

Plascar

Ethical Code

Revised 2020

Message from the Board of Directors

Dear Plascar employees,

To manage our company responsibly, observing laws and regulations, we must be alert to situations that present doubts as to what is right and wrong. We must have a good understanding of our values, of the laws on the work we do, and of the decisions we make. Most importantly, we must use common sense when choosing the most appropriate course of action. We must be responsible professionals, thus going beyond our obligations and managing our duties in a committed and zealous way.

This document presents mandatory applications and contains clear, non-negotiable instructions applicable to all our employees. It is also a reference for our business partners.

This code does not replace any previously established company norm. Instead, it should be our guidebook on proper conduct and set standards to guide us on right-doing. Keep it with you and consult it with the necessary frequency. When in doubt, ask for orientations.

The Board of Directors.

Introduction

The purpose of this Ethical Code is to establish the ethical principles and rules of conduct that should guide the internal and external relations of our employees. At Plascar, the Employee Conduct Guideline is established upon one of our values: responsibility. To be responsible is to take care of something. It means to be imbued with a spirit of zeal, seriousness, and consistency in all our attitudes.

Responsibility is essential for us to become leaders in our market field and to achieve the enthusiasm of our customers. With responsibility, we can work together effectively as a genuine team to continuously innovate and improve ourselves. We must always be aware of our duties and, above all, of our contribution to the success of the company and the team. We call this Responsible Management.

Responsible Management requires responsible actions in the business market and with our customers, suppliers, service providers, and competitors. It means always delivering high-quality products and services, communicating with clarity, and fulfilling commitments. It means competing fairly and not allowing personal considerations to influence the correct criteria that should always guide our decisions regarding Plascar's business.

Plascar employees are expected to be responsible managers in all activities, independently of the particularities of their functions in the company. They are expected to understand the corporate values established in this Ethical Code and perform their duties following this document and the best business performances.

Our mission

To make the quality of our products and services the strongest point of our business, to exceed customer expectations and achieve the sustainable return expected by our shareholders.

Our vision

To be among the best companies in the plastic transformation field and development of vehicle finishing systems. To surpass traditional standards of quality, research, development, implementation, and business operation.

Our values

Safe and healthy work environment. Respect for people and the environment. Responsible Management: ethics, integrity, and reliability.

Our objective

To guide on the several issues that can generate conflict and/or risk situations. To orientate the conduct and decisions of employees in fulfilling their duties.

Our coverage

Employees at all levels including interns, trainees, third parties and consultants, members of the Board of Directors and Fiscal Council, Committee members, customers, partners, suppliers, and shareholders.

Responsibilities

Of all employees:

Take note of this Ethical Code by filling and signing annexes I (Declaration of Compliance) and II (Declaration of Transparency)

- Avoid any situation that implies or could be interpreted as damaging to the company's image and consequently to yourself.
- Immediately communicate to the superiors or the company's Human Resources department any situation or transaction that is or may be in conflict and/or prevents compliance with the guidelines of this code.

Of the leaders and managers:

In addition to the responsibilities equal to all employees, professionals in leadership and advisory positions are also responsible for:

- Inform all employees under their responsibility of this Ethical Code
- Respect and practice, unequivocally, the precepts contained in this code, as well as guide your workgroup to maintain the highest standard of ethical behavior
- Develop a work environment that encourages a frank dialogue, especially concerning conflicts of interest and ethical attitudes
- Analyze the conflict of interest situations identified and determine the action to be taken, recommending it in writing and forwarding it to the Human Resources department of your unit for consolidation and analysis.

Important:

In case of doubt on any topic, consider whether the course of action to be taken:

- Is it legal or lawful?
- Does it comply with Plascar's rules and policies contained in this manual?
- Does it reflect Plascar's values?
- Does it respect Plascar employees?
- Is it consistent with company practices?
- Does it reflect an ethical attitude towards customers, suppliers, the community, the press, and other external audiences?

If the answer to any of these questions is NO, the attitude IS NOT FOLLOWING the behavior expected by Plascar.

If the doubt remains, contact us by email: etica@plascargroup.com

Personal conduct

The obligation to be responsible is personal and non-transferable. We have the responsibility to express our concerns when we believe that Plascar or our colleagues are not following existing policies.

When someone compromises Plascar's values or policies, we must inform it directly, or use other communication channels to express our concerns.

Protecting the integrity of Plascar's image means complying always with the Ethical Code because even outside the workplace you are a representative of the company.

It is the responsibility of each employee to know the particularities and essence of Plascar's Ethical Code, as well as obey its policies, guidelines, and procedures.

Each employee must be aware of their personal and professional conduct and reputation. That is, the concept formed by their peers regarding their integrity.

We remember that it is these people who will decide if we are worthy of their trust. Thus, we must always act honestly, loyally, impartially, consciously, and transparently.

We are required to strictly comply with the Brazilian anti-corruption laws.

Thereby, it is not allowed to offer, promise, authorize or provide (directly or indirectly through third parties) any improper advantage, payments, gifts, or the transfer of anything valuable to any person (whether a public agent or not) to influence or reward any official action or decision of such person for the benefit of Plascar.

We must prioritize the fulfillment of opportunities for permanent training, systematic self-assessment, and learning from one's own mistakes or others. We must fulfill this with utmost commitment, technical quality, and assiduity of contractual work obligations.

It is important that each employee encourages others to comply with the Ethical Code and cooperate in the fulfillment of their determinations. The company's reputation and viability may be at stake.

It is everyone's responsibility to inform the company when they become aware of the occurrence of unlawful acts or actions by any employee that may harm the company or the team.

The guidelines presented in this Ethical Code are not optional nor negotiable and must be observed by everyone.

Relationship with the customers

We aim to provide customers with products and services of exceptional quality. Such an objective must be present in our mind every moment, from the beginning of the project to the possible discussion we may have with the customer regarding the effectiveness of supply and services.

Customer relations include acts, operation, business, or commercial transactions, as well as actions after the completion of these activities carried out directly by Plascar or its representatives. Our conduct towards customers must be guided by the following basic principle:

- Mutual respect and honest negotiations.
- Truth, clarity, and transparency when providing information about products and services.
- Adequacy of the product or service according to customer demand.
- Compliance with national and international laws.
- Confidentiality about any information related to Plascar customers. All information regarding the market or competitors must be obtained through transparent and suitable practices.

Relationship with suppliers

Our suppliers are valuable partners for the success of our business. Our relationship with them must be characterized by sincerity and impartiality:

- We select our suppliers based on what they can offer in terms of quality, services, technology, and price.
- All suppliers and service providers in an equivalent or similar situation should receive equal treatment at all stages of the negotiation process. Any restriction must have a solid technical-professional basis.
- We communicate the terms and conditions that will define our relationship with the supplier during the price quotation process and agree to the terms and conditions, or any proposed modification before the work begins.
- The standard terms and conditions from Plascar include rules regarding payment terms, confidentiality, use of the intellectual property, and what is expected from labor practices.
- A supplier or service provider that uses child labor, slavery, or that disrespect the Brazilian legislation, must be prohibited from participating in any bidding process.
- Plascar will use its best efforts so that its suppliers observe the practices of good conduct contained in this Ethical Code, utilizing contractual clauses that will integrate the supply and service contracts to be maintained by the company.

Do not maintain business relationships with suppliers who do not comply with our standards of ethical behavior.

Relationship with the community

Plascar is committed to the economic and social development of the communities where it operates. We seek and support partnerships and social projects to value and preserve the aspects of each one of them in favor of development.

The company does not allow the endorsement of community practices that benefits the personal interests of administrators, employees, or politicians, to the detriment of institutional interests.

All employees must act by our values and to maintain ways of dialogue permanently open with all the communities in which we are present.

Plascar encourages the participation of its employees in volunteer programs.

Investor relations

As a publicly traded company, Plascar has certain obligations regarding our communications with investors, financial analysts, and shareholders.

Plascar must comply with rules and guidelines imposed by market regulators (CVM - Brazilian Securities and Exchange Commission, B3, and others) in addition to those provided in the relevant legislation.

Therefore, communications with the investment community must be made exclusively by the Investor Relations Officer or the company president.

Due to the privilege of knowing the strategic and confidential information of the company, resulting from the employment itself, Plascar employees are strictly prohibited from buying or selling shares or other securities of the company. This constraint includes situations of employees buying or selling shares on their behalf or behalf of third parties, as well as through multimarket investment funds. Exceptions include cases where such trading is expressly permitted and under the terms of the Stock Trading Policy available on the Plascar website.

It is important to remember that such actions constitute an infraction, as well as encouraging others to trade or pass on relevant non-public information to third parties, regardless of whether this attitude constitutes a personal benefit or not.

Relationship with the press

The integrity of our relations with the public is maintained through clear and accurate communication with the media. If you are contacted by the press, do not answer media inquiries without first obtaining approval from the company's legal department.

Relationship with employees

Relationships in the workplace must be guided by courtesy, respect, trust, and ethical values, aiming the pursuit for better results. The relationship with employees is consolidated in labor relations involving people management practices and administrative actions.

- We hire, promote, train, and reward our employees according to merit, experience, or other criteria related to work.
- Merit is the decisive criterion for all forms of recognition, reward, evaluation, and investment in people. Favoritism is unacceptable at Plascar.
- We are committed to providing equal employment opportunities to all people, regardless of race, belief, age, sex, nationality, marital status, social status, political ideology, association with professional associations, sexual orientation, or special needs.
- We respect the human potential of each member of our team.
- We value the considerable experience diversity of our people, which is a critical force in the market for a diverse client base.
- We strive to create a work environment where there is support, tolerance for differences, and productivity incentive.
- Each one of us is responsible for creating and maintaining a productive work environment where everyone's dignity is respected without any distinction.
- Plascar adopts procedures that ensure fairness in the remuneration of its employees and considers that the value of the reward is of exclusive interest to the employee and should not be disclosed to third parties.
- Employees responsible for the safekeeping and maintenance of information must ensure they are not disclosed or misused.
- Plascar does not accept slave labor or conditions similar to slavery, nor do we tolerate the use of child labor. The hiring of minors respects the current laws in the country.

Each of us is responsible for creating and maintaining a productive work environment where everyone's dignity is respected without any distinction.

Prejudice, discriminations, and harassment

Plascar repudiates all forms of prejudice, discrimination, and moral and/or sexual harassment. As well as any situation that constitutes disrespect, intimidation, or threatens the relationship between employees at any hierarchical level.

We advise our employees to report any occurrences of this nature or others that may create a situation of embarrassment.

In turn, the company is committed to investigating the facts and punishing those responsible to guarantee a respectful work environment.

Treat everyone with respect and dignity

Avoid any form of embarrassment for yourself and others. Act with dignity, loyalty, and team spirit, creating and maintaining a healthy work environment.

We respect each other

We respect the dignity, privacy, and rights of each individual. We believe diversity enriches the work environment.

We work together without discrimination against anyone for their ethnic origin, culture, religion, age, gender, identity, or sexual orientation.

We interact with each other respectfully and reliably.

We do not tolerate discrimination, sexual harassment (or of any other type), or inappropriate behavior towards individuals or groups.

Report any prejudiced or discriminatory attitude experienced by you or your co-workers while in your presence.

Plascar direct line: 0800 729 8008

Health and safety

Our priority is to protect the health and offer security to each employee. Accordantly, we promote continuous improvement in working conditions. The objective of creating and maintaining a healthy working environment is everyone's duty. Plascar establishes systematic actions to control, monitoring, and prevent risks that threaten health and safety. All employees must ensure compliance with the rules and procedures. Thus, the following conduct is expected:

- Mandatory use of all PPEs (Personal Protective Equipment) defined to perform work activities.
- Prioritize health and safety over production in possible situations that impose risk on anyone.
- Exercise the right of refusal in situations that pose health and safety risks.
- Take immediate action when identifying any situation that poses a risk to the integrity of any individual.
- Understand and comply with legal requirements and interval health and safety standards.
- Perform activities only if you are trained, with authorization, adequate tools, and in full physical and mental conditions. The rules and requirements of OHS (Occupational Health and Safety) must be followed.
- Never work under the influence of alcohol, illicit drugs, or other drugs that impact your ability to perform work activities and put your life, and of others, at risk.
- Immediately report to the leadership your safety concerns so we can resolve problems and protect the health and well-being of our people.
- Provide the same healthy and safe conditions of work to employees from service providers when in action at our facilities, reserving the right of knowledge management and security of company information.

Q: I just identified an unsafe situation in my area. Is this an issue that should be reported to the Reporting Channel?

A: If the situation poses a risk to you and your colleagues, then no. Unsafe scenarios that endanger the lives or the integrity of employees are urgent and, as such, should receive immediate attention. Your manager, as well as the Occupation Health and Safety team, must be notified. They are closer to the norms and can take immediate action to avoid accidents.

Environment

Plascar acknowledges that the commitment to quality and continuous improvement is fundamental to its growth and prosperity. Thus, the company maintains an environmental management system following the requirements of Standard NBR 14001, promoting continuous improvement of its processes, including the production chain, and internal and external awareness actions.

All Plascar units have a valid environmental license and/or authorization to carry out their operations. Plascar is continually committed to protecting the environment for the current and future generations, as well as for complying with environmental protection laws and regulations. For Plascar, the life quality of its employees and community is as crucial as the quality of its products.

Therefore, the company must consider the environmental factor in all business decisions.

Plascar supports and encourages the active participation of its employees in the search for new products and industrial technology that promote the conservation of natural resources, facilitating recycling, reducing pollution, and preserving the natural environment.

All products manufacture by Plascar should not pose a risk to people or the environment, except for those considered typical and predictable due to their nature, observing the legal limits.

The company must identify, evaluate, and manage its environmental issues, acting preventively and correctly in the solution of eventual problems.

Conflict of interests

The conflict of interest in the employee-company relationship occurs when the employee uses his influence or acts to benefit private interests, either for himself or for third parties, which may cause damage or losses to Plascar itself or any other companies or persons.

As employees, we should only make decisions that are in the best interest of the company and without thinking about personal gains.

Therefore, Plascar employees must refrain from situations in which their interests' conflict with those of the company.

Each employee must:

- While exercising their professional activities, refuse any help from third parties, whether financial, gratuity, commission, donation, or advantages for themselves, their families, or anyone else.
- Properly use company resources, intellectual property, time, and facilities.
- In your investments, consider conflicts of interest with the activities carried out.
- Dedicate your workload at Plascar exclusively to serving the company's business, as well as using Plascar's facilities, supplies, or other assets only in transactions of interest to the company.
- To avoid any doubts or constraints, inform Plascar of the family relationship with employees of competing companies or suppliers. This information supports a transparency relationship between Plascar and its employees.
- Inform Plascar if you have any professional activity in addition to those performed at the company. Such activities must not impair the performance of your duties at Plascar or divert your time and attention from the responsibilities required by the company.
- Inform Plascar if you have family relationships with any company employee. Plascar allows the employment of individuals with a kinship relationship, seeing as the hiring process is always preceded by a selection and specialized evaluation. Hence, ensuring equity, exemption, and transparency in the processes of attracting professionals to work in the company. However, direct subordination between relatives is not recommended.
- The feeling of having a conflict of interest can be just as damaging to our reputation as the conflict itself.
- In situations where there may be a real or potential conflict of interest, we must bring the matter to the leadership immediately.

If we are not sure that the situation will create a conflict, we should seek help from our leader of Human Resources personnel.

Carefully fill out the Declaration of Transparency form and inform us if you have a child, spouse, or another family member who works for Plascar's suppliers, competitors, or customers.

If in doubt if a situation could be a conflict of interest, ask Human Resources for help.

Accuracy of information, records, and communications

Our decisions are made under unrestricted confidence in the accuracy of the information recorded. Inaccurate information can lead to poor decision making.

Besides, our customers, suppliers, investors, communities, and employees trust us to be honest and offer accurate information on subjects ranging from our products to services, financial performance, and environmental practices.

We have the responsibility to ensure that all information and records are kept honestly and accurately and that all errors are detected immediately and reported to the appropriate leadership for correction.

Information security

Information is one of our most important assets. When we lose or misuse them, our competitive position weakens. Each of us has a responsibility to protect the confidential and proprietary information entrusted to us.

Confidential information includes, but is not limited to, plans or offers on future products, pricing, technical specifications, financial data, marketing and sales programs, and product costs. General guidelines for protecting such information include:

- Do not discuss in public about delicate matters of Plascar, including in restaurants and airplanes.
- Treat with absolute professional secrecy all information related to Plascar and related entities, by any means received, either inside or outside the company without disclosing it to anyone, including family members and direct and indirect relatives, or social media.
- Use passwords on computers and files.
- Keep files and cabinets in a safe and locked place.

Our responsibility to protect Plascar's information continues even after we leave the company. We must then return to the company all confidential, proprietary information, documents, and files (read electronically or otherwise).

Examples of confidential business information:

- Detailed sales information.
- Business performance goal.
- Product strategy.
- New product information.

We have a responsibility to ensure all information and records are kept honestly and accurately.

Protection of company assets

We must protect the company's assets by ensuring it is properly maintained and used to promote Plascar's business.

We must always examine whether our decisions to use or compromise a Plascar resource have been made in the best interest of the company. Thus, we must observe the following items:

- It is forbidden for employees to leave the company carrying objects belonging to it. Accordingly, the body search is allowed, always carried out according to the best criteria for the preservation of gender intimacy. The entry and exit of materials are allowed when duly authorized by the head according to the ordinance procedures.
- Tools and equipment not belonging to the company must have their entry registered at the entrance, thus allowing exact control at the exit.
- Purchases, sales, write-offs, donations, or disposals must be carried out following internal rules. Employees must not dispose of company assets without prior authorization from the board.
- Employees are prohibited from using the company's goods, services, and credits for their benefit or of third parties, including industrial and intellectual property rights, as well as strategic and confidential information.

Intellectual property

The result of any work carried out by employees (including those of creative nature such as technical improvements or device inventions) is the property of Plascar, with the exclusive right of use and patenting. Properties of Plascar are considered: patents, projects, directives, meeting minutes, document formats, and any other work developed internally or outside the company by employees using Plascar's resources.

Pieces of information that must be protected as a priority include: intellectual property, trade secrets, trademarks, copyrights, business, research, new product plans, objectives, strategies, records, processes, standards, databases, salary and benefit information, employee medical information, customer lists, personal data of employees, suppliers, and any unpublished financial or price information.

Unauthorized use or distribution of exclusive or proprietary information violates the company policy and may be considered illegal. The improper use or distribution of it can result in negative consequences, both for the company and for the individuals involved, including legal and disciplinary actions.

Employees, officers, and advisors are required to respect the property rights of other companies and their information.

Use of physical and electronic information systems

The channels of communication must be used only for professional activities. Obscene messages, spam, private communication, or others of similar nature are not allowed.

The password for accessing the systems is for personal and exclusive use, and it is not allowed to be granted to third parties even if they are co-workers.

It is a severe fault to allow unauthorized access to Plascar's information systems using your password.

Software protected by copyright developed in-house and/or under license agreements should not be copied unless the copyright or license holder specifically permits us to do so.

Likewise, the installation of programs on company computers that have not been authorized by the Information Technology sector is prohibited.

The use of computers and internet systems can be monitored, seeing that they are owned by the company. This action does not characterize a violation of the employee's privacy.

We regulate our conduct in this area using Laws 018 and 019, available for consultation on the intranet.

If in doubt, ask your superior or the IT group.

Social media

Conduct on social media

Plascar does not allow the production and dissemination on social media of internal photos and videos that expose production processes, information about customers, work environments, and co-workers without their permission.

Messages and comments about the company and its internal and external audiences must respect the rules of this Ethical Code and the standards of behavior and good conduct, under penalty of responding criminally following the current legislation.

Important

Always respect ethical standards of behavior and good conduct.

Do not write offensive or aggressive comments about competing companies, business partners, or co-workers.

Be polite and subtle when exposing your opinion on the network, especially when you disagree with someone else's opinion.

Beware of discriminatory comments about ethnicity, religion, nationality, among others.

Reminder: it is not allowed to take pictures on the company's premises.

Gifts, presents, and prizes

Our business is conducted based on the superior value of the goods and services we buy and sell. Our policy regarding gifts, entertainment, and gratuities was created to preserve and maintain Plascar's reputations as a company that proceeds with integrity and bases its decision making on legitimate business considerations. The following guidelines must be observed:

- Do not accept gifts or advantages in your name or of your family.
- Politely refuse gifts, entertainment, or any other kind of bonus offered by third parties.
- Invitations to events with expenses paid by customers, suppliers, government agencies, and other publics of interest can only be accepted when there is a real opportunity to develop commercial contact and when they have also been extended to professionals from other companies. It is necessary the authorization from the Executive Board.
- They cannot be accepted or offered under any circumstances regardless of their value: cash or personal checks, drugs and other substances under control, payments, or loans for the purchase of goods for own use.

Donating to customers:

Occasionally, with prior authorization from the Executive Board, we can offer meals, entertainment, or a small gift for customers to strengthen the relationship and to promote enthusiasm and the spirit of teamwork. However, we must be sure we are not exercising, or even appearing to exercise, any undue influence on the decision of the potential customer.

Offering gifts or entertainments to customers is only appropriate when:

- Previously authorized by the employee's Board of Directors.
- Lawful.
- The customer's rules allow it to be accepted.
- It is in the company's legitimate interest to do so.
- It is within local business habits.
- It is not done often.

Donating to other people:

Plascar also maintains essential relationships with public and private entities. However, before offering any gifts or donations on behalf of Plascar, the Executive Board should be consulted.

Receiving from others:

Accepting small gifts may be appropriate in situations where there is no business relationship with Plascar. Such as recognition awards for community service, non-monetary gratuities for giving lectures, or other types of small gifts in appreciation for services or achievements.

Promotional gifts that contain the identification of the supplier or customer (generally distributed and of small value) and gifts limited to the value of R\$200 per year from the same supplier or customer are exempt from this rule. Gifts of more than this limit must have prior approval from the Executive Board.

Think about it

Will this activity or relationship influence or appear to influence my ability to make sensible and impartial business decisions or otherwise interfere with my ability to do my job?

Will I personally earn anything or will a family member benefit from my involvement in this activity based on my status as an employee?

Am I using company assets to gain personal advantage?

If you answer yes to any of the above questions, discuss the situation with your manager or ask for help.

Fair competition

We believe in a fair competition since we all benefit from a fair, free, and open market. We compete strictly based on the expertise of our products and services and do not attempt to restrict or limit trade.

In a specific way,

- We have never discussed issues with competitors such as pricing, pricing strategies, product and marketing plans, or terms of sale. In the event of a confidential matter arising during a trade association meeting, we must leave the meeting and inform the leadership.
- We do not enter into agreements with our competitors regarding prices, production volume, resellers, customers, or sales territory.
- We do not link the purchase of one product to another purchase, nor do we force suppliers to buy from us to guarantee their business with Plascar.
- We do not depreciate a competitor's products or services.
- We collect information about competitors through appropriate public channels or other lawful channels, and we do not use information obtained illegally or improperly by others, including information obtained through false declaration, invasion of property or privacy, or coercion.

There may be certain types of joint ventures or others that involve the exchange of information in limited and very controlled circumstances with the advice of specialists in the field. These situations are analyzed and monitored carefully so that they follow our values and the laws of fair competition.

Fair competition is not just an issue related to our values; it is also a legal issue in most countries where we do business. There may be other requirements regarding competition in certain countries.

Relationship with government agencies

Plascar seeks to abstain from any political party involvement and will not give its financial support to political parties and/or candidates, except when previously agreed by the Executive Board and duly disclosed on the Superior Electoral Court website, as provided by law.

No contract or payment should be made to the Government or Government Agencies to benefit, either directly or indirectly, the Plascar or any employee. The employee must not use the name of the company when dealing with personal matters of any nature with the government.

Respect for government laws and regulations

Plascar operates in competitive markets and is committed to managing its business following the laws and government regulations of each country in which it operates. We follow the principles of open market and free competition, respecting the culture and interests of each community.

In carrying out their activities, Plascar employees may be affected by legislation and regulations that, if not observed, may result in penalties imposed on the company and/or its employees.

Therefore, each one of us must comply with all laws applicable to our work and, when facing a possible violation of the legislation, bring the matter to the superior.

Employees must not sign any notices or court orders without the immediate knowledge of the Legal Department.

The provision of information to all branches of government, including municipal, state, or federal public bodies, must always be done in writing (following protocol) with the due guidance of the Legal Department.

In case of ambiguity or difficulty in interpreting governmental legislation and regulations, the issue must be referred immediately to the Legal Department, which will analyze it and issue an opinion on the matter.

Forwarding of doubts and irregularities

Plascar's pillar and values are always widely disclosed, allowing employees to learn about our bases of ethical conduct.

To maintain this conduct, any ethical problem must be immediately reported to the superior according to their confidence and convenience.

Plascar considers it essential that each employee complies and ensures the observance of the precepts of this Ethical Code and treats any communication of irregularities as confidential, ensuring that there is no prejudice or retaliation against the employee who made it.

To this end, the Ethics Channel is available to all interested individuals, which can be accessed by phone or email as described below:

Email: etica@plascargroup.com

Phone: **0800 729 8008** - Plascar Direct Line

Punitive measures for unethical conduct such as verbal or written warning, suspension, and dismissal can be adopted to preserve the company's reputation and image and induce the use of ethics.

Management of the Ethical Code

The approval of this code and its updates are the responsibility of Plascar's Board of Directors.

The disclosure, training, and awareness of the content of this code are the responsibility of the Human Resources department.

A checklist of your responsibilities:

- Know Plascar's Ethical Code.
- Be inclusive.
- Treat your colleagues with respect and politeness.
- Stay safe at work and help others do the same.
- Speak up if someone is violating our code, regardless of the person's position in the company or whether the person is a supplier or customer.
- If you have questions, ask for help.

Plascar

Remember!

All Plascar employees must comply with this Ethical Code, even if they disagree with its content.

If you are unsure about the correct action to take in a business situation, contact and ask your management, the legal department, or the Human Resources of your unit for guidance.

You can also contact us via email: etica@plascargroup.com or direct line: **0800 729 8008**.