

# **GLOBAL CODE OF CONDUCT**

FOR SUPPLIERS  
AND CONTRACTORS

## INTRODUCTION

Logoplaste is committed to achieving and promoting an essential set of values and principles in the area of Business Ethics, Human Rights and Labor Practices, Occupational Health and Safety, and Environmental Responsibility. Logoplaste therefore intends to only work with Suppliers and Contractors (hereinafter referred to as "Suppliers") who share these values and principles.

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.

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

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

## BUSINESS ETHICS

Logoplaste Suppliers shall conduct their business with integrity, honesty and respect for all those with whom they interact:

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

## HUMAN RIGHTS AND LABOUR PRACTICES

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

- To respect all the legislation, regulations, rules and requirements applicable to the company in matters of labor code.
- To not employ child labor, forced or compulsory labor, nor condone such practices by third parties who supply them with products or provide services for them.
- To respect the rights of the children by not employing children and adolescents below the minimum age for admission to employment/work 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.
- To not accept slavery and human trafficking, under any circumstances.
- To not 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, religion, sexual orientation, marital status, pregnancy, family relationships, physical abilities, political convictions and/or association to trade union or other collective bargaining.
- To treat employees with dignity and respect and under any circumstances 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 his/her 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, so as 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 set forth 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, in accordance with the standards adopted by each country where they operate.

## ENVIRONMENTAL RESPONSIBILITY

Logoplaste's Suppliers shall comply with all legislation/regulations applicable to them in matters of environment and shall take actions to continuously improve the Environmental Performance of their Company. They are expected:

- To use natural resources responsibly, promoting energy efficiency, water and waste reduction.
- To carry out all manufacturing, product distribution and service operations respecting, protecting and preserving the environment, minimizing impacts and developing initiatives that promote greater 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 final destination shall be guaranteed for all waste streams and records shall be maintained.
- To promote the reuse and recycling of waste generated in operations.

## OCCUPATIONAL HEALTH AND SAFETY

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

- To guarantee 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 as a result of the employer's operations, minimizing, so far as is reasonably practicable, the potential causes of danger or high risk inherent in their processes and activities.
- To designate a person responsible for implementing health and safety standards, establishing systems to detect, prevent or react to health and safety threats. To provide training and information on occupational health and safety to all employees, including new employees and employees assigned to new duties.

I declare that I have read this document and I pledge, on behalf of our business to comply with.

<b>NAME</b>	
<b>ON BEHALF OF</b> <i>(Company name)</i>	
<b>SIGNATURE</b>	
<b>DATE</b>	

*This document is valid for a period of 5 years after date of signature, unless a new version is issued.*