

# CODE OF ETHICS AND CONDUCT

Ethical Principles for the *Corporate Culture and Behavior* of **Rotoplas Group**.





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## MENSAJE DEL **DIRECTOR GENERAL**

Welcome to Rotoplas Group! Our mission is for people to have more and better water. To achieve this extraordinary task, we work as a team, knowing you are the main link, notwithstanding what your position or role is in this great company, we are counting on you to have a positive impact on society.

Rotoplas Group is a company that provides products and services for water storage, piping, improvement, treatment, and recycling. We have been leaders in the industry in Mexico and Latin America for more than four decades. We currently operate in 14 countries, and we have a portfolio that includes 27 lines of solutions. Rotoplas has 18 manufacturing plants throughout the continent. As of 2014, we have been listed in the Mexican Stock Exchange under the ticker symbol "AGUA".

Every single day we are dedicated to building and encouraging the unique work style that identifies us as a culture of collaboration comprised of innovative people that are committed to the client, concerned about the environment with close adherence to ethics and under defined processes that avoid acts of corruption. This is something we defined together as the Rotoplas Style.

In this company we make sure that everyone can coexist in a healthy environment and be treated with dignity and respect, we know that by including all we can learn diverse ways to understand the world with different points of view so we can grow and learn together.

Hereunder, we would like to present our Code of Ethics and Conduct which helps us to express and live by our philosophy with our collaborators and clients who are our *raison d'être*. The Code is made to be read and lived by it is the fundamental tool that will guide the daily behavior of those of us who make up Rotoplas.



Extending it to our commercial allies is part of this great commitment.

Let us protect the experience of living our Code, this way we preserve the work environment we all deserve. Whenever you wish, the channel to denounce, "Trust Rotoplas," is available to you. It safeguards our values and everyone's wellbeing. Resort to it trustingly and feel free to report any violation to the Code that you witness or are aware of. The confidentiality and impartiality principles, as well as the no-re-victimization principle will be with you all the time.

We invite you to exercise the Rotoplas Style and adopt the Code and its guidelines. Always seek to be a trustworthy person, for yourself, for your family and for society.

Carlos Rojas Aboumrad  
**Chief Executive Officer of Rotoplas Group**



Chapter 1

# INTRODUCTION



## ✦ Introduction

The strict adherence to the ethical principles speaks of honesty, transparency and integrity which are fundamental for harmonious work performance.

The businesses of Rotoplas Group operate under laws, standards, and healthy practices whose compliance and observance are essential and compulsory. Respecting these guidelines allows us to work optimistically in the environment we find ourselves in.

Although all these ethical principles are part of our organizational structure and of the daily activities of Rotoplas Group, it is necessary to formalize them and establish a common reference framework that unites criteria and guides all the actions of everyone who collaborates in the organization.

In light of the considerations above the Board of Directors and Executive Committee of Rotoplas Group adopted and authorized this Code of Ethics and Conduct in the session held on February 8, 2023 (hereinafter the Code).

The Code outlines 3 messages that any person related to the company must know.

### 1 Who are we?

We State Our Mission, Vision, and Corporate.

### 2 Our Commitments

We highlight the pillars on which Rotoplas Group establishes the sustainable development and growth of the company.

### 3 Corporate Conduct

We clearly establish conduct expectations from any person in the company based on the Rotoplas Style. We ensure that with mutual respect among collaborators, aligned with our company's interests and the relationships permitted with clients and suppliers, we establish a network to contribute to the society and environment aligned with our vision.

## 1.1 Parties Subject to the Code and Objectives

This Code is addressed to all collaborators that carry out their functions in any of the subsidiaries or affiliates of Rotoplas Group; as well as to the shareholders, members of the Board of Directors and commissioners of each one of the enterprises that are part of the company.

It is also applicable to our clients and suppliers which will confirm their collaboration and trust through an ethical and honest conduct when carrying out business with Rotoplas Group. We believe that we are all responsible to live our daily lives under the Rotoplas Style.

The Code follows three fundamental goals, which are:

1. State the ethical principles that Grupo Rotoplas works with in the market.
2. Inform on the consequences that those who violate the Code shall face, and examples of inappropriate behavior are included.
3. Make channels for denouncing available to report any violation of the stated guidelines.





This Code is based on the fact that in most cases, choosing the correct action answers to the respect of universal values, despite if the action is or not included in the Code and therefore, this document is not, nor does it pretend to be limitative, including all situations in which a plain ethical conflict may occur.

This Code describes general situations regarding our relationships with our investors, collaborators, clients, suppliers, authorities, and the environment, considering those in which there is a greater risk of a potential ethical conflict.

The compliance of this document is compulsory for everyone, no matter the level or activity performed regarding Grupo Rotoplas.

It is the responsibility of every person and positions mentioned above to comply with and verify that each and every one of the provisions described in this Code are followed correctly. It is also an essential commitment to be up to date on the policies that are in force in the company which detail precisely the specific aspects of the provisions found in the Code.

The updates and inclusion of new content in this document will be done as needed, thus confronting the dynamic of business situations and environment in general.

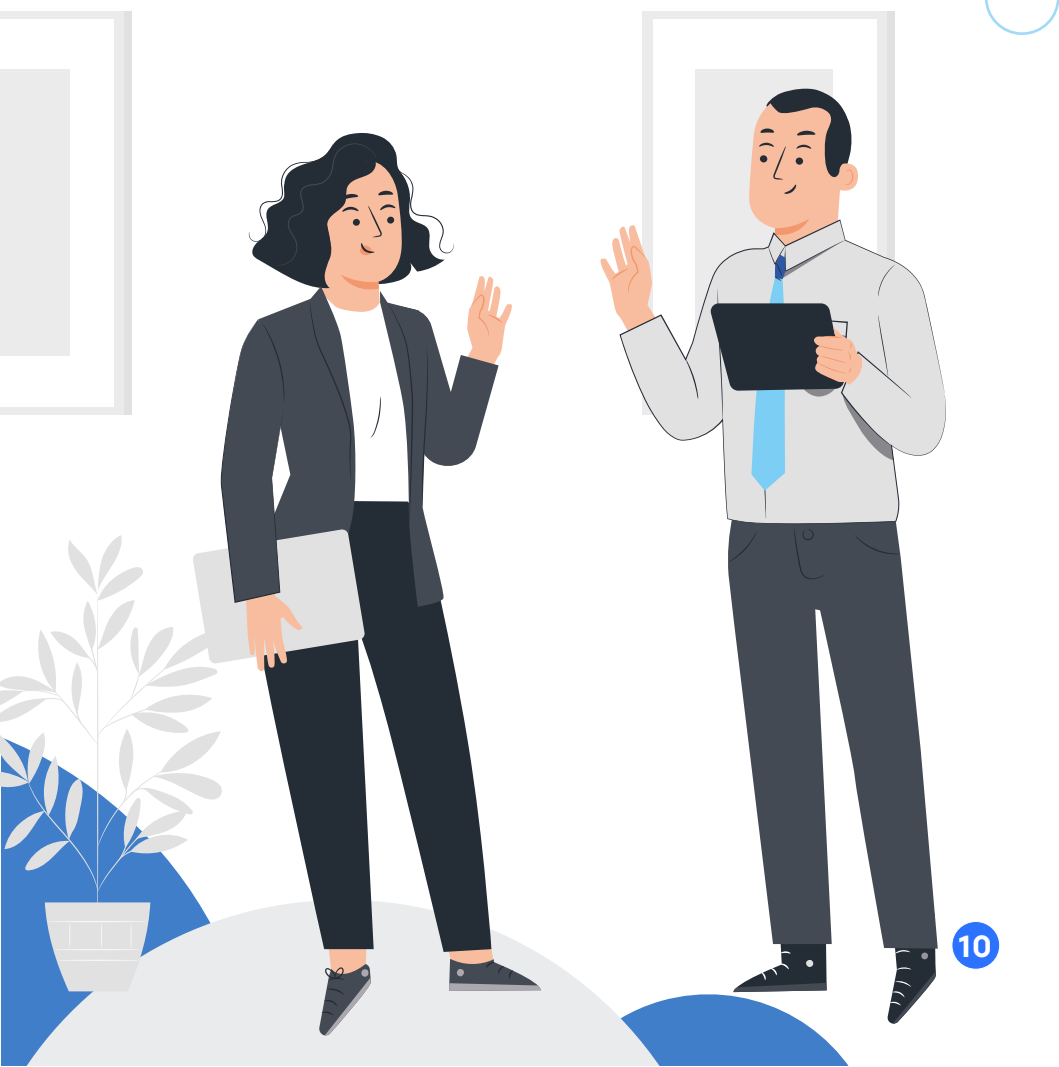
Situations that are not foreseen in this Code shall be submitted to the criteria and evaluation of the Ethics Committee, a duty that has been delegated by the organization itself. When in doubt, it is necessary to consult with this Committee and wait for their recommendations to act.

## NOTE

All collaborators must be certified in their understanding of this Code upon becoming part of Grupo Rotoplas through any of its companies. Also, they must comply with the annual recertification in the 60 days following the date set by General Management.

## Chapter 2

# WE ARE ROTOPLAS



## 2.1 Mission, Vision, and Corporate Values

At Grupo Rotoplas we work very hard to meet the clients' expectations, we owe ourselves to them. We firmly believe that through our corporate culture we can reach the goals we have set for ourselves.

### Mission

For people to have  
**MORE AND BETTER WATER**

### Vision

Offer decentralized and sustainable water solutions with relevant benefits for the client under the Rotoplas Style.

## Corporate Values

We base the Rotoplas Style under these values.



### Collaboration

We show an attitude of commitment and participation that allows us to align our efforts and work with joint responsibility to reach a common objective.

- We are open to listen (hear, perceive and act).
- We are committed to the organization's results, taking ownership of common objectives.
- We openly trust each other.



### Service Attitude

We identify our internal and external clients' needs to meet and exceed the expected level of service.

- We set forth and follow specific service standards.
- We efficiently communicate the agreements that we hold with our internal and external clients.
- We align our internal processes and daily activities to ensure the service.
- We support a friendly attitude that conveys our willingness to support our clients.



## Social and Environmental Responsibility

We are committed to giving rise to actions that promote wellbeing, good quality of life and care for the environment in all of the communities in which we are present.

- We actively take part in the communities where we live and work.
- We are aware of the impact our actions have on the economic, social, and environmental development of the communities we arrive to.
- We promote the development the technologies and solutions that contribute to the improvement of the environment and support a better quality of life.
- We internally seek to develop a friendly and safe environment that promotes the wellbeing of our collaborators.



## Passion for the Business

We have the conviction, enthusiasm, and commitment to give our best and make things happen.

- We show devotion and dedication in what we do.
- We spread emotion to encourage actions in others.
- We don't just get involved, meet, and exceed our commitments.



## Being Humble

We show an attitude that allows us to adapt to other points of view, appreciating others' contributions and promoting constructive feedback.

- We show an attitude of being open and actively listening to the feedback.
- We acknowledge mistakes or errors, and we learn from them.
- We acknowledge the value of other points of view.
- We accept our limitations, and we ask for help from others.
- We value other people's work; we embrace the diversity and inclusion of all people.



## Integrity

We act under the principle of zero corruption, honesty, justice, and ethics and are consistent with what we think, say, and do.

- We express ourselves and communicate with clarity and transparency.
- We comply with the commitments we acquired by trust.
- We show respect for others and ourselves.
- We work every day against corruption in every way.



## Chapter 3

# OUR COMMITTMENTS



## Our Commitments

Rotoplas has stated Commitments that speak of the highest level of demand and responsibility that we operate with so that people have more and better water. We offer to the our customers water solutions: vital and transparent liquid. With this same transparency we affirm that the business strategy we have been developing is based on compliance with sustainable growth plans and a well-defined course.

Grupo Rotoplas leads the market with its products and services, and it also weighs in on building comprehensive commercial alliances that provide wellbeing to the communities and preserve the environment. We have clear commitments, and we will share them with you below.

### 3.1 Commitment with People and Human Rights

In Grupo Rotoplas we say that respect for Human Rights has a fundamental focus on everything we do. We work hard on respecting and promoting universal values among everyone. We make these principles valid for our collaborators and we deploy them through our value chain. In this flow, we include our partner suppliers,

users of our solutions and other parties we interact with, respecting the communities and countries we are present in.

The company expects interest groups that are external to the operation, such as the suppliers, clients, and distributors, to adhere to the universal principles of Human Rights. Grupo Rotoplas invites other parties to adopt similar policies in the framework of their business and operations.

We adopt formal processes of accountability, transparency, and due diligence to identify and focus on preventing risks regarding Human Rights issues.

It is Rotoplas' commitment to work in strict adherence to the applicable labor laws of every region, including the appropriate payment of salaries and fees, firmly rejecting at all times forced labor or child labor and human trafficking. We provide training and professional development opportunities to our collaborators, we strive to equally acknowledge and pay for the work carried out, we provide open communication, and we support the freedom of assembly and have opened appropriate channels for effective feedback.



In Rotoplas we gather the best talent and act with integrity. We seek to be a global example that prevents and fights against any act of discrimination. Our commitment with the work force demands that we create safe, healthy, productive, and dignified work environments.

We also acknowledge our responsibility to report any possible violation to these rights, including the mission of preventing any act of retaliation towards those who are defending their rights and the rights of others. We encourage our collaborators to raise their voices whenever this is not complied with, to contact their leader or head of department of Human Capital of the location or turn to the institutional channel for denouncing "Trust Rotoplas."

The company's Ethics Committee has specific objectives to fight any behavior that segregates and discriminates against any person regarding their physical appearance, culture, disability, language, sex, gender, age, social or economic status, health or legal condition, pregnancy, conjugal or marital status, religion, generation of opinions, ethnic or national origin, sexual preferences, migratory status, and many others that are deemed a deprivation of the universal rights.

The Committee commands the execution of preventive training plans and monitoring strategies with attention protocols and reparation mechanisms, it has also established for the cases in which a violation to Human Rights has taken place, internal investigation processes will be activated that are aligned with the applicable legislation.

The Ethics Committee will hold sessions to draw all the cases it may know of and to put the sanctions into effect to the responsible party or parties, as well as to advise the victims accordingly. The sanctions for these types of violations will go from verbal reprimand, written warnings (administrative report), implementation of improvement plans and termination. The aforementioned disciplinary measures are independent of the possible agreements reached with the affected party and the consequences that the corresponding authorities may determine externally.

For more information, read our Human Rights Policy.





## 3.2 Commitment with **Our Clients and Suppliers**

It is essential for Grupo Rotoplas to establish beneficial relationships with our clients. To maintain this bond, it is necessary to offer quality products and comply with the legislation of every country we have presence in.

Our commitment is to offer products and services that comply and exceed the quality, reliability, and satisfaction requirements of our clients. Therefore, Rotoplas complies with the standard quality controls established, as well as the internal control procedures designed to promote safe manufacturing. We make sure that our suppliers and commercial partners follow this same line.

During our supplier selection, we are guided only by our legitimate criteria about the business and our principles. Rotoplas only signs representation or supply agreements with companies that have proven to have a commitment and verifiable history of integrity.

Currently, requirements are established for environmental and social aspects, as well as corporate governance of the suppliers that are part of Grupo Rotoplas supply chain in order to promote best practices and a performance aligned to our philosophy of social and environmental responsibility.

In Grupo Rotoplas we allow conditions for suppliers to compete fairly prioritizing the quality of its products and services. We reject any influence resulting from gifts or preferential treatment damaging to the legitimacy of free competition.

For more information, read our Integrity, Anticorruption and Conflict in Interest Prevention Policy and our Sustainable Acquisitions Policy. **Compras Sustentables.**

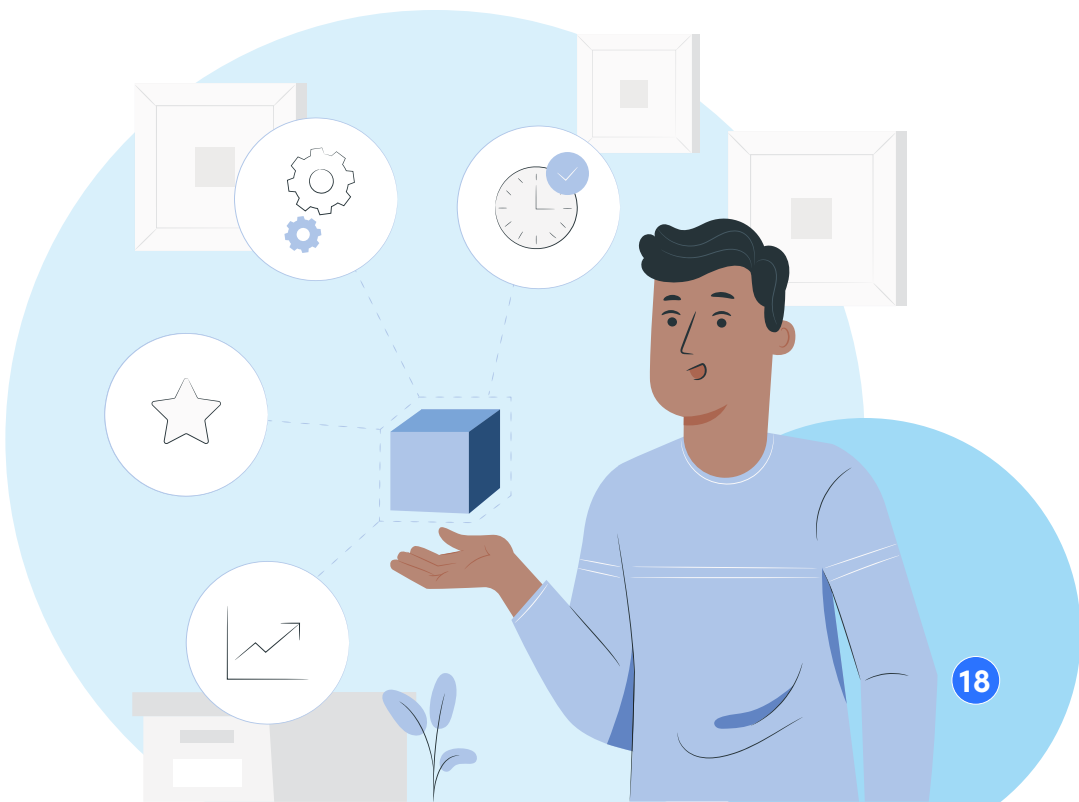


### 3.3 Commitment with Our Products and Services

The actions we take in the market define us as a company. By competing with quality products and services, we maintain the reputation that Grupo Rotoplas has achieved in four decades of existence. We condemn any measure that limits the opportunities of our competitors to participate or that is deceitful or fraudulent.

We confirm our position against the disloyal commercial practices, meaning that we take the necessary measures to avoid distorting the characteristics or availability of our products and services. Likewise, we avoid taking actions that discredit or communicate fake or altered information regarding the competition's products or services.

The commitment made is the result of the achievement of goals inherent to the quality of our products and enthusiasm of our collaborators.



## 3.4 Commitment with Our Environment

The accelerated growth of the population, the lack of centralized infrastructure, the high levels of pollution, the damage to the environment and the risks that climate change brings are some of the growth boosters that motivated Rotoplas' work in the past two decades.

We firmly believe that our value proposal consists of improving the relationship of people with water, offering end-to-end solutions to increase the availability and quality through treatment and reuse cycles.

As part of this commitment, we are looking to lower the environmental impact of our operations to a minimum. An example of this is our objective of being a carbon neutral company (Scope 1 and Scope 2) by the year 2040.

We also actively promote and develop initiatives that improve our sustainability profile; for example, by lowering our consumption of non-renewable energy, fuel, and water by increasing safety and lowering the issuance of harmful contaminants. We have also assumed the commitment to comply with the legal, health, safety, and environmental requirements, as well as the responsible handling of generated residue.

Our commitment with the environment is a comprehensive aspect of our products and services, as well as of the management of our products' life cycle. In the event that local laws are less strict, we follow our own company's high standards.

Our team of collaborators perform a key role to comply with these objectives. We periodically evaluate and review our progress and we work hard to constantly improve. Since 2011, we have been acknowledged in Mexico as a Socially Responsible Company, and this acknowledgement has been renewed every year and we were also acknowledged as such in Peru in 2017.

For more information, read our Climate Change and Sustainability Policies.



## 3.5 Commitment with Diversity

The Rotoplas community is committed to build a world in which people of any culture, origin, gender identity, age, ethnicity, appearance, social or health or legal condition, sexual preference, political affiliation, and people with disabilities have access to water by creating comprehensive solutions in diverse and inclusive work environments.

We firmly believe in Rotoplas that inclusion does not only increase our collaborators' productivity, but also increases the attraction and retention of talent, as well as the capability to innovate and influence the market.

Grupo Rotoplas embraces coexistence and the right to inclusion under conditions of equality with a special focus on groups that are vulnerable. This purpose guides the way we proceed in our selection process and when we integrate new collaborators, as well as in the internal promotions, payment and benefits and the daily treatment within our teams.

We establish the standards for the correct management and implementation of the guidelines to ensure that the treatment is fair, respectful, and appropriate

towards our collaborators. We developed follow-up and evaluation mechanisms to guarantee being open to diversity and inclusion by defining these concepts as follows:

### **Diversity**

A community that stands out for its visible or unnoticeable characteristics that differentiate one person from another and individuals among themselves.

### **Inclusion**

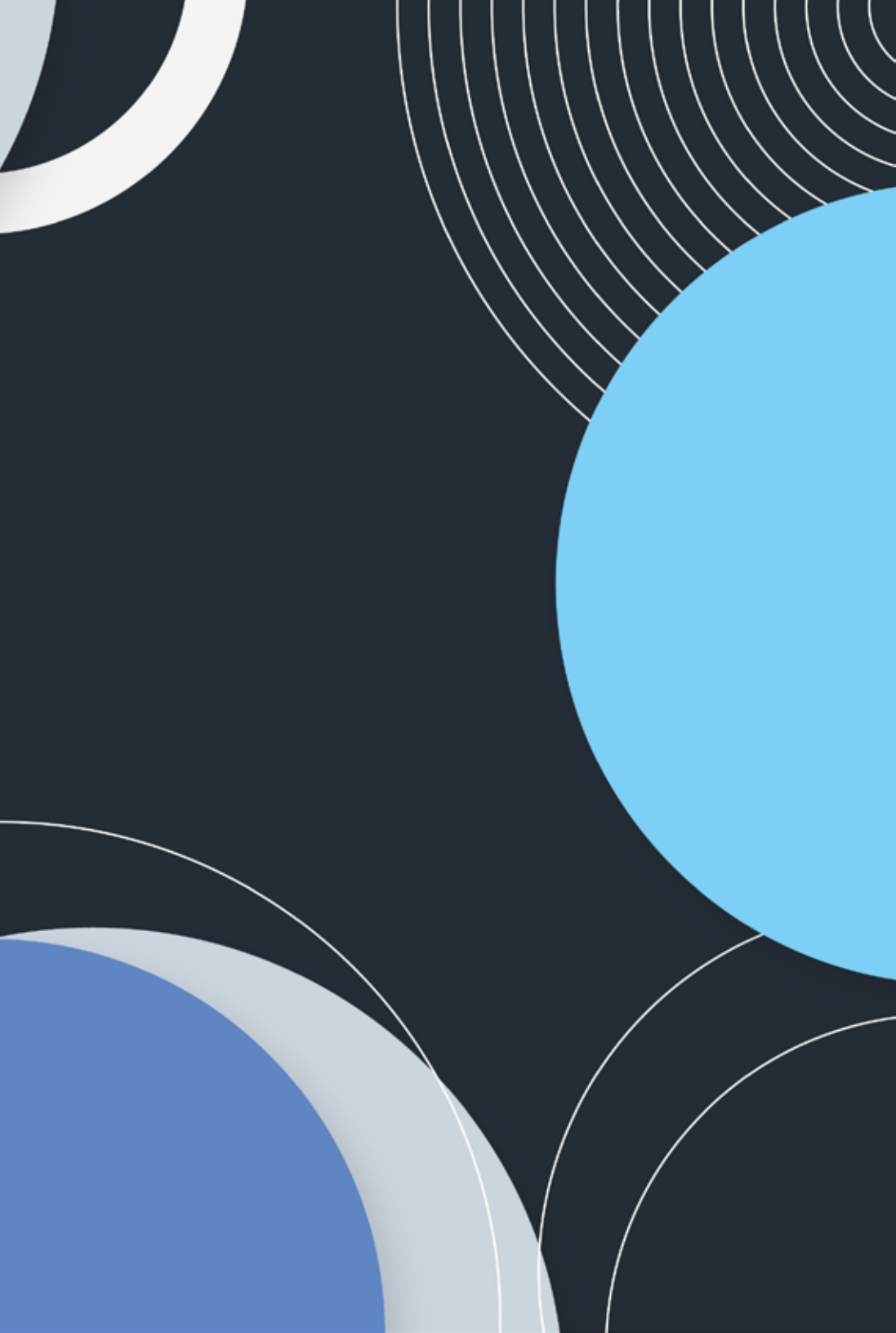
Every attitude, policy or trend that integrates people inside and outside of Rotoplas, searching to create a space where everyone has the same opportunities and benefits.

We acknowledge diversity as a strength in this company, it is a door that allows us to attract innovative ideas and perspectives that invite us to become better people.

Diversity contributes with resilience and supports the company's sustainability by creating new work environments of wellbeing, acknowledging the diverse talent and creating inclusive leaders.

For more information, read our Diversity and Inclusion Policy.





## Chapter 4

# THE ROTOPLAS STYLE



## The **Rotoplas** style

Now we would like to share with you the primary corporate conduct we expect from you which will allow you to align correctly to the Rotoplas Style.

### 4.1 How do we treat each other in **Rotoplas Group**?

#### »» Collaboration

All of Grupo Rotoplas' collaborators work within a collaborative culture that looks to solve problems together with people who are committed, innovative and aligned to processes. We express our way of being and doing things valuing our daily activities and respecting the activities of others to create a healthy work environment; this is what it means to learn, work, and evolve in an agile way.

#### »» Innovation

In Grupo Rotoplas, since we started, we have been known for being a company in constant growth based on innovation and on the consumers' trust on our brand. All the activities that you carry out must be aligned to the business strategy.

These conducts are the codes of conduct that determine the way in which we interact in the company, a path that has taken us where we are now and helps us to continue growing sustainably.

#### »» Honesty and Trust

We must develop our activities with integrity, ethics, and responsibility; we must be honest in the way we carry out business and in the way we treat our colleagues, clients, and suppliers.

#### »» Health, Safety and Work Environment

At Rotoplas Group we are committed to provide a safe and healthy work environment by mitigating risks for our collaborators, their surroundings, and the environment through a culture of prevention embedded in our decisions and operations and complying with all legal requirements applicable to every one of our units.

This great effort is managed at every level of the organization and each and every one of its members handle our safety and the safety of our colleagues.

## >>> No Violence in the Workplace

Respect, tolerance, and teamwork are some of the values we practice in Rotoplas Group that help us work in harmony and create an ideal environment for everyone.

Violence is an act outside of human nature that breaks with all of this, and it resorts to the use of force and intimidation to impose conditions or hurt others. In Rotoplas the way we treat each other is based on dialogue and therefore, actions that do not prioritize it are considered violations of the Code.

Violence at work is extremely dangerous since it entails hurting the dignity and quality of life, affecting productivity due to its negative effects and distraction on the work environment. In short, violence at work is a costly burden for the collaborator, the company, and the community.

Violence is considered to be any action or behavior that is not reasonable and through which a person is assaulted, threatened, humiliated, or injured in the exercise of their activities, in this case, in the work environment. In this sense, the following are examples of signs of violence at the workplace: abuse of authority, excessive workload, inappropriate use of language, verbal or non-verbal, (this prohibits the use of profanity, discriminatory or humiliating comments, insults, yelling, pranks, isolating someone)

as well as any verbal and/or written and physical attack.

Whether they are accompanied by threats, abuse of power or any other type of harassment or bullying, any person who is a victim of workplace violence must report it immediately to the person responsible within Human Resources or through the institutional denouncing channel "Trust Rotoplas."

In this company we value the collaborators' wellbeing and care for the workplace environment by having our leaders practice a unique style in which business goals are pursued and the daily effort is valued. The respect among colleagues and leaders is fundamental and significantly contributes to raising every person's potential. Rotoplas rejects any type of violence in the workplace by creating bonds based on equality and tolerance.



## »» Nondiscrimination and Anti-Harassment

We are committed to provide equal employment opportunities and treating all people without prejudice, based on their job evaluations and without taking into account race, color, gender, age, nationality, religion, creed, sexual preference, marital status, social status, ethnicity, appearance, or disability.

Any discriminatory treatment of collaborators, suppliers or clients that violate ethical values will be dealt with appropriate disciplinary measures, including termination of employment or commercial relationship, as the case may be.

Another harmful behavior that goes against the values of Rotoplas Group is harassment. We have defined a strategy to eradicate it from the source with appropriate preventive measures and the necessary dissuasive means that discourage such behavior.

Harassment at work goes against the free growth of people and enables systematic behavior of isolation, intolerance and making disparaging remarks. At Rotoplas we reject these types of relationships, and we develop strategies and specific training to form true leaders and collaborators that are passionate about their work.

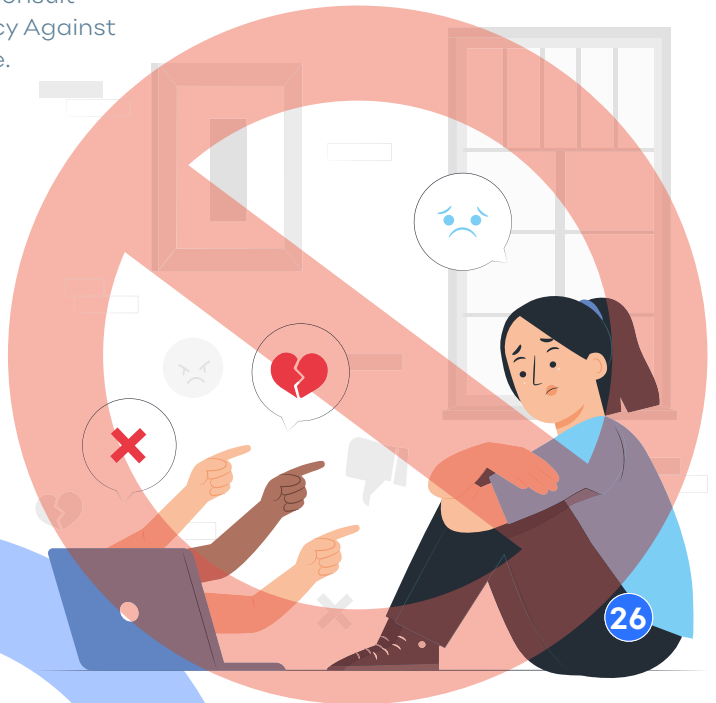
We also raise our voice against sexual harassment, and we address it with a zero-tolerance approach, pointing it out as an unacceptable behavior to obtain favors of a sexual nature under pressure or conditioned; likewise, the result of an unequal relationship of authority or power is considered to be sexual harassment.

Both behaviors, sexual harassment and harassment involve unwelcome sexual advances towards the affected person that violate their integrity in a violent way creating a hostile, offensive and intimidating work environment. It is possible to create environments in which there are subtle innuendos that make people uncomfortable such sexual jokes and double entendre words, obscene gestures, comments with sexual connotation, asking about others' sexual life and showing pictures or objects of sexual content in the workplace.

It is important to acknowledge that discrimination and gender-based violence can take place between people of different sex, or between people of the same sex. Rotoplas Group has the necessary prevention mechanisms and stated protocols to address these situations.

Collaborators who detect any of these situations must immediately report it through the institutional channel "Trust Rotoplas." This report must be made before any other action is carried out regarding the harasser. Conducts of discrimination and gender-based violence will result in the sanctions included in the applicable laws, the Internal Labor Regulation and this Code depending on the severity of the violation.

For more information, consult our Zero Tolerance Policy Against Gender-based Violence.



## »» Protection and Appropriate Use of the Company's Resources

At Rotoplas Group we use the company's resources responsibly and we maximize their use. We make our greatest effort to increase the capital assets and reach the established goals.

We use all of the company's assets as if they were ours. At Rotoplas we understand the responsibility we have to ensure an efficient use of the assets, so they are destined for legitimate purposes that the company has planned.

While doing this work, we only manage what is necessary without sacrificing the quality of the results. We look for the greatest profitability possible.

The company's personnel may buy the Rotoplas brand products for their own consumption through the Sales to Employees website, making sure to always follow the policy established for this purpose. The Human Resources area in each location will provide counsel to all collaborators regarding this benefit. People hired for this company will avoid generating business or obtaining a benefit from the sale, distribution, transportation or transformation of our own products or services.

Rotoplas Group provides our collaborators with technological resources and IT systems that shall only be used for matters related to the business. Fixed assets and assets, tools, vehicles, etcetera, shall not be used for personal gain or unauthorized purposes. The sale, rental, donation, or disposal of these assets will be carried out as per the policies stated and managed by the people authorized by the company. Also, a physical review and/or verification of the information they may include will be carried out at any given moment as per the corporate policies and procedures.



## »» Work and Life Balance

We are aiming for a work environment based on the respect of working hours and shifts, vacation periods, equity in compensation and freedom to make use of their personal life as each individual best sees fit.

This will consequently give rise to a stable and balanced life for our teams, it will be the reflection of high productivity and a better work environment that is linked to results.

Rotoplas has the goal to find, analyze and avoid psychosocial risk factors, as well as to promote a favorable organizational environment at the workplace. Rotoplas seeks to promote the collaborators' wellbeing and to provide better working conditions besides taking care of the human talent with models or actions that help to prevent psychosocial risks.

If Rotoplas Group is able to achieve work and life balance for its collaborators, the environment will be harmonious, people will cooperate and work happily together to achieve individual and collective success.

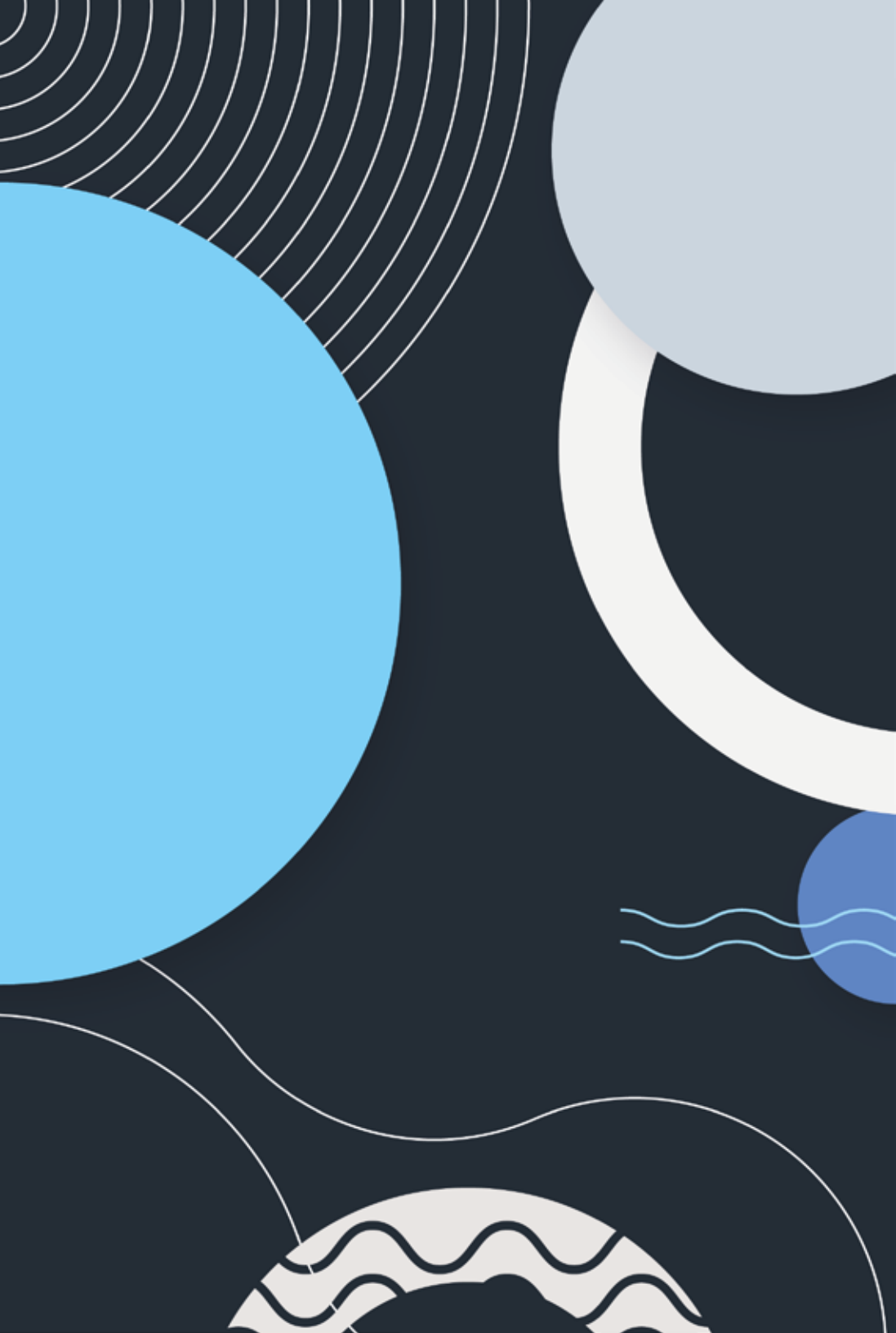
## »» Activities Outside of Work

Activities that do not form part of the functions and tasks given by the company cannot be carried out within the working hours assigned by Rotoplas. Likewise, the use of technical resources, systems or human capital provided by the company for personal use is forbidden since it would interfere with the productivity and is considered a violation of this Code.

## »» Substance Abuse

The consumption of alcohol or drugs limits the carry out the work safely and risks everyone's safety. Therefore, it is considered a serious offense to work under the influence of such substances or to use medication inappropriately or without a prescription.

Under no circumstances is it allowed to consume, possess, deliver, or sell drugs or alcohol, or abuse the use of prescription or over the counter medication during working hours or at the company's facilities.



## 4.2 How are we aligned to the interests of Rotoplas Group?

### »» Conflict of Interests

A conflict of interest takes place when the personal interest of a collaborator, their family or of a third party interferes with or seems to somehow interfere with the interests of Rotoplas Group.

It is expected from every collaborator to dedicate their talent and best effort to the company and have a sense of loyalty to it. This means that we shall not take part in any business or activity that directly or indirectly competes or interferes with Rotoplas Group.

Also, we must avoid taking advantage of our post or position in the company to obtain personal benefits, including for our family members or any third party; consequently, we refuse to accept income and/or any gift or compensation from suppliers, competitors, or clients as a result of our present or future interaction with them.

An exception of these conflict-of-interest relationships are made for people who act as:



Members who hold a position in the Board of Directors.



Collaborators who hold a position as Area Director or Business Unit Director and that have been authorized by the Ethics Committee to receive said gift or benefit.




Collaborators who hold positions in non-profit civil associations, such as institutions for educational development.



Collaborators who receive a non-monetary gift or article generally used for promotional purposes.

All the collaborators of any of the companies of Rotoplas Group shall avoid any hospitality, interest or relationship with companies or people that may create a conflict for their honest work performance.



An example of the situations we must avoid may arise when a person that works in the company accepts directly or indirectly gifts, cash, trips, courtesy tickets or any other valuable or hospitality from a company that carries out or is looking to carry out business with Rotoplas Group. This way, all collaborators are encouraged to notify the Ethics Committee when they find themselves under these circumstances.

We request your help to notify clients and suppliers of the points described above. In this sense, we inform you that inside the facilities no one at the reception, security guards, cleaning staff or colleagues may receive gifts on behalf of others.

It is subject to the discretion of the business leader to return the gifts to the sender that for some reason may have been received during the vacation period or when the recipient was absent; however, any gift received and not returned must be notified to the Legal and Compliance Area.

No collaborator shall request or accept a loan from any person or entity that carries out or is seeking to carry out business with Rotoplas Group. Likewise, any financial implication or any other implication with suppliers is forbidden if said action seems to influence the person in the performance of their duties with Rotoplas Group.

In the event that we may face an actual or potential conflict of interest in our personal or professional relationships or activities that we perform and are related to the company, we are expected to face the situation ethically and in compliance with this Code.

Any pre-existing conflict of interest due to a lack of knowledge or by omission or under conditions that may anticipate it must be reported to the Human Capital Area of each location in order to determine the impact and appropriate treatment to decrease and cancel out the risk.

For more information, read our Integrity, Anticorruption and Conflict of Interest Prevention Policy.

## >>> Family and Close Relationships

It is expected that in an organization as large as Rotoplas Group, family members may be collaborators of the competing organizations or of suppliers, prior to Rotoplas Group hiring any candidate. Under these circumstances, Human Capital will consult with the Ethics Committee about the existence of an inherent conflict of interest. Therefore, these collaborators must pay close attention to all of the decisions they make for the best interests of Rotoplas Group and not for their own interests or their relatives.

Whenever a collaborator must surveille, supervise, audit, or control an area that a relative is in charge of, the collaborator must inform this situation to their immediate supervisor so that said responsibility may be transferred to somebody else.

Collaborators may request or accept loans or guarantees from Grupo Rotoplas for themselves, but they may not request or accept loans or guarantees from supplier companies or branches for themselves or family members (except from banks), and in any case the collaborators must report their supervisor immediately any type of offer of this nature that they may receive from competitors or suppliers, even when they are rejected.

Family members include spouses, concubines, parents, uncles, aunts, children, nephews, nieces and all their equivalent in-laws. Blood relations or indirect relations may coexist in the company as long as the following guidelines are observed:

Direct relatives or in-laws must work in different areas or locations without a direct hierarchical dependence, with prior authorization of the corresponding area's management and Human Capital management.

The people who decide to have a formal sentimental relationship must inform their immediate supervisor and so on until they reach the area's management and Human Capital management in order to make decisions that will not affect the workplace environment.

If the relationship culminates in marriage or free union, the parties involved shall go to their immediate supervisor and, at the same time, with the area's management so that together with Human Capital management they can make a decision of relocating one of the parties (if possible) or have the couple decide who will remain in the company.





## »» Protection of the Information Assets

All collaborators are responsible for protecting the information assets they are safeguarding that is property of Rotoplas Group, understanding that said information assets are as follows: computer equipment, communications, systems, mobile devices, and others. Therefore, they must only be used for the development and benefit of Rotoplas Group. They cannot be used under any circumstance for different purposes or for personal benefit.

## »» Use of Digital Media

The user accounts and passwords for applications, systems or any other tangible or intangible asset provided by Rotoplas Group are limited to personal and confidential use. Collaborators are responsible for the correct handling of their accounts guaranteeing that they will not be used by a third party.

Internal policies request not connecting to public networks since they expose the information and assets provided by the company.

The e-mail is a tool employed to make communication more agile and make the transference of information easier between collaborators, suppliers and/or clients of Rotoplas Group and therefore we request that you comply with the following recommendations:

Do not send, back up, reply to and distribute information that is defamatory, obscene, harassing, offensive, intimidating or that discriminates or slanders another person or group.

Do not originate or forward letters, chains, virus or other unauthorized software.

DO not download music, games and/or videos that are not institutional of the Rotoplas Group network.

Do not install unauthorized software on the computer equipment or devices property of Rotoplas Group.

Do not misuse or maliciously tamper with the work tools to deactivate or damage the systems or software assets of Rotoplas Group.

Do not expose physical and/or digital documents with confidential or privileged information. This includes the correct safeguarding and storing in workstations, file cabinets and devices that are the company's property.

Rotoplas Group establishes specific guidelines and considerations for the control of the equipment for communication and their corresponding software backup or support to ensure that the users of these software assets (tangible and intangible) make ethical, proper, and legal use of these communication tools and/or digital resources.

For more information, read the Acceptable Use of Assets and Conduct regarding Corporate Communication.

## »» Information Security

Rotoplas has made the decision to strengthen information security to protect the organization's software assets following best practices.


It acknowledges that the software assets it has and that are supported by the technological infrastructure are essential for the development of the strategy and the business continuity.

Rotoplas is committed to complying with the applicable requirements regarding information security issues considering confidentiality, integrity, and availability.

All collaborators of Rotoplas have the obligation to take care of the company's software assets and thus, need to know the guidelines and scope of our Information Security Policy.

Any action that is not included in this policy and that is decisive in the interruption or deterioration of any service of Rotoplas, it will be considered as a violation to the Code. We encourage you to comply with all the training that specifically cover these matters.





## >>> Intellectual Property of Rotoplas Group


It is essential for Rotoplas Group to protect the intellectual property of our company. The term "intellectual property" includes any patent, commercial brand, copyright, or intangible asset of our company; intangible asset is understood as, among other things, ideas, inventions, processes, or designs created during the working hours of the company, financed by the company or that, somehow, use the company's resources or are under the work-related obligations.

All inventions produced are exclusive property of Rotoplas Group which carries out the corresponding arrangements to protect the relevant patent, copyright, or commercial secret. Remember that you have the obligation to denounce any suspicion of misuse of the company's intellectual property.

For more information, read our Intellectual Property Policy.



## >>> Misuse of the Name of Rotoplas Group and Its Brands





None of the members of the Board or collaborators of Rotoplas Group may use the name of the company or of its subsidiaries or of its brands in Mexico and abroad or destine its resources in activities that result in a personal benefit.

The reputation and public image of Rotoplas Group and its different brands are one of its most important intangible assets. This is why safekeeping the information that is communicated to the exterior is work of everyone that is part of this company and we aim to continue representing one of the most reliable brands for investors, distributors, suppliers, collaborators, clients, and the general public.

This is why it is important to state that the messages conveyed outside of the company must be previously authorized and aligned to the principles of the company's personality. These messages shall only be communicated through authorized channels and voices.

In case that the collaborators wish to post about Rotoplas (in any communication media, including social media) as a place to work, projects they may be involved in and/or personal achievements, it must be done with the objective to highlight the positive qualities of the company and its brands.



When using social media, keep in mind that the content created, shared and/or posted can be public and the time it remains on the internet is indefinite. Therefore, we suggest following the recommendations below:

Do not share confidential and/or privileged information of the company or collaborators which may compromise their integrity, or the confidentiality of innovations in development which have not been communicated officially.

Do not share personal information of clients, suppliers or third parties that work with the company.

Do not publish comments that go against the company's principles or values, including direct comments about other people that work in the company discrediting their work ethic.

Do not share messages, content, or opinions on behalf of the company if you are not an authorized spokesperson.

Do not create websites or digital accounts that are not officially of Rotoplas Group or its brands, except for projects authorized by the Marketing and External Communications team.

Do not publish pictures or videos taken inside the facilities that compromise the security of the company, of its operations and personnel. Any project in which Rotoplas and its brands are directly or indirectly involved will require authorization from the External Communications area.

For more detailed information, read our External Communication Policy.

## »» Compliance of All Applicable Regulations

At Rotoplas Group, collaborators, board members, suppliers and clients are obligated to fully comply with the laws, rules, notices, and all regulations applicable to any of the company's activities.

## »» Avoid All Acts of Corruption

Per local and global anti-corruption laws, we refuse to promise, offer, commit to, pay, lend or transfer valuables to any agent or civil servant if the contribution is illegal. This includes from contributions in cash to indirect contributions, such as authorizing the civil servant to use the company's resources or facilities; legal contributions require the appropriate authorization of the Ethics Committee and must be recorded in accounting.

We reject any type of act of corruption. To give or accept bribes is illegal and unethical and may cause severe consequences for the people involved.

We are committed to carry out our operations with transparency and honesty; therefore, all of our transactions comply with anti-corruption laws and observe the obligation of keeping accurate and complete accounting books and records.

We cannot do indirectly what we are not authorized to do directly and therefore, we reject using intermediaries or third parties to make inappropriate or wrongful payments through them. Lack of awareness is no excuse for not observing anti-corruption laws. Before carrying out business with third parties or intermediaries, we must be sure of their good reputation and willingness to align to what is established in our Code.

Under no circumstance whatsoever is bribery and/or extortion allowed. If a person employed by Rotoplas Group is subject to any type of illegal proposition or pressure in carrying out their work, inside or outside of the organization, they must report it immediately to the Ethics Committee through the Rotoplas Trust channel to denounce it.

Also, if we know about a case in which another person of the company is being subject to some type of extortion and/or bribe, we are obliged to denounce it.

Fraudulent actions that are the result of scam or abuse of a mistake in which a person illegally takes a good or obtains an illicit gain will be severely sanctioned. We encourage collaborators to follow the guidelines below:

To denounce and fight against any act of corruption, such as: fraud, bribery and extortion.

Avoid obtaining advantages or benefits through an illicit method or outside policy.

Spread the value of integrity even when carrying out our role abroad and keep the same ethical criteria that we have in our own countries, complying everywhere with what is established in the Code.

Make sure that any payment made on behalf of or paid by Rotoplas Group is legal and has legitimate purposes.

Denounce any suspicion of or detection of corrupt or illegal activities through the institutional channel Rotoplas Trust. This communication must be made before taking any action regarding the people involved.

Corruption is a barrier that may arise anywhere: in companies, in government, in courthouses, in media and in civil society, as well as in all sectors, from health to education and from infrastructure to sports.

For more information, read our Integrity, Anticorruption and Conflict of Interest Prevention and Gifts Policy.



## >>> Compliance with Competition Laws

Fair competition creates a healthy market. It guarantees our clients more innovative products and services at a better price.

Rotoplas Group competes legally and with integrity, our unbreakable commitment is to comply with the laws that regulate the economic competition and avoid barriers for free concurrence in all the countries where we have operations. Wherever laws on economic competition are enforced that are applicable to a position, the collaborator of said position must know them and abide by them.

Among the main issues regulated by the corresponding laws are the prohibition of price fixing, of fraudulent bidding or of division or designation of markets, territories, or clients; also, the competition laws deter agreements, formal or informal, with suppliers, distributors, or clients that in some way restrict this right. These agreements may include product tying, price fixing for resale or refusal to sell to specific clients or purchase to specific suppliers. None of these matters should be addressed with competitors, partners, clients, etc., any implied or explicit reference must be rejected and notified to the Ethics Committee through the institutional channel Rotoplas Trust.

## >>> Compliance with the Import and Export Control Act

Rotoplas Group must follow all the national and multinational laws, federal and state regarding exportation. The Group must comply with the Foreign Trade Law which regulates and promotes international trade, increases the national economy's competitiveness and drives the efficient use of the productive resources of the country.

By complying with these laws, Rotoplas Group is appropriately integrated to the Mexican and international economy to contribute to the wellbeing of the population. Likewise, Rotoplas Group must abide by the Mexican Official Standards regarding foreign trade or, in their absence, by the standards that may apply locally.

## »» Contributions and Political Activities

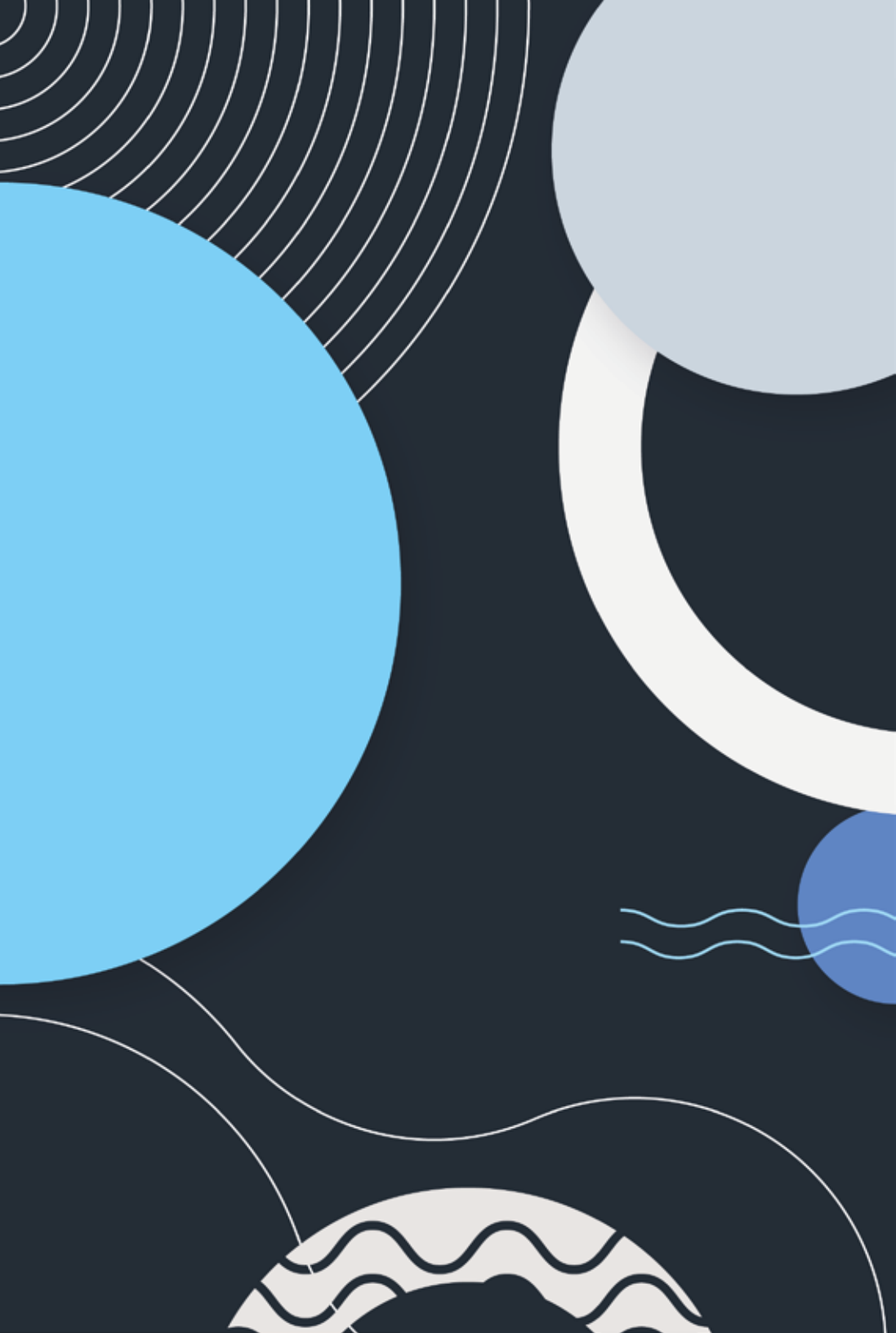
Rotoplas Group acknowledges and respects its personnel's right to participate in activities outside of the company, as in the case of political activities. In this case, these activities are expected to be legal and to not interfere with the duties and responsibilities contracted with the company nor that they compromise the company; they should be strictly carried out in a personal capacity.

A political activity is understood to be the exercising or developing of any personal activity of a political nature. It doesn't only include militancy or a position in a party, organization, or political association, but also being nominated as a candidate, participating in an electoral campaign, or serving in public office.

Also, it is understood as political contribution providing money, goods, services, rights or any other resource to political parties, associations, or organizations of a political nature, as well as to candidates that hold any position by popular election.

While exercising any political activity, Rotoplas Group must not be involved or related and its name, symbols, logos, or any other signs that may be associated to the company must not be used. It is not allowed for personnel to carry out political activities in the company's facilities or to use its resources for that matter. The company is not responsible in any case of its personnel's behavior when carrying out political activities. The occasional participation of the personnel in these activities does not imply in any way the political tendency of Rotoplas Group.





## 4.3 How do we treat our **clients, suppliers, and shareholders?**

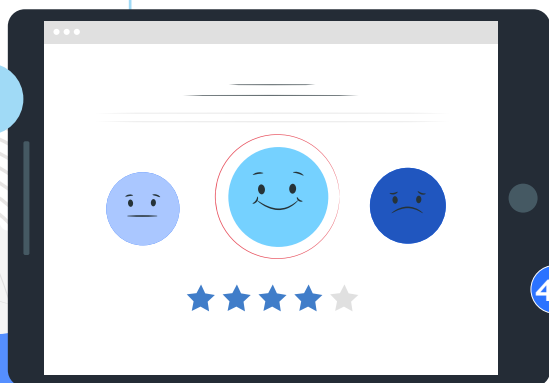
Our clients, suppliers and shareholders are our priority, we ponder their needs, at all times respecting the contractual specifications and monitoring that suppliers and commercial partners provide us with products and services of the highest quality.

We have the obligation to comply and demand standards for quality control for our management system, we work in absolute compliance with local laws, as well as with the internal control processes that promote a safe production of our products and satisfactory delivery of our services.

We assume the commitment of searching for suppliers and other commercial partners akin to this philosophy and way of doing business. We have proven that the best practices that we bring to the market are what define us as a company.

By competing with quality products and services, we maintain the reputation of Rotoplas. We will never try to limit the opportunity of competition of others with arguments based on acts of corruption, deceit or fraud. We disqualify strategies based on unfair commercial practices. This means that we exercise the necessary measures to avoid distorting information about the quality, characteristics or availability of our products and services.

Rotoplas Group undertakes efforts to forge solid relationships with suppliers to beyond the long term. During our selection process, we are guided only by our legitimate criteria regarding the business. We avoid the influence that could be originated through the exchange of gifts or by offering preferential treatment.



## >>> Correct Registration of Transactions and Preservation of Records

Due to the importance of complying with financial, legal, and administrative obligations, the records of the businesses of Rotoplas Group must always be prepared accurately and reliably.

All reports, invoices, timecards, payroll, service reports, evaluations and performance records, as well as other essential data, must be based on honesty.

Records that include data of collaborators, clients or suppliers are considered confidential and therefore, must be carefully safeguarded and updated. They can only be consulted for legitimate reasons and shared exclusively with personnel of Rotoplas Group that may need it for their work.

We restrict the exaggeration, inference or assumptions, legal conclusions and comments or disparaging characterization of people or companies. This statement applies to every type of communication, including e-mails and informal notes.

It is the responsibility of all the collaborators to strictly adhere to the rule that monitors the appropriate safeguarding of files. This includes safeguarding based on rules and legal demands and in compliance with the company's data privacy notice.

All information generated from financial records is confidential and must only be shared with duly authorized users.

All collaborators must refrain themselves from carrying out actions that may influence, exert coercion, manipulate or deceive any internal or external auditor or civil servant that is performing his/her duties.

Whenever a person may feel that they do not have the capability to fulfill their tasks because they are being pressured by a third individual that is abusing of their position, authority, or influence on the organization, they must report it immediately.

All collaborators must refrain from meeting requirements of superiors, subordinates, work colleagues, relatives, or friends if it conflicts with the interests of Rotoplas Group.

## >>> Quality and Accuracy of Public Information

The financial statements, accounting records, research reports, sales reports, expense accounts, attendance sheets and other documentation of Rotoplas Group must represent clearly and correctly the corresponding facts or the true nature of the transaction. Manipulation or alteration of documents goes against Rotoplas Group's policies and may constitute a violation of applicable laws.

The collaborators of Rotoplas Group must guarantee, within the scope of their responsibilities, that the financial records reflect the reality, that the controls are effective, that the reports and documents subject to review by the stock market authorities and any communication are made public promptly and that they include actual, accurate and complete information.

It is forbidden to distort the accounting records and/or information, or to falsify the operations, with the purpose to simulate the compliance of goals or objectives or for some personal gain.



## >>> Privileged Information

The collaborators acknowledge that the information generated and gathered in our company is a highly valuable asset.

The knowledge of relevant events that have not been disclosed to the public by Rotoplas Group through the Mexican Stock Exchange is considered privileged information for the purpose of the Securities Market Law. It is not necessary for the individual to know all the characteristics of the relevant event to have privileged information, if the part he or she has access to may influence the quotes or prices of Grupo Rotoplas stocks.

A relevant event is understood to be an act, fact or occurrence of any nature that may have an influence on the stock price, and those that are occasionally issued through general dispositions of the National Banking and Securities Commission or the corresponding regulating authority.

It is forbidden to use privileged information of any of the subsidiaries of Grupo Rotoplas for personal or third-party gain, since this information has not been disclosed to the general public.

Grupo Rotoplas encourages all collaborators to safekeep the company's confidential information, even after the collaborators has left the company, on the understanding that the only owner of said information is the company itself.

Individuals with access to privileged information as stated by the Securities Market Law and related dispositions or that are locally applicable, must take the necessary measures to avoid disclosing or filtrating said information to unauthorized individuals.

Collaborators that carry out activities as professors, speakers or students must abstain from using confidential information of Rotoplas Group, only being able to use public information.

For more information, read our Privileged Information Policy.

## 4.4 How do we treat the **community and the environment**?

The Rotoplas Style establishes values that, besides allowing us to work and coexist inside the company, improve the environments in which Rotoplas Group develops.

### >>> Sustainability

In Rotoplas Group we have said our Sustainability Strategy which consists of 3 fundamental approaches: people, the planet and the economic benefit arising from the development of our business. The commitments and actions that describe this strategy are as follows: (i) Corporate Governance and Ethics, (ii) access to solutions, (iii) Circularity and Climate Change, (iv) water availability, (v) users' life quality and (vi) driving talent. This way we seek to distribute economic, social, and environmental value through our business activities.

### >>> Social and Environmental Responsibility

We maintain a seamless communication with the stakeholders, and we work closely with our communities to promote legislation, regulations and practices that safekeep the environment.

We respect the environment, the communities, and their customs. We adhere to the law and regulations in our operation, and we ensure the use of non-toxic and/or biodegradable materials and substances that contribute to the society's wellbeing.

In Rotoplas Group, we have assumed a commitment with the environment, safety and health, as well as with the social interests of the communities in which we operate. As part of this commitment, we lowered the environmental impact of our operations to a minimum through the active promotion and development of initiatives that improve our sustainability profile; for example, by optimizing the energy, fuel and water consumption and increasing safety and lowering the emission of pollutants.

Also, we have assumed the commitment to comply with the legal, health, safety, and environmental requirements of all the locations in which we operate. These actions are part of a comprehensive aspect of the design of our products and services, as well as of the management of our products' life cycle.

In the framework of Rotoplas Sustainability strategy, we are looking to create value in the communities of influence, such as our collaborators. This way we drive volunteer initiatives that generate a positive impact:

### **The Communities**

Volunteer service has a core position in consolidating and strengthening the relationships with the communities, building bonds in which the recipients take part in activities and contribute to improving their environment.

### **Our Work Teams**

Our collaborators share the same intention of giving back to the community and in being able to help their fellowmen. They feel proud of contributing to the company's purpose while developing new skills and competencies, it is part of the internal value we want to achieve.

The company's volunteering activity must adjust to this Code, to the strategic plans, to the institutional policies and to the Sustainability Strategy of Rotoplas Group.



## Chapter 5

# EXAMPLES AND CONSEQUENCES OF VIOLATION OF THE CODE





# Examples and consequences of violation of the code

With the purpose of explaining to everyone subject to the Code some of the conducts that are considered violations, situations that will lead to labor, civil or even criminal consequences are described as follows:



Negligently disregard the policies, standards, and practices for the appropriate management of the companies, with serious harm to said companies and their products.



Fail to comply with the safety and hygiene standards that endangers the life of the staff, one's own life or the goods of the company.



Fail to comply with the legal dispositions that lead to sanctions from the authorities, property damage or future contingencies for the company.



Discriminate, intimidate, or signal out another person because of their race, color, sex, age, place of origin, faith, sexual preferences, or disability.



Sexual or work harassment, or any kind of harassment directed to the personnel.



Consume, distribute, transport, sell and possess any kind of substance or drug inside the workplace.



Legally compromise the company without having the authorization or evidence for such purpose.



Carry out operations for personal, familiar, or third-party gain, detrimental to the company.



Carry out any type of sale, collection, group savings pool, raffles, etc. among collaborators and inside the company's facilities.



Influence, exert coercion, manipulate or deceit any auditor that is carrying out an investigation or review in the company.



Hide and omit informing in a timely manner any violation of the Code.



Falsify, alter, or distort accounting records.



Report fictitious operations of the company regarding sales, purchases, loans, financing, expenses, among others.



Request or authorize unsupported traveling expenses or unrelated to the business' interest.



Falsify or fraudulently alter internal vouchers and records.



Disclose or share usernames and passwords of applications, e-mail accounts and other personal and confidential accesses.



Extract resources or use them unnecessarily and excessively in detriment of the company.



Fail to comply with the IT safety standards and thus increasing the risk for intangible assets, affecting confidentiality, availability, and privacy.



Fail to observe the principles of exemplary and moral behavior during the events held outside of the company's facilities where the company and its products are being represented.



Groundlessly denounce and in bad faith an innocent person.



Alter the free competition in the market through the assignment/denial of sales pipelines and fixation of authorized prices.



Violate the principles of impartiality during the selection of suppliers or assignment of jobs.



Directly or indirectly cause damage to the environment outside of the internal policies and regulatory laws of every locality.



Profit from any present or retribution from suppliers, competitors, or clients for personal or third-party gain.

# Consequences of the Non-compliance of the **Code of Ethics and Conduct**

The violations to the Code are subject to sanctions and will be applied to every person who authorizes, directs, approves, or participates in violations. As well as to collaborators who intentionally did not report the violations or notified their superiors.

The severity of the sanctions will be determined based on the seriousness of the infringements committed and will be evaluated and handled by the Ethics Committee. In the case of severe violations, possibly constituting a crime, sanctions may be result in a criminal charge. Rotoplas Group establishes a criterion of sanctions that begins with a warning (verbal or written reprimand), establishment of an improvement plan and record on the employment file up to termination of the working relationship, including notification to the corresponding civil, commercial, and legal authorities.

In the case of doubts regarding a violation to this Code, or if there is a controversy regarding an infringement, the Ethics Committee will determine the existence of such violation, and if applicable, will impose the corresponding sanction to the potential infringer.

Sanctions will be imposed through a consequence management process, in which the local head of Human Capital, the immediate superior of the infringer and the infringer will participate. Lastly, it is noted that also equal disciplinary measures will be imposed on collaborators that:



Order, take part in or authorize conducts contrary to the Code.



Intentionally omit notifying the company about violations to the Code or have been hiding or holding information relevant to said violations.



Abandon their responsibility to look after and supervise personnel (senior management or management) assigned to them. The lack of timely measures for denouncing and correcting conduct that violates the Code will be sanctioned.



Exert direct or indirect retaliation, or urge others to do so, to avoid or discourage denouncements regarding an alleged violation of the Code.

Chapter 6

# WAYS TO DENOUNCE



## ✦ Ways to denounce

Rotoplas Group makes available to its collaborators and any other interest group, a telephone line and a website that offers the service with which you can denounce and/or report any matter related to any violation of the Code, of the company's policies and/or of the law.

This channel is called Rotoplas Trust, and it gives the opportunity to report any irregularity in a safely, confidentially, and even anonymously.

# TRUST ROTOPLAS

-IN DIRECT LINE WITH YOU-

Rotoplas Group is counting on you to always do what is right, and if you have any questions, always ask your supervisor, immediate boss, or Human Capital leader for guidance; they should guide you as to what the correct action is to take and/or they will channel you for consultation with the company's Ethics Committee.

Express your concerns and obtain the answers you need. If you see, suspect, or know of an activity that violates the Code, policies, or the very law, you must report it. Ignoring this situation or waiting for someone else to have the initiative may seem simple, but unethical or illegal conduct affects us all.

When using Rotoplas Trust, do so responsibly and honestly, provide information regarding time, ways, and place, as well as proof, witnesses, and detailed information. Everything in your reach will help the company provide you with better attention and put at your disposal the established protocols. Live by our values and help us support them.

## Your report is anonymous

and administered by a independent company to **Rotoplas**

# Report it!



### 1 By phone:

Check the table of telephone numbers.



### 2 Online:

Enter to:

<http://secure.ethicspoint.com/domain/es>

Name of the organization: **Grupo Rotoplas**

## Table of Telephone Numbers

Country	Phone
Argentina	0-800-288-5288
Brazil	0-800-890-0288
Costa Rica	0-800-011-4114
El Salvador	800-1785
United States	1-888-601-6766 ( <i>línea directa</i> )
Guatemala	1-800-624-0091
Honduras	800-0123
Mexico	01-800-288-2872
Nicaragua	1-800-0164
Peru	0-800-50-000

**Ext. 18-88-60-16-766**

opt. 1 (*Spanish*)

opt. 2 (*Portuguese*)

We know that to express your concerns takes courage. It is forbidden to discourage any person from ethically reporting a concern; this is considered a serious offense.

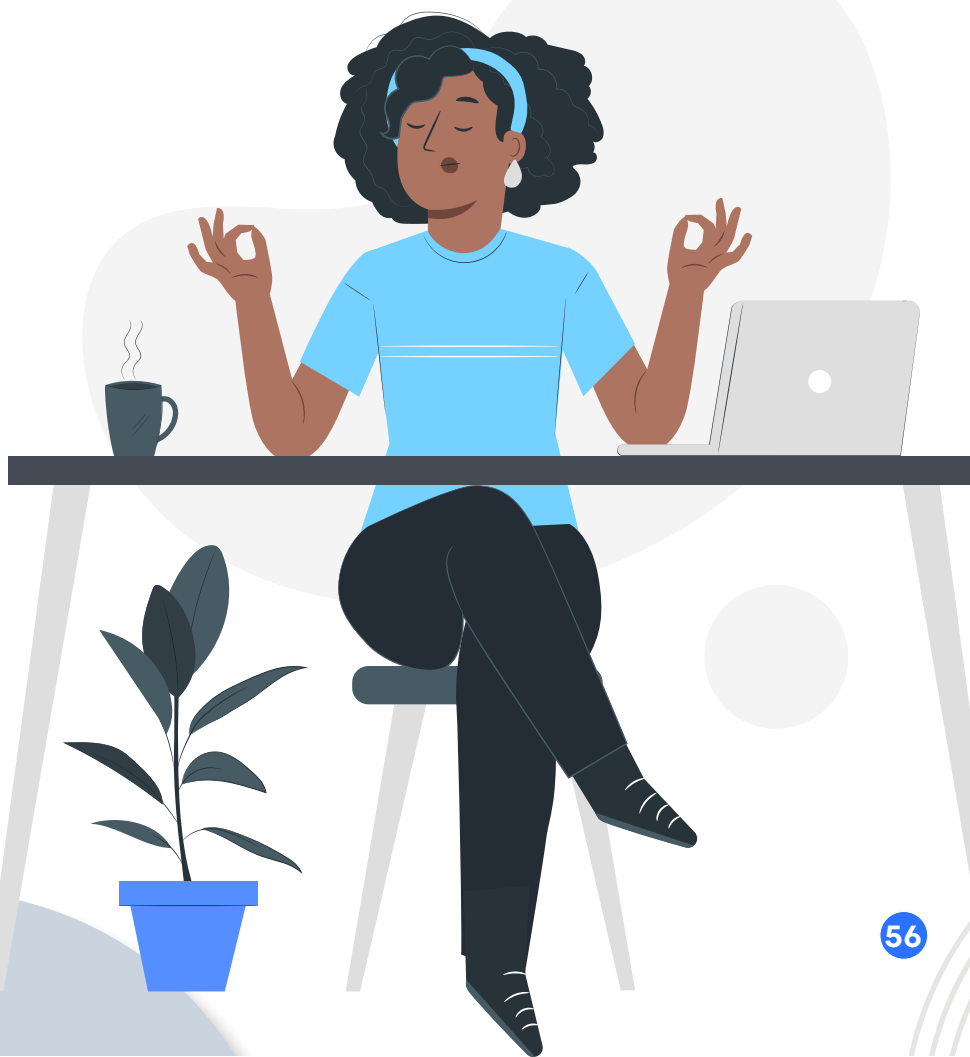
Rotoplas Group does not tolerate retaliation against people that denounce or collaborate in an investigation. Acts of revenge or pressure are strictly forbidden and are linked to equal disciplinary actions. If you think that retaliation has been made against you for reporting an irregularity or voicing a concern, report it to the Ethics Committee.

At Rotoplas Group, we promptly investigate all the reports of wrongful conduct. We manage the information in compliance with confidentiality standards. If you are asked to collaborate in an investigation, supply complete and objective answers, and avoid spreading sensitive information that may compromise the process.

When we talk about what is wrong, we defend our values and our Code. Denouncing is a right, and you can exercise it freely, if you do so in good faith, even if you make a mistake. Deliberately providing false information is an action contrary to our values and the person who does so is assuming the risk of being sanctioned.

## Chapter 7

# ETHICS COMMITTEE RECOMMENDATIONS







## ETHICS COMMITTEE RECOMMENDATIONS

You must know that Rotoplas Group has its own Ethics Committee, an organism made up of collaborators of various levels, areas and work centers that have been strategically selected by the company to surveil, attend to, and sanction any irregularity or concern reported in Rotoplas Trust.

This Committee oversees creating policies and materializing the work so that everyone can raise their voice safely and alert the organization when a situation is damaging the work environment or is affecting the company's interests.

The collaborators and people related to the company must act replicating the Rotoplas Style and with a "zero corruption" approach. If there are any doubts or controversy regarding actions that may seem to compromise what is stated in the Code of ethics and Conduct, consult the Human Capital area or Legal area to confirm the scope of our policies.

The Committee is, without a doubt, on the side of the collaborators that work under the protocols that observe the legislation of every location and give preference to the defense of Universal Rights.

Lastly, we ask for your help to daily reinforce the commitment of behaving honestly and transferring all the guidelines set forth in the Code to all activities we carry out in Rotoplas Group, as well as to make sure that we comply with the corresponding training. We are counting on you to make this possible.

If you would like more information, read our Rotoplas Group Ethics Committee Management Policy and the Denounce Channel Rotoplas Trust.

*Thank You Very Much!*



Yours Sincerely  
**Rotoplas Group Ethics Committee**

**rotoplas.com**  
**acqualimp.com**



**RotoplasMexico**



**01 800 506 3000**