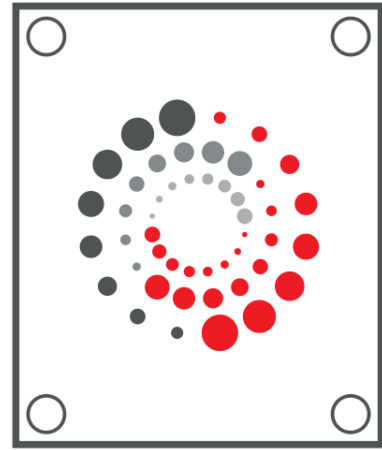


Standarmoldes

Mouldmaking Industry



Code of Ethics

20th of January of 2019



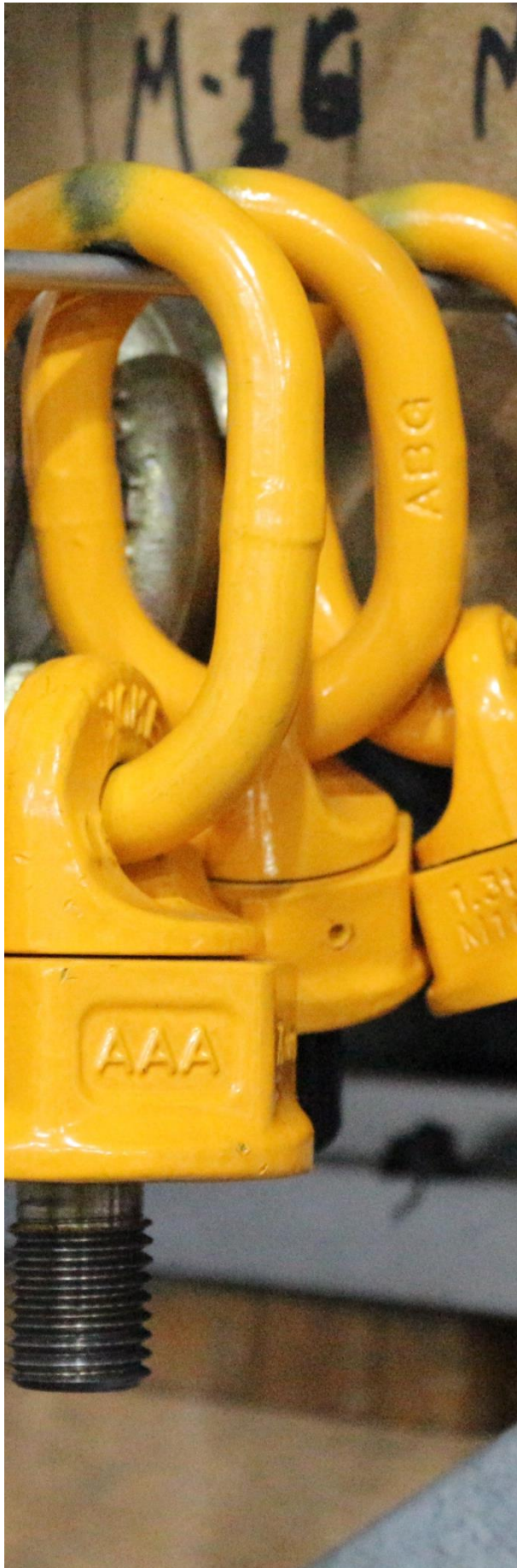
Introduction

Standarmoldes is committed to the project and manufacturing of moulds for high precision injection plastic parts. Our major market is automotive, followed by consumer goods market. Our clients look for tools produced with high precision and durability, that can fulfill the lead times and prices that the sector requires.

On this document are defined the pillars of the ethical conduct that our company stands upon, which must be followed while conducting business.

These cornerstones must guide all the work activities with our clients, suppliers, employees, stakeholders and the society in general.

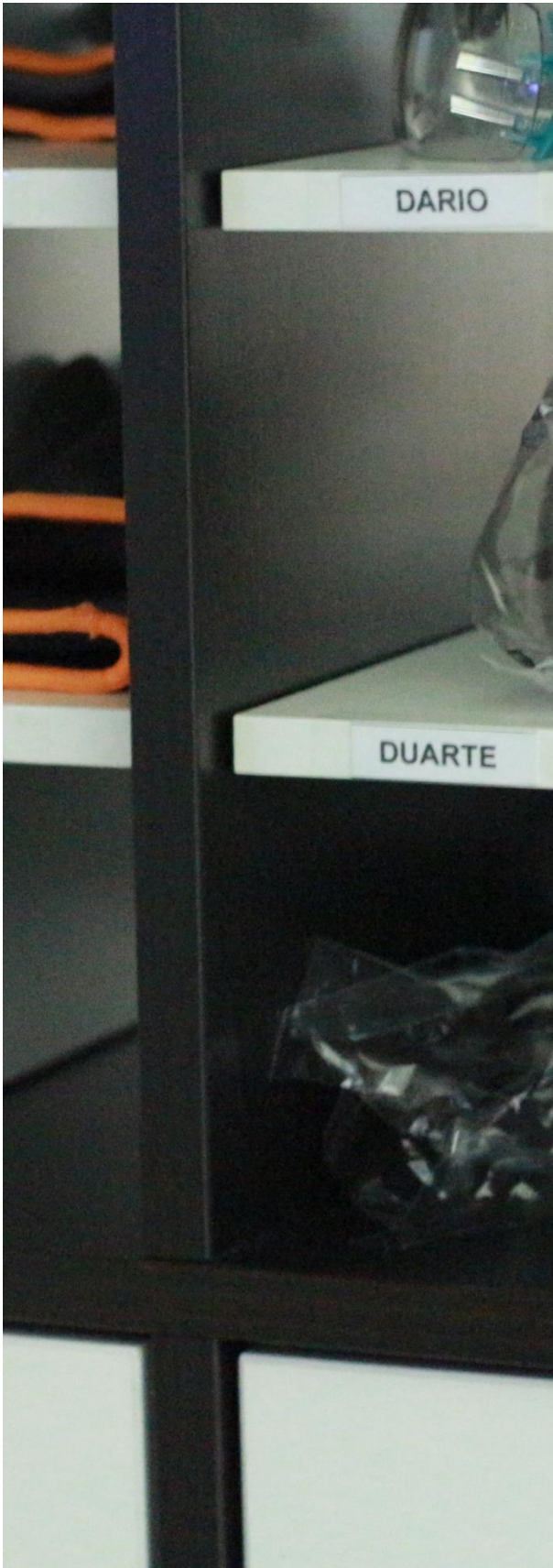
This document establishes some general ethical guidelines that must be combined with the common sense and the law.



Human Rights

Standarmoldes is committed to ensure respect the Human Rights protection laws. The working environments is healthy by making sure that:

- Child labor or situations of forced labor are not accepted.
- We encourage a working environment that is free from violence, hostility, threats, sexual harassment, intimidation, deprivation of liberty or blackmail.
- Discrimination of any kind will be fought. Such as the ones based on age, disability, nationality, political or religious beliefs, sex, race or sexual orientation.
- The employees will benefit of all the labor rights provided by the law. Which included the maximum number of working hours, minimum wage, freedom of association to an union of their choice and a working place compliant with the requirements of safety and health.
- The employees are free to express themselves in order to suggest ways that may enhance the working conditions, report with good faith situations that may violate the principles of this document.



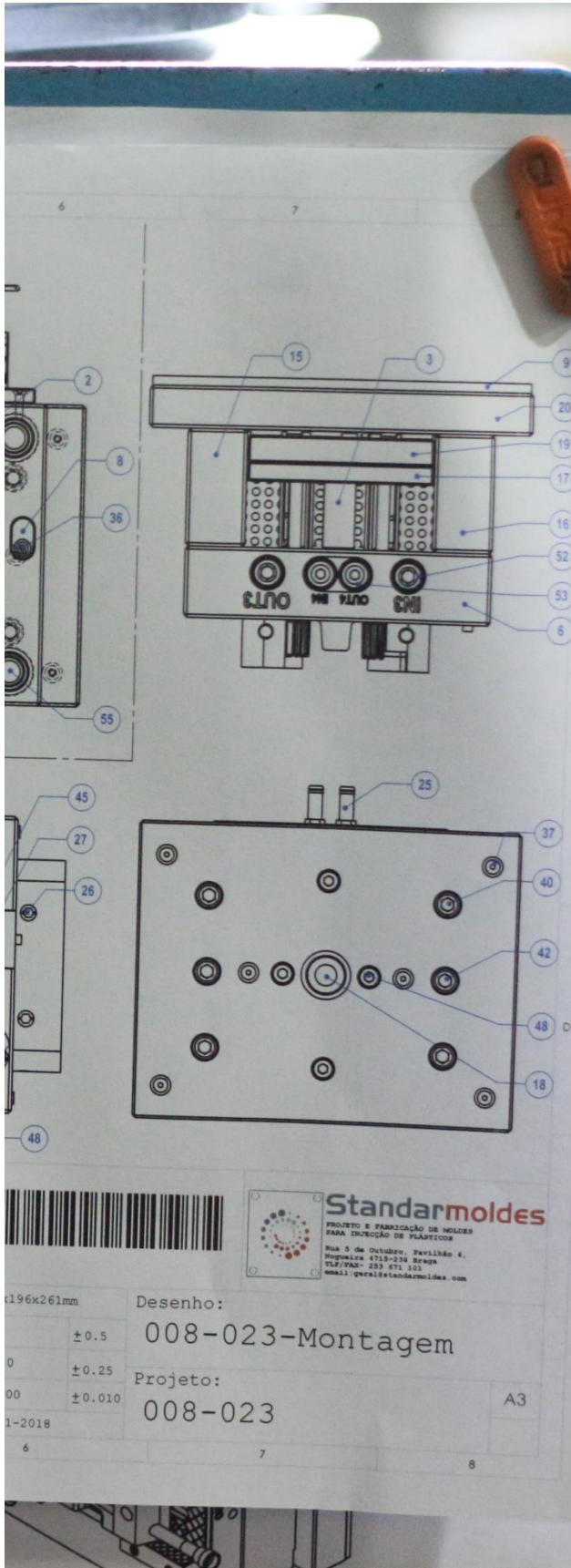
Environment, Health and Safety at Work

Standarmoldes aims to improve the community by making sure that all the environmental laws are followed to protect the nature.

We hope to produce added value products and minimize our carbon footprint and impact in the environment, so that sustainability can be achieved.

We are committed to protect our employees in the perform of their duties, so all the necessary health and safety laws must be complied:

- Avoid the use of dangerous substances that can harm the employees and/or damage the environment.
- With the purpose of lower the impacts of the company's activity, waste materials will be recycled whenever it's possible. If recycling is not applicable, its appropriate processing will be ensured.
- Keep the working plant floor clean and organized to avoid labor hazards and accidents that will protect themselves and the other coworkers.
- Inform all employees of the hazards they are exposed during they activities. Provide adequate Personal Protective Equipment (PPE) and training how to use it.



Business Conduct

All Standarmoldes employees must maintain a responsible and loyal conduct towards the company. It should be always maintained a good faith and focused on the best interests of the company over their own personal interests. All decisions must be impartial and should be avoided any situation which may affect an objective judgment. Therefore:

- It is forbidden to use any resource, service or information of the company with the purpose of obtaining personal advantages or to fulfill illegal and/or improper purposes.
- The suppliers should be selected based on the quality of their products or services, prices or other internal criteria defined by the company. In this context the conflicts of interest must be avoided especially if the employee or a close relative has a financial interest.
- It is forbidden to offer bribes, rewards, sponsorships or gifts to political organizations, clients, suppliers or any other institution or person in order to obtain any kind of commercial advantage. Any payment or gift must be made with legitimate reasons in accordance with the law and with the mandatory approval of the company's management.
- It is also forbidden to accept gifts, kickbacks or any other kind of rewards from clients or providers with the aim of bias the decision making within the company or give the employee a personal advantage.



Confidentiality

Standarmoldes make sure that our client's confidential information is kept safe and that access is controlled and limited. Our employees loyalty and commitment ensure that data is not divulged or used for other purposes that not the one accorded with our clients:

- No access to confidential data will be given to third-parties in compliance to the law.
- This includes the implementation of different access levels to the information depending on the employee function.
- Data is stored in a local server, with regular backups to avoid unintentional loss of information.
- It is strictly forbidden to share any kind of information with third parties including company technologies, manufacturing methods, project data or confidential data regarding clients or stakeholders without previous approval of a superior.
- The employees must be an active part regarding the protection of professional secrets, preventing its inappropriate use.