

## COMPLIANCE WITH LAWS AND ETHICAL STANDARDS

The Fitesa group is committed to the highest standards of integrity in business in line with best international practice.

Our values are:

- Confidence
- Simplicity and Frugality
- Respect for the Individual
- Transparency
- Honesty and Integrity

### I. General undertaking

You hereby agree that your business conduct is and will be within the ethical and other standards set out in this Annex. You shall also ensure that all of your Affiliates, agents and contractors and any other party acting on your behalf complies with this Annex. "Affiliate" shall mean any company or entity which directly or indirectly owns or controls you, any company or entity which is directly or indirectly owned or controlled by you and any company or entity which is under common direct or indirect ownership or control with you.

### II. Compliance with Applicable Laws

In this Annex "Applicable Laws" shall mean all applicable laws, rules, regulations, guidelines and administrative requirements that may apply to you in any jurisdiction in which you are located or in which you conduct business, including without limitation those relating to: (a) customs, intellectual property, fair competition, employment, working conditions, environmental matters and health and safety; (b) the development, manufacture, marketing, sale, distribution, use or registration of chemical substances; and (c) anti-bribery and corruption.

You hereby undertake to comply with all Applicable Laws as well as meet your financial, tax and social obligations relevant to your line of business. You shall also monitor any person who performs services for or on your behalf in relation to matters within the scope of any agreement between you and Fitesa and ensure their compliance with all Applicable Laws in relation to such matters.

### III. Elimination of child labor

You shall not allow the hiring of workers aged below the minimum age established by Applicable Laws.

### IV. Elimination of all forms of forced or involuntary labor

You shall not use any type of forced or involuntary labor.

### V. Health and safety

You shall provide a safe and healthy working environment to your employees, with the guarantee of access to clean water, clean bathrooms, individual and collective safety equipment as needed and training for its use, taking appropriate measures to prevent accidents and injury to health. Health, safety and other standards of the workplace must comply with all Applicable Laws.

## VI. Freedom of association and right to collective bargaining

You shall respect and comply with all Applicable Laws regarding the rights of employees to form or join trade unions and bargain collectively, and shall ensure that employees are able to exercise those rights free from any form of retaliation, intimidation or harassment.

## VII. Elimination of discrimination

You shall not discriminate by race, class, nationality, religion, disability, gender, sexual orientation, union or political membership, in recruitment, promotion, training or dismissal.

## VIII. Disciplinary practices

You shall treat all your employees and collaborators with dignity, not using corporal punishment, psychological or physical coercion, harassment or sexual or verbal abuse.

## IX. Conditions of employment

You shall comply with all Applicable Laws and regulations regarding working hours, requirements for intervals, minimum wages, overtime pay and paid leave.

## X. Environment

You shall comply with all Applicable Laws relating to the environment. You shall endeavour to continuously improve your environmental protection measures and to maintain, protect and restore the environment, for example through energy conservation, recycling and proper disposal of waste and water management, as well as environmental recovery.

## XI. Anti-corruption laws

You undertake to observe, comply with and enforce Anti-Corruption Laws. "Anti-Corruption Laws" shall mean any and all applicable laws relating to anti-corruption or anti-bribery including without limitation the US Foreign Corrupt Practices Act of 1977, the UK Bribery Act of 2010 and the Brazilian Anticorruption Law 12.846/13 of 2013. In particular, you shall not:

- i. use funds for an illegal or improper purpose;
- ii. make illegal payments, whether direct or indirect, to third parties, public officials, political parties, politicians or political candidates (including their families), whether foreign and domestic;
- iii. perform any illegal or improper act to obtain or retain any business, transaction or undue commercial advantage.

In order to comply with the above, you shall maintain appropriate and adequate policies and procedures to ensure full compliance with the Anti-Corruption Laws.

By signing this Annex you undertake:

- i. to comply with all of the terms of this Annex;
- ii. to communicate the terms and requirements of this Annex to all of your employees, agents and contractors and any other party acting on your behalf;
- iii. to provide Fitesa promptly with any and all information reasonably requested to confirm or in connection with your compliance with this Annex;
- iv. to notify Fitesa promptly of any breach of this Annex; and
- v. to implement promptly remedial or corrective action to address any such breach of this Annex and promptly report to Fitesa on such action.