



GENERAL DOCUMENTATION	DG-PO2-Rev2
Code of Ethics Policy	Applicable as of: 17/January/2020 There is no prior document

The following principles are compulsory to all staff working at Ecobella S.A.S:

- Applicable Argentine laws and regulations shall be observed.
- All employees shall work under safe and healthy conditions.
- Neither any employee or any person shall suffer from any physical or psychological violence or any other kind of misuse of power.
- No one shall be discriminated because of race, complexion, religion, sex, age, physical capacity, sexual or political interests.
- Child labor shall not be allowed and the International Labor Organization regulations shall be observed.
- Forced work shall be prohibited and all employees shall be free to resign with duly prior notice.
- All employees shall be free to join any trade union and to bargain collectively according to law.
- All products shall comply with the quality and safe requirements established by customers and shall be safe according to their purpose.
- The company shall take all the measures to take care of the environment.
- Business procedures shall be pursued with absolute transparency. No bribery, payments, gifts or benefits shall be offered to any person, suppliers, contractors, commercial or government partners that may influence their commercial decisions or that may interfere with the performance of their duties. Money laundering shall not be allowed under any circumstance.
- The data privacy of customers, suppliers, our own employees and business partners shall be respected.
- Any legislation according to use of lands, property or use right shall be observed.
- All employees are required to give notice to any breach of these principles made either by customers, suppliers or employees and no reprisal shall be allowed.
- These principles are compulsory to all suppliers and to all their supply chain.

The Board

Agustín Vierheller

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