

ETHICS CHARTER

6 Principles + Compliance

1. Laws and Regulations

We are committed to follow the laws and regulations of the countries in which we operate and we adopt the OECD (Organisation for Economic Co-operation and Development) Guidelines for Multinational Enterprises.

2. Fundamental Human Rights

We endorse the core principles and rights set forth in the Universal Declaration of Human Rights. These are the universal and indivisible values of human dignity, freedom, equality and solidarity.

3. Social Rights

We are committed to promoting and complying with the ILO (International Labour Organisation) Declaration on Fundamental Principles and Rights at Work. To this end, we undertake:

- to oppose child labour and the exploitation of children;
- never to make use of forced labour under any circumstances;
- to respect the freedom of association and the right of collective bargaining;
- to reject all forms of discrimination and to promote equal opportunities.

4. Integrity

Business integrity is inherent to the company's core values: we conduct business in an ethical manner; behaving with respect, trust and fairness at all times; doing always what is right. We are committed to dealing fairly and honestly with all stakeholders.

We embrace the use of transparent practices as part of our business integrity. We reject and prohibit bribery, corruption or any other form of unethical behaviour, also in accordance with OECD Guidelines.

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5. Health, Safety and Dignity at the Workplace

We are engaged in providing a safe workplace to ensure an adequate work environment and minimal risk to everyone. For this purpose, the company is committed to promote and comply with Labour Standards on Occupational Safety and Health, as well as the OECD Guidelines.

6. Environment

We are aware of the environmental challenges the world is facing and we are aligned with the environmental principles of the OECD Guidelines. We embrace sustainability as a goal of the business so we strive to preserve natural resources, minimise business impact on the environment, promote environmentally responsible behaviours and encourage the use of new sustainable technologies.

C. Application and Compliance

The Company, as a whole, is responsible for ensuring these principles are applied. The Chief Executive Officer has the ultimate responsibility for the application and compliance of these principles, being directly supported by the Corporate Management Team.

Day-to-day responsibility is delegated to all management of the geographies, functional areas and operating sites. They are responsible for implementing these principles; if necessary, through more detailed guidance tailored to local needs. All employees shall follow these Principles – also translated in Manuals, Policies and Codes of Conduct – acting accordingly and ensuring its application. Colep commits to implement and maintain monitoring and reporting mechanisms in order to check compliance and to set improvement measures.