

**GLOBAL  
CODE OF  
CONDUCT**  
for suppliers and  
contractors

Version 3.0 (June 2022)

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## INTRODUCTION

Logoplaste is committed to achieving and promoting an essential set of values and principles in Business Ethics, Human Rights & Labour Practices, Occupational Health & Safety, and Environmental Responsibility.

Logoplaste requires all its Suppliers to comply with this code of conduct for all existing and future business relationships with the Logoplaste Group of companies, regardless of location. The rules of this code are in addition to, and do not replace, any legal agreement or contract made between a Supplier and Logoplaste. Logoplaste intends to only work with Suppliers and Contractors (from now on referred to as "Suppliers") who share these values and principles.

It is the responsibility of Logoplaste's Supplier to ensure that its Employees, Suppliers and Contractors fulfil the commitments and requirements outlined in this code. All products and services delivered by the Supplier must meet the quality and safety standards required by applicable laws.

Logoplaste reserves the right to verify the Supplier's compliance through audits or other means. If the Supplier fails to comply with the Code, Logoplaste will reassess future business with the supplier, depending on the seriousness of the non-compliance and the specific circumstances in which it occurs.

## BUSINESS ETHICS

Logoplaste Suppliers shall conduct their business with integrity, transparency, and respect for all those with whom they interact. They are expected:

- To fully comply with the applicable laws and regulations of the countries in which they operate, including competition laws
- Not to damage the reputation of their competitors, directly or through insinuations
- Not to disclose Logoplaste's confidential information and respect Logoplaste's intellectual property, using such information only for the purposes authorized by Logoplaste
- Not to offer nor accept any monetary contribution and not to offer the provision of services or other benefits that may be interpreted as an attempt to influence the result of a business decision
- To fight corruption, specifically bribery, embezzlement, extortion, or other forms of corruption in their relations with third parties
- Not to use any illegal or anti-ethical means to obtain information from any competitor, customer, or supplier
- To have policies on the above business ethics principles, and routinely reviewed and audited

## ENVIRONMENTAL RESPONSIBILITY

Regarding the environment, Logoplaste's suppliers shall comply with all applicable legislation and regulations. They shall take action to continuously improve the environmental performance of their company. They are expected:

- To use energy and natural resources responsibly and promote energy and water conservation, energy efficiency, sustainable consumption of raw materials and waste reduction
- To monitor consumption of energy and natural resources, so that trends are known and proper measures for reduction can be taken
- To promote the use of renewable energy sources, helping to drive the energy transition
- To set goals and targets and have strategies to reduce energy and water consumption, waste generation and GHG emissions
- To carry out all manufacturing, product distribution and service operations respecting, protecting and preserving the environment
- To develop initiatives that promote increasing environmental responsibility
- To correctly manage waste arising from activities on their premises. All waste streams shall be managed using approved waste management companies. An appropriate destination shall be guaranteed for all waste streams and records shall be maintained
- To promote the reuse and recycling of waste generated in operations and work towards zero waste to landfill
- To prevent pollution to land, air, and water. Where suppliers are manufacturing or recycling polymers, we expect them to endorse Operation Clean Sweep, and implement best practices to prevent marine pollution

# HUMAN RIGHTS AND LABOUR PRACTICES

Logoplaste's suppliers shall pledge to support fundamental human rights, guaranteeing that their employees, including temporary employees and interns, migrants, vulnerable groups or others, have the full enjoyment of all the rights and duties outlined in national legislation and international conventions. They are expected:

- To respect all the legislation, regulations, rules, and requirements applicable to the company in matters of labour code
- Not to employ child labour, forced or compulsory labour, nor accept such practices by third parties who supply them with products or services
- To respect the rights of children, by not employing children or adolescents below the minimum age for admission to employment established in the country, depriving them of their childhood, their potential, and their dignity, which are harmful to their physical and mental development, or that deprives them of the opportunity to attend school
- Not to accept slavery and human trafficking under any circumstances
- Not to discriminate in practices related to hiring, employment, remuneration, promotion, end of contract, retirement, access to training, or any other working condition, so that all employees enjoy equal opportunities and treatment, regardless of their ethnic origin, race, nationality, social class, age, gender, gender identity, gender expression, religion, sexual orientation, marital status, pregnancy, family relationships, physical abilities, political convictions, and association with trade union or other collective bargaining
- To treat employees with dignity and respect and, under any circumstances, not tolerate acts of violence (physical or mental), harassment or coercion – such as insults, threats, isolation, invasion of privacy or professional limitation – aimed at constraining a person, affecting their dignity, or creating a hostile, humiliating, or destabilizing environment
- To respect the freedom of trade union membership and recognize the right to collective bargaining
- To respect the employees' workday, guaranteeing compliance with legislation, regulations, and collective bargaining of the sector in each country where they operate
- To protect their employees – the maximum number of weekly work hours, overtime work, rest periods, holidays, parental leave. All overtime hours shall be performed responsibly and aligned with the needs of the company's activity, respecting the daily, weekly, and annual limits outlined in local legislation. All overtime work performed shall be voluntary and paid
- To seek the well-being and development of their employees, beyond decent salaries and benefits, following the standards adopted by each country where they operate

## OCCUPATIONAL SAFETY & HEALTH

Logoplaste's suppliers shall establish measures in their organizations that aim to protect the Health, Hygiene and Safety of all their employees, respecting all the legislation and regulations applicable, as well as the Logoplaste's rules when they are at any of the Group's premises. They are expected:

- To provide a safe, healthy, and hygienic workplace, taking appropriate measures to prevent accidents and damage to health that may arise linked to, or occurred during work, or due to the employer's operations
- To assure provision of WASH (water, sanitation and hygiene) services to all employees, contractors and visitors
- To provide all employees with a safe workplace, following the country's legal requirements and other local and/or client requirements
- To allow employees to raise a concern relating to safety and health without any fear of retribution
- To provide all employees with information, instruction, training, and supervision to work safely
- To use risk assessment to identify hazards and control risks within their businesses
- To plan to work safely while on Logoplaste's premises. A risk assessment and a safe working procedure will be provided, brought to employees' attention, and followed
- To designate a person responsible for implementing Health & Safety standards and establishing systems to detect, prevent or react to health and safety threats
- To provide Personal Protective Equipment (PPE), free of charge, to all employees. There will be no wage deductions for PPE or any other health and safety matters
- To stop and reassess their work when Logoplaste identifies that the suppliers are putting themselves, or others, at risk from their activities. For significant issues, the supplier will be asked to stop work and leave the site immediately

Suppliers		Logoplaste	
I declare that I have read this document, and I pledge to comply with it on behalf of our business.		We are committed to working with suppliers to form mutually beneficiary relationship	
Company		Position	Chief Executive Officer
Name		Name	Gerardo Chiaia
Signature		Signature	
Date		Date	June 2022
<b><i>This document is valid for a period of 3 years after the date of signature unless a new version is issued.</i></b>			