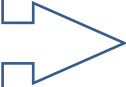




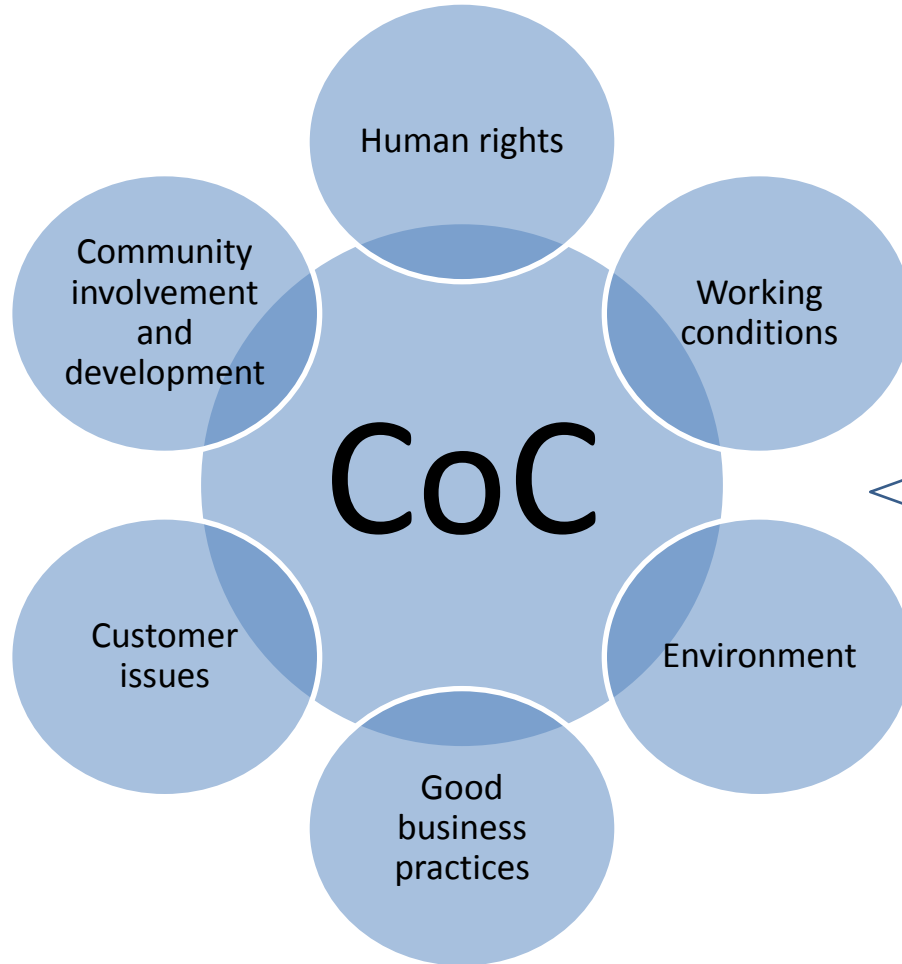
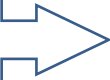
TRIOPLAST

Trioplast Code of Conduct

Ethical guidelines
UN
ILO
OECD



Our values
Reliable
Long-term
Active



7 principles (ISO 26000)
Responsibility
Transparency
Ethical behaviour
Respect for stakeholders' interests
Respect for the rule of law
Respect for international standards of behaviour
Respect for human rights





Trioplast Code of Conduct

- Based on internationally accepted principles and our values
- Provides general ethical, social and environmental guidelines for the company and all its employees and suppliers.
- All Trioplast employees have a responsibility to:
 - know and understand the guidelines in the code and the values on which the code rests
 - follow the code and help others to do the same
 - report any deviations from the code

The code provides a number of guidelines, but no code can cover every situation that an individual may encounter. Each individual is responsible for using good judgement and seeking further guidance if needed.



TRIOPLAST

Human rights and working conditions

Corporate responsibility We ensure that we are not involved in any violation of human rights within our sphere of influence.

We respect the freedom of association and the right to collective negotiation.

We do not tolerate child labour or labour through coercion.

We reject all forms of discrimination, abuse and harassment.

We work proactively to reduce accidents and occupational injuries.

My responsibility I respect my colleagues.

I do not use stereotypical, prejudiced, offensive or defamatory statements or behaviour against individuals or groups of employees.

I help to create a good working environment.

I do not use drugs in the workplace.

I do not carry out political activities or spread political and religious propaganda during working hours.

I use Trioplast's property for the purposes of my employment and in Trioplast's interests.

I am aware of and follow the rules and policies that apply in the workplace.



TRIOPLAST

Environment

Corporate responsibility

We will meet environmental legislation.

We will be aware of how our business affects the environment and apply rules of consideration.

We will avoid causing harm to the environment and people's health.

We will contribute to the sustainable use of resources.

We will adapt to climate change.

We will work for continuous improvement in accordance with ISO 14001 or similar systems.

We will provide information and training to all employees to give them the knowledge they need to achieve environmental targets.

My responsibility

I am aware of how my actions affect the environment and I strive to minimise environmental impact and meet environmental targets.



TRIOPLAST

Good business practices

Corporate responsibility

We follow laws and rules in all the countries where we conduct business.

We oppose all forms of corruption, including extortion and bribery.

We prohibit bribery.

We oppose cartel formation and price dumping.

We present accurate accounts using generally accepted accounting methods.

We maintain an open dialogue with our stakeholders.

We follow good marketing practices and good contract procedures.

We supply products that are safe for users.

We have effective routines for handling problems.

My responsibility

I am aware of the rules that apply in the business situations I encounter.

I am loyal to Trioplast.

I do not discuss or exchange sensitive information with competitors.

I do not take part in trade associations, unless approved by Trioplast Group management.

I only give or receive gifts and hospitality in my employment in accordance with local legislation and business practice.

I contribute to the effective management of problems.



TRIOPLAST

Community involvement

Corporate responsibility

We will have a positive influence on the communities in which we operate.