

**Noatum is an inclusive, multicultural and international company.** Our character defines all of our actions. In the process of internationalization, we have learned a lot, and we continue to learn each and every day. We celebrate the richness that the different cultures, religions, ethnicities and nationalities in our group are bringing to make us stronger and much more capable in a global world.

We are pleased to celebrate all the relevant National Days of the countries where we are located, and to wish joy during Ramadan, Chinese New Year, Christmas and other festivities that are meaningful to our global Noatum community.

I am honoured to say that **our group counts with more than 60 different nationalities across the 28 different countries** where we are present.

At Noatum we are strongly **committed to the highest standards of business ethics, integrity and compliance.** You can read more about our Compliance Policy and our Code of Ethics [here](#). But, moreover, we strongly believe **it is critical for us to respect and protect our diversity.**

In this regards, I would like to remind you that a [complaint channel](#) is available at the intranet to **report any possible situation or event that may affect our company, its employees or any related party** and we will be soon launching an enhanced third-party open new reporting tool.

Noatum has and will continue to take swift action when receiving a complaint regarding illegal or unacceptable discrimination at work. **Our goal is to protect our team, our brand and our values.**

Join the Management Team and me, to stand against injustice and racism. Fairness and equality will define us as a company and I am sure, as a united team, we can make a difference.

#ProudtobeNoatum #NoatumWeCare

With my best regards,

**Antonio Campoy**  
Noatum CEO