

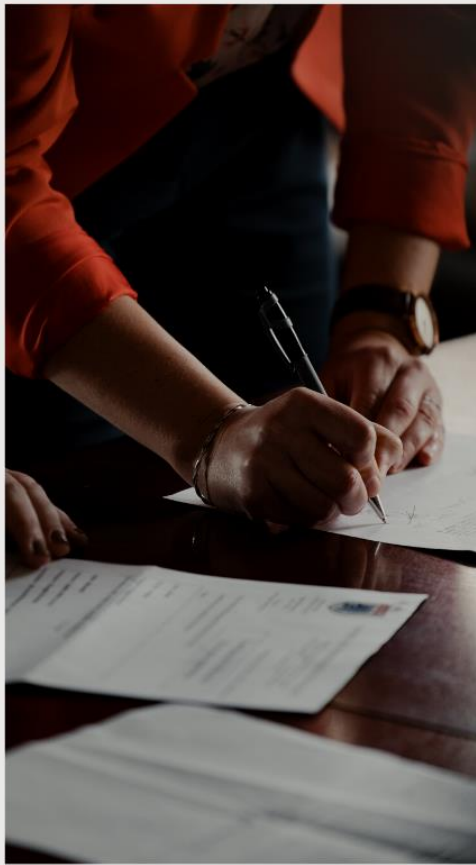


SUPPLIER CODE OF CONDUCT



This Supplier Code of Conduct applies to all third parties with whom Fitesa has an active business relationship for the supply of goods or services to Fitesa (including without limitation raw materials, machinery, and equipment) or services.

Fitesa reserves the right to modify this Supplier Code of Conduct from time to time. Suppliers are expected to comply with the latest version of this Supplier Code of Conduct posted on Fitesa's website at: www.fitesa.com



Fitesa is a leader in the nonwoven industry, specializing in providing innovative fabrics for the hygiene, healthcare, and industrial markets. We manufacture and sell our products across the globe and build our business on the aligned values of the company and our employees.

Fitesa is committed to conducting business with honesty and integrity and in compliance with all applicable laws and regulations. Fitesa has embraced the concept of responsible corporate behavior through the adoption of a Code of Conduct (Ethics Policy) and various other policies, and through participation in the United Nations Global Compact. Fitesa's Code of Conduct (Ethics Policy) sets out the standards to be followed in relation to all actions taken and activities conducted on behalf of Fitesa; it seeks to promote honest and ethical conduct.

This Supplier Code of Conduct, which follows the principles of Fitesa's Code of Conduct (Ethics Policy) and the United Nations Global Compact, is designed to align the ethical objectives and conduct of all Fitesa's suppliers worldwide (each a "Supplier"), with the standards that Fitesa applies to its own operations and personnel. Fitesa expects each Supplier to comply with the principles described below in all transactions conducted with Fitesa ("Transactions") and with its business relationship chain.



GREEN PROCUREMENT

Fitesa is constantly seeking new ways to evolve and grow in dynamic and responsible ways and is committed to working towards a sustainable society.

Whitin the environmental sustainability pillar, Fitesa supports and encourages operating practices and production systems that are sustainable. This is an integral part of Fitesa's supply strategy and supplier development. Fitesa expects our Suppliers to continuously strive towards improving the efficiency and environmental sustainability of their operations, which includes carbon footprint reduction programs.

Listed below are a few ways through which Fitesa aims to integrate our purchasing and sustainability policies:

- We shall encourage and prefer eco-friendly products, which have a lower carbon footprint.

- We shall prefer to purchase from a source that is less polluting or uses clean technology.

- We shall encourage and prefer vendors who use recycled packaging material. The possibilities of further reuse and/or recycling shall be explored.

COMPLIANCE

WITH APPLICABLE LAWS

SANCTIONS

Suppliers shall comply with all applicable trade, financial or economic sanctions, embargoes and export/import control laws, regulations, orders and policies, or similar restrictive measures, approved, adopted or implemented by the United Nations, the European Union, the United States of America (including without limitation its Office of Foreign Assets Control (OFAC), the US Department of State and the US Department of Commerce) or, as applicable to either party, any other jurisdiction (“Sanctions”) and shall not take or omit to take any action that may cause Fitesa or its affiliates to violate any applicable Sanctions. As a condition of concluding any Transaction: (i) Suppliers represent and warrant that they are not owned, or controlled by, or acting on behalf of any person or entity that is specifically designated under Sanctions, including without limitation a person or entity listed on the Office of Foreign Assets Control Specially Designated Nationals and Blocked Persons List (OFAC SDN List), the United Nations Security Council Consolidated Sanction List, the Consolidated List of Persons, Groups, and Entities subject to European Union Financial Sanctions, the Consolidated List of Financial Sanctions Targets and the Investment Ban List maintained by Her Majesty’s Treasury of the United Kingdom, or any other list of a similar nature maintained by a relevant authority (a “Sanctioned Person”); (ii) Suppliers shall not employ in connection with any Transaction any financial resources, assets, or securities owned, originated or derived from any Sanctioned Person; and (iii) Suppliers shall not use any funds originating or derived from any Transaction to finance any prohibited activities under applicable Sanctions.

GENERAL COMPLIANCE

Suppliers shall at all times comply with all applicable laws, rules, regulations, guidelines, and administrative requirements that may apply to a party in any jurisdiction including without limitation those relating to the development, manufacturing, marketing, sale, distribution, use, and/or registration of the Products or any chemical substances (including without limitation the regulations for the registration, evaluation, authorisation and restriction of chemicals (REACH)), anti-bribery and corruption, customs, data protection, employment and working conditions, environmental matters, export control, fair competition, health and safety, intellectual property, and sanctions and embargoes (“Applicable Laws”).

COMPLIANCE

WITH APPLICABLE LAWS

ANTI-CORRUPTION LAWS

Suppliers shall at all times observe, comply with, and enforce the US Foreign Corrupt Practices Act of 1977, the UK Bribery Act of 2010, the Brazilian Anticorruption Law 12.846 of 2013, and all other applicable laws relating to anti-corruption or anti-bribery (“Anti-Corruption Laws”) and shall maintain appropriate and adequate policies and procedures to ensure compliance with Anti-Corruption Laws. Suppliers shall not use funds for an illegal or improper purpose, make illegal payments (whether direct or indirect), to third parties, public officials, political parties, politicians or political candidates (including their families), whether foreign or domestic, nor perform any illegal or improper act to obtain or retain any business, transaction, or undue commercial advantage.

DATA PROTECTION LAWS

Suppliers shall comply with Regulation (EU) 2016/679 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (GDPR) and all other applicable laws relating to the protection of personal data. Suppliers acknowledge that any information relating to an identified or identifiable natural person, including without limitation business contact details of either party’s employees, contractors, or representatives, which is communicated to the other party in connection with any Transaction, will be subject to data processing. Suppliers agree to only use such personal data in the performance of Transactions and not to transmit such personal data to third parties except for a lawful purpose. Personal data may be retained for as long as necessary to manage and perform Transactions and to comply with Applicable Laws.

COMPLIANCE WITH ETHICAL STANDARDS

CONDITIONS OF EMPLOYMENT

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

FINANCIAL, TAX, AND SOCIAL OBLIGATIONS

Suppliers shall meet their financial, tax, and social obligations relevant to their business and operations.

DISCIPLINARY PRACTICES

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

ELIMINATION OF CHILD LABOR

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

ELIMINATION OF FORCED OR INVOLUNTARY LABOR

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



COMPLIANCE

WITH ETHICAL STANDARDS

ENVIROMENT

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

HEALTH AND SAFETY

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

FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING

Suppliers 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.

ELIMINATION OF DISCRIMINATION

Suppliers shall not discriminate by race, class, nationality, religion, disability, gender, sexual orientation, union, or political members during recruitment, promotion, training, or dismissal.

MISCELLANEOUS

APPLICATION TO THIRD PARTIES

Suppliers shall procure that their affiliates, agents, contractors, and all other parties performing services or otherwise acting on their behalf in connection with any Transaction shall comply with all requirements of this Supplier Code of Conduct. To ensure compliance with this Supplier Code of Conduct, all Suppliers shall communicate the terms and requirements of this Supplier Code of Conduct to all of their affiliates, employees, agents and contractors, and any other party acting on their behalf in connection with any Transaction, and they shall monitor the conduct and performance of such persons to ensure compliance. Fitesa recommends that Suppliers implement appropriate policies, management systems, procedures, and staffing to meet the expectations of this Supplier Code of Conduct.

AUDIT RIGHTS, PROVISION OF INFORMATION, AND REMEDIAL ACTION

Fitesa reserves the right to verify the Supplier's compliance with this Supplier Code of Conduct.

Suppliers shall promptly provide Fitesa with any and all information reasonably requested in connection or confirmation of its compliance to this Supplier Code of Conduct. Suppliers shall promptly implement remedial or corrective actions to address any instances of non-compliance.

If any instance of non-compliance with this Supplier Code of Conduct is not promptly remedied to Fitesa's reasonable satisfaction, Fitesa reserves the right to revise, suspend, or terminate any supply agreement and/or any Transaction between Fitesa and the Supplier.

The image shows a large industrial facility with several tall, white cylindrical storage tanks. In the foreground, there is a sign with the 'fitesa' logo in a dark blue, lowercase, sans-serif font. The sign is mounted on a dark blue base. The background shows a white semi-trailer and a building with a corrugated metal roof. The ground is covered with gravel and some large rocks.



REPORTING CONCERNS

If any Supplier is aware of any violation or potential violation of this Supplier Code of Conduct, or any Fitesa policy, or Applicable Laws, we recommend reporting such violation or potential violation to Fitesa using Fitesa's available communication channels – www.fitesa.com/contact-us