

INTRODUCTION

Plastilene Group as a member actor of society, recognizes its condition as an ethical subject and therefore is aware that all human behavior affects those surrounding people, being necessary to establish principles and values that allow the individual to act under certain norms that regulate their conduct and ensure that their actions build value for the community, within the framework of respect for human rights.

Currently in our society moral and spiritual values are losing importance in a very significant way, that is the reason why in Plastilene Group is considered that it is necessary to put into effect this Code of Ethics with the aim of unifying and strengthening good conduct practices to comply with the highest moral and professional standards. Putting the principles and values into practice, as well as the duties and responsibilities, the Group will strengthen everyone's growth as good people, while fostering a culture of transparency and legality in relationships between employees, customers, suppliers, authorities and other stakeholders.

BUSINESS ETHICS

It includes all those values, norms and principles that are reflected in the culture of business organization.

PURPOSE

This Code of Ethics governs daily practice, influencing both its production bases as relationship that the company establishes with its customers, suppliers, workers and all stakeholders, with the aim of exerting a positive impact on society.

SCOPE

This Code of Ethics is a personal and mandatory commitment. It was made for being observed by all Plastilene Group staff.

DEFINITION OF CONFLICT OF INTEREST

Conflict of interest is the situation in which interests of the company are in opposition to the personal interests of collaborators or their families. A collaborator who acts in a situation affected by a conflict of interest may assume a behavior that goes against this code of ethics and in this way negatively affect the company in such a way leading the collaborator to act under different parameters than those that have been established to guarantee the correct fulfillment of his/her responsibilities towards the company.

This conflict of interest situation is avoidable if collaborators take responsibility for not generating for their own benefit and from the company, income beyond what is strictly labor.

CODE OF ETHICS:

A. GENERAL ETHICAL PRINCIPLES:

1. We recognize Human Dignity and Equality.
2. We respect and comply with equity and justice principles.
3. We respect work as a product of our employees' responsibility and creativity.
4. We respect and protect our dependents.
5. We comply with all legal provisions, especially those that have to do with our processes and our product manufacture.
6. We watch over the well-being and safety of all workers in order to improve their life's quality as well as their families'.
7. We believe in active and voluntary contribution for the betterment of our collaborators and of society, being the programs to help community a manifestation of this interest.
8. We comply with obligations and commitments acquired with customers and suppliers.
9. We respect freedom of organizations that are constituted in exercise of human sociability principles.
10. We respect environmental laws and regulations, committing ourselves to environment protection and preservation in the countries where we are present.

B. DUTIES AND RESPONSIBILITIES:

1. Plastilene Group does not allow, nor tolerate participation of its employees in any form of illegal or criminal behavior.
2. When a behavior transcends criminal level, the company will comply with constitutional and legal provisions in this regard.
3. Being correct in the use of the company's assets, remembering that we are managers of its assets and said management is entrusted to us.
4. Acting with good faith and diligence in resources management that has been assigned to us to carry out our work.
5. Using our position for Plastilene Group benefit and not for profit or personal benefit.
6. Using and handling information from Plastilene Group, for Plastilene Group benefit and not third parties.

7. Refraining from conducting business where there may be a conflict between personal interest and that of Plastilene Group.
8. Informing your superior about conflicts of interest, real or potential, yours or those of other employees, or third parties.
9. Refraining from conducting negotiations with former employees who were expelled for conduct contrary to the company interests.
10. Avoiding giving or receiving gifts or hospitality that could resemble having an inappropriate influence on a decision or a business relationship.
11. In the event of insistence by a third party to provide a gift, the collaborator must inform his superior and Human Management about such an abnormality. The respective superior and Human Management will decide to suspend any relationship with the third party in question. Decision in this regard will be communicated to the collaborator who provided the information.
12. Reporting any act or attempted bribery.
13. Reporting behaviors and situations that could go against Plastilene Group's policies and values.
14. Avoiding any form of discrimination based on attributes of race, origin or nationality, social or economic class, pregnancy, language, religion, gender, disability, sexual orientation.
15. Not incurring into power abuse taking advantage of the position held within Plastilene Group.
16. Treating all people with dignity and respect, avoiding denigrating and making derogatory statements about them.
17. Acting impartially and honestly in all activities.
18. Treating all employees fairly and with respect.
19. Providing equal opportunities to employees, in accordance with established policies, in aspects such as study, development, training, promotion, salaries, compensation and work and family benefits.
20. Serving, listening, supporting and providing solutions to employees who require of the company services, taking into account the company possibilities.
21. Reporting acts of physical and / or disciplinary abuse, sexual harassment and intimidation, and undue psychological pressure.
22. Report any act of harassment, intimidation or verbal abuse that belittles employee's capacity and respect.

23. Complying with laws.

24. Complying with Plastilene Group policies, standards and procedures.

25. Plastilene Group prohibits child labor and establishes as an essential rule that none of its employees shall be a minor. Likewise, all contractors or subcontractors that provide any type of service to any of Plastilene Group companies may not have minors within contracted staff in accordance with [An0896 Policy against child labor](#) provisions.

Failure to comply with any of these provisions will lead to disciplinary procedures and, depending on offense severity; it may result in employee dismissal from Plastilene Group.

Likewise, each one of the Managements and Divisions undertake to ensure that the provisions of this Code of Ethics are fully complied with and without any objection, and that they are clearly communicated to all employees.

Plastilene Group supports all employees to act within the standards established in these provisions.

Managers and Directors must set an example with their actions and procedures, following the guidelines established in this Code.

Business Managers and Corporate Managers are responsible for ensuring this provisions compliance and implementation by all Plastilene Group personnel.

WHAT TO DO WHEN SOMEONE BREACHES THE CODE OF ETHICS?

When someone from Plastilene Group, with his/her behavior, fails to comply with the precepts framed in this Code of Ethics, it must be reported to his/her immediate superior. If the offender were the same superior, Human Management Corporate Director must be informed, who will transfer the case to the General Manager to take the corresponding disciplinary measures, in accordance with legal provisions in force in each country and internal work regulations.

This report may also be elaborated through any of the transparency channels provided by the organization in accordance with [Pr0010 Procedure for the treatment of- and attention to complaints](#) including email, web page, web form or physical mailboxes.

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PLASTILENE GROUP CEO**