



CODE OF CONDUCT AND BUSINESS ETHICS of PLASTOR SA

1. GENERAL VIEW. DEFINITION OF TERMS

Plastor S.A, founded in 1914 became one of the most important and professional players on Romania's plastic material processing market. We produce plastic material parts for top industrial domains and we offer to all our costumers complete solutions in plastic material processing.

Definition of terms:

Plastor S.A. Company – Romanian legal entity, having this title or as a parent company of Plastor Group and any of the legal entities referring to which Plastor S.A. has the legal title of associate or Plastor Group in its entirety;

Rules, regulations provisioned in the present code – any of the rules, regulations, norms stipulated in the provisions of the present code, as well as those provisioned in the Politics, Regulations issued by Plastor S.A., even the effective legal provisions;

Partners – suppliers, clients, buyers, service providers, their representatives or affiliates, their employees or management;

Stakeholders – third parties, shareholders, public authorities or other entities that may relate to Plastor S.A. businesses.

2. COMMITMENTS. POLITICS. RULES AND REGULATIONS

Plastor S.A. undertakes to conduct its activities and to follow its interests by legal and ethical means.

The scope of the present Code and of all of the documents that are referred to is to create a balance between the legal provisions, customers requirements and company's commitments with the purpose of outlining the general frame for performing the activity regarding to which the company was founded throughout continuous improvement in each process and with a final positive impact on the internal and external resources and interests.

The company's general politics is to be a responsible legal entity, an illegal behaviour or some illegal actions that are undertook by the organization would threat to undermine the honesty and integrity reputation and are not tolerated. It is the employees' and the management's responsibility to assure the compliance of this code accordingly.

In order to implement the company's strategy and basic principle, the management adopted and the employees, partners, stakeholders acknowledged and were trained regarding the following:

- A) Company's Internal Regulation;
- B) Environment Policy;
- C) Quality Policy;
- D) Health and Safety Policy;
- E) Emergency situations Policy;
- F) Labour and human rights Policy;
- G) Information non-disclosure, data and intellectual and industrial rights protection.

3. ENVIRONMENT MATTERS

Our organization, as a plastic material processing company performing activities that can have an impact on the environment, seeks to achieve a balance between the economical policy and environment protection with the purpose of assuring a sustainable development.

4. THE CONSEQUENCES ON THE CLIMATE CHANGES OF THE ENTITY'S ACTIVITY AND THE USE OF GOODS AND SERVICES PRODUCED/OFFERED BY THE ORGANIZATION

The activity is performed by the company in a responsible manner. Throughout the adopted Policies, the company undertakes to comply with the provisions of the regulatory documentation, as well as to implement continuous improvement measures, process efficiency, emissions control, waste, packaging and hazardous substances management, energy efficiency and the employees and third parties' acknowledgement regarding the company's politics and the legal provisions.

5. SOCIAL AND EMPLOYEES MATTERS. HEALTH AND SAFETY. HUMAN RIGHTS

In the development strategy, human resource is a central element and there is an important emphasis: on its development; on workplace

communication; on creating a balance between the economic policy and health and safety assurance for all its employees, as well as for other stakeholders, if these are involved in the company's activity; on complying with national and international labour legislation, as well as with the Universal Declaration of Human Rights; on acknowledgement and the commitment to comply with the following principles: a) of legality; b) of human dignity; c) of right to work and to have a fair remuneration, of respecting the stated work program, rest time, revenues and other rights to this matter; d) health and safety; e) right of free association in an union or in any other entity of employees representation; f) cooperation and partnership; g) transparency; h) transversality; i) equal treatment for all employees and employers, non-discrimination, equal opportunities and treatment between women and men; j) forbidden forced labour, child labour and harassment of any type; k) rational use of the workforce.

6. EMERGENCY SITUATIONS MANAGEMENT

Plastor S.A. acknowledged the need to adapt the activity performance to the emergency situations regulations, with the purpose of engaging in policy of prevention and fighting against the emergency situations for removing the risks of their occurrence.

The company's, partners', as well as the stakeholders' commitment is to comply with the national and European legislation regarding the management of the emergency situations, to take the necessary measures for preventing the occurrence of the risks, to frame plans for preventing and fighting against the unforeseen situations, to underline in a clear manner by displaying in visible areas the escape route and meeting places, to position the goods and other alike, to equip the used places and spaces with specific equipment so that in an emergency situation the damages are reduced to a minimum and to train the employees, partners and stakeholders in a continuously and scheduled manner, regarding the emergency situations and the necessary measures, as well as to carry out a policy of awareness, follow-up of the measures' application and continuous improvement.

7. BUSINESS PRACTICE

Plastor S.A. has an ethical and moral conduct regarding the business partners, either they are suppliers or customers or regarding the

competitors in the same market domains, complying with the legal provisions related to anti-competitive practice, commercial relations, monopoly and limitation or restrictions to conduct commercial acts.

Employees must act in the best interest of the employer and personal interests and persuasion will not affect the decisions taken regarding its work mission.

We do consider that professionalism, the good faith, sustainable development, continuous improvement and responsibility towards our partners' representatives and towards the stakeholders are the main characteristics that have promoted us through the time.

8. FIGHTING AGAINST CORRUPTION AND BRIBERY

PLASTOR S.A. provides through the Prevention and fight against corruption Policy, the management directions with the purpose of guiding each employee's activity in order to fight against and prevent the acts and facts that could lead to the attempt to commit or to the commission of acts or facts punished by the Criminal Code and stated as corruption crimes.

The company has an important emphasis on the acquirement of the legal provided principles regarding prevention and fighting against acts and facts of corruption, so that it warranties the application and the observance of the legality, transparency and responsibility principles.

9. ENCOURAGING APPRISING AND ESCALATION OF ETHICS ISSUES

Throughout the Policy regarding Encouraging apprising and escalation of ethics issues, the organization establishes the management directions with the purpose of guiding and encouraging every employee of the company for apprising the ethics issues with the final purpose of solving them in a professional manner and of preventing of their reoccurrence and negative effects.

The company, throughout the development strategy, has an important emphasise on human resource development and on workplace communication, on the acquirement of the principles regarding the apprising and escalation of ethics issues with the purpose of applying the optimal solutions and of of preventing of their reoccurrence and negative effects.

10. NON-DISCLOSURE. DATA PROTECTION. INDUSTRIAL AND INTELLECTUAL PROPERTY

The company, throughout the development strategy, has an important emphasise on the sustainable development of the business relations, on the protection of the information and personal data that are obtained from its partners and/or stakeholders, on the observance and protection of the property in its thoroughness, including the industrial and intellectual property, given that the registration of the rights throughout the legal proceedings is a way of expressing gratitude towards the efforts and the performed activity, sanctioning in an absolute manner the improper and without the owner's consent use of information, data or subjects of the aforementioned property rights, a fortiori copying, counterfeiting or other alike.

Plastor S.A., its partners and the stakeholders undertake to respect all the national and international legal provisions regarding the non-disclosure of information, the personal data and the property in its thoroughness, including the industrial and intellectual property, obtained under negotiations, concluding, performance and termination of the commercial relations, contracts, agreements or other legal acts or facts involving them.

Business partners and stakeholders are bound to adopt, implement and to observe the commitments stipulated in the present Code and in the aforementioned Policies and Regulations.