



# Finepack

## Code of Conduct

We at **Finepack Indústria Técnica Embalagens Ltda**, are committed to always pursue development, so as to provide employees, clients, suppliers and society in general with a relationship sustained by ethical conduct and socially recognized principles. We commit to respect and align our conduct for meeting the declared requirements, for upholding the principles listed below, as well as for complying with legislation applicable to these principles, in addition to extending this social commitment to contractors (sub-suppliers) for meeting, at a minimum, the following standards:

**According to Law 12.846 and Decree 8420:**

**Child Labor Prohibition:** Not using child labor.

**Forced Labor:** Not allowing or supporting any sort of forced labor.

**Occupational health and safety conditions:** Offering employees a pleasant, safe and healthy work environment. Taking effective measures for preventing accidents and potential damage to the health of employees.

**Freedom of association and right to collective bargaining:** Ensuring the right to free association of employees.

**Prohibition of discrimination:** Not using or supporting discrimination in the selection and hiring of employees, especially regarding wages, benefits, professional advancement, discipline, contract termination or retirement based on race, religion, age, nationality, social or ethnical origin, sexual orientation, gender, political opinion, family responsibilities, marital status, association to a union or physical disability.

**Disciplinary practices:** Treating everyone with dignity and respect.

**Worked Hours:** Keeping working hours compatible with legal requirements.

**Compensation:** Ensuring fair compensation for meeting the need of employees.

**Environmental protection:** Complying with all applicable environmental laws and standards.

**Anticorruption:** Complying with all anticorruption rules and legislation when conducting business.

**Other laws:** Complying with all applicable laws and standards, including those relative to manufacturing, marketing or distribution of goods.

**Dissemination:** Guaranteeing all suitable measures are taken for ensuring the provisions of this code of conduct are communicated to employees.