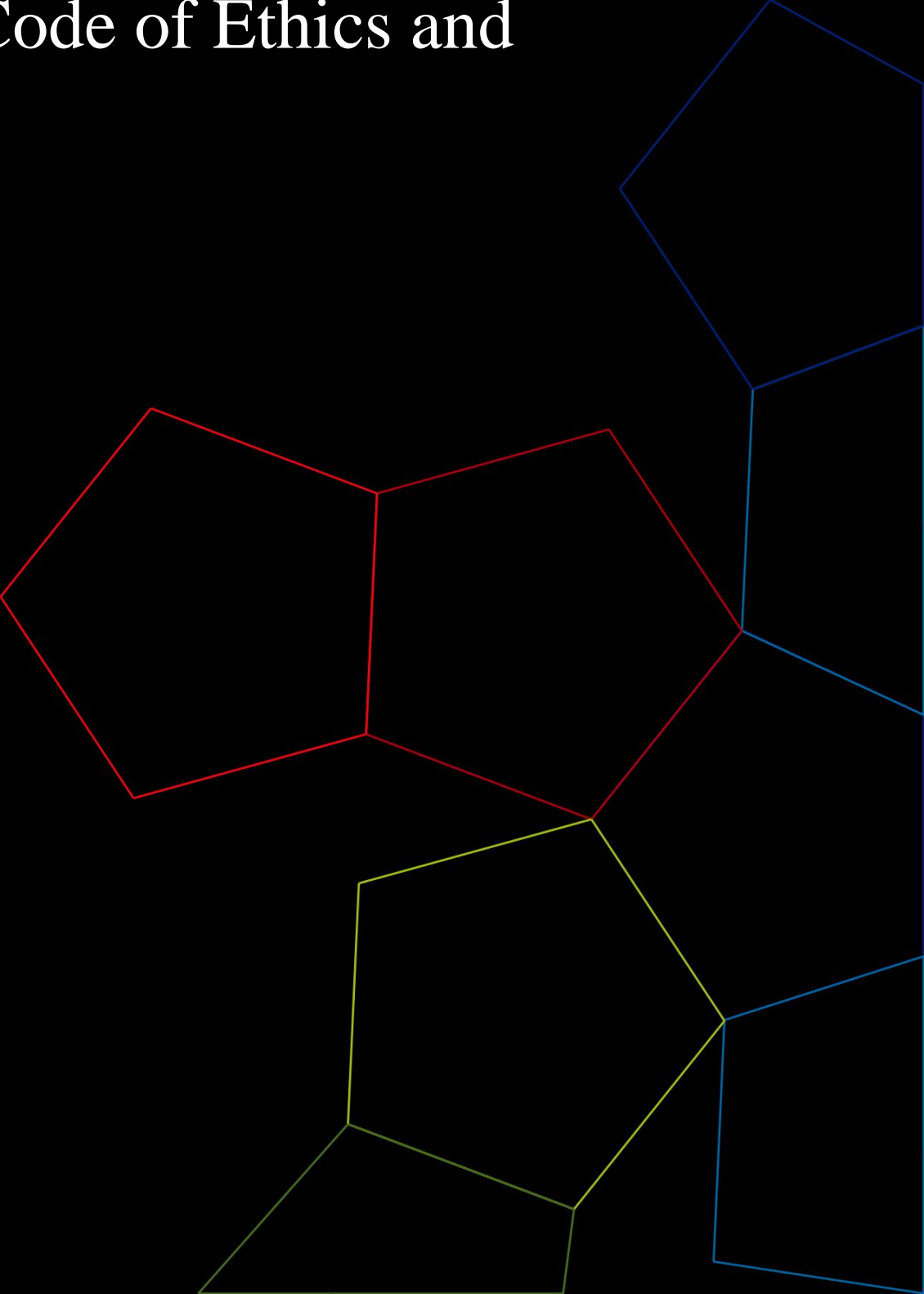
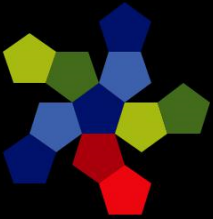
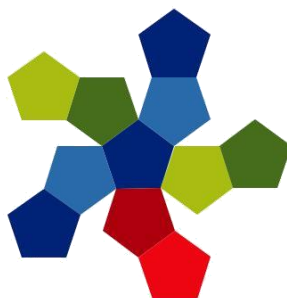


# Suppliers' Code of Ethics and Conduct





Grupo  
**Dynasol**

# PURPOSE

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To establish general guidelines that govern the conduct of our suppliers and their outsourced suppliers, including all their employees when fulfilling their functions and commercial and professional relationships with the **Dynasol Group**, acting according to the laws and culture of the country, and respecting ethical principles.

This code does not pretend to cover all possible situations that may arise in the workplace; but establishes minimal conduct guidelines that may guide suppliers in their actions as they carry out their professional activities with the **Dynasol Group**, according to the laws of the country, and respecting its ethical principles.

## Scope

Compliance with the principles and norms included in this document applies to the entire chain of suppliers, and their own outsourced suppliers, as well as their outsourced personnel, external consultants, temporary personnel, interns, and other suppliers, that lend their services to the **Dynasol Group**, as well as in other places where the Dynasol Group is head of management.

## Legal framework

- Safety, Health, and Environment Policy (Code PC-DO-001)
- Norm of Code of Ethics and Conduct for Dynasol employees (Code NC-RH-001).



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### 1. Complying with laws and Labor Organizations

A supplier of **Dynasol Group** is committed to carrying out all its activities according to current legislation, and to comply with all legal provisions.

Furthermore, suppliers and their employees will integrally respect the obligations and commitments assumed by the Company in its contract relationships.

No supplier of **Dynasol Group** will collaborate with third parties in the violation of any law, nor participate in activities, that even though legal, may compromise abiding by the principle of legality, damage the **Dynasol Group's** reputation, or damage the Company image in the markets vis-a-vis customers, regulators, or interested parties.

### 2. Human Rights

Any supplier of **Dynasol Group**, in addition to complying with current applicable legislation, shall respect international human rights, including all rights set forth in the International Letter of Human Rights, and any related principles established in the International Labor Organization Declaration, with respect to the Principles and Fundamental Rights in the Workplace, and to the 8 Fundamental Agreements that form the same.

The responsibility of respecting human rights for our suppliers, includes, but is not limited to:

- Maintaining labor practices with its employees that conform to national and international laws
- Eliminating all forms of forced labor
- Eradicating child labor
- Treating all employees with dignity and respect
- Ensuring that work conditions and atmosphere conform to applicable national and international laws



### 3. Health, Safety and Environmental Protection

#### a) Health and Safety

The supplier assumes a commitment to maintaining a safe company, and sustainable operational processes, and that all workers working at any **Dynasol Group** site will do so, under the highest safety and health conditions, with zero tolerance for unsafe actions and risk situations.

The supplier and its employees must know and comply with all health and safety regulations in the workplace, and shall safeguard their own safety and the safety for others, through the following preventive measures.

Accessing and remaining in work facilities and centers under the influence of drugs, alcohol, or hallucinogenic substances is prohibited, as well as ingesting, distributing, and/or consuming any of those substances during the work day.

#### b) Environmental Protection

The supplier is committed to carrying out its activities in such a way that negative environmental impacts are reduced, and also assumes a commitment to develop and implement processes, systems, and procedures that are mindful of the environment, based on:

- Using electric energy efficiently in its facilities and activities, in order to preserve natural resources, reduce atmospheric emissions, and contribute towards moderating climate change.
- Promoting legal compliance and environmental impact control, according to the applicable rules of the **Dynasol Group**.

The supplier shall be prepared for emergencies, and keep an action plan that allows minimizing or eliminating damages towards people, equipment, facilities, the community, or the environment.



#### 4. Ethical Behavior, and measures against bribes and corruption

The supplier must maintain at all times an ethical behavior that allows for legitimate and productive relationships. It must act with honesty and integrity in all commercial contacts and relationships.

The supplier must establish mechanisms to avoid corruption and bribes of all kinds in carrying out its activities.

Inappropriate events include, but are not limited to the following:

- Making or offering, directly or indirectly, any payment in cash, in kind, or any other benefit, to any person or association in the following cases:
  - ✓ To any public or private authority, political party, or candidate for public office, with the objective of illegally obtaining or maintaining businesses or other advantages.
  - ✓ Abusing of its influence, real or apparent, to obtain from any public or private authority or entity any business or other advantage.
  - ✓ When there is knowledge that some or all of the money or goods will be offered or given, directly or indirectly, to any public or private authority, entity, political party, or candidate for public office, with any of the aforementioned objectives.
  
- ▶ Making payments in order to enable or quicken any granting of documents, consistent with exchanging money or anything else of value for ensuring the process of documents or any other judicial process in any official entity.
  
- ▶ Specifically, the supplier will not carry out, offer, or accept any cash, goods, or any other benefit from any person or association, with the objective of obtaining or maintaining any business or advantage for themselves or a third party, that may result in a conflict of interest between the supplier or the third party and the **Dynasol Group**.



**Offering and accepting gifts or personal favors.** Offering and receiving money, gifts, courtesies, tickets for cultural and sport events, or any other type of benefit, in any negotiation or relationship carried out with the **Dynasol Group** is forbidden.

Regarding this rule, gifts and favors are allowed provided that they meet the following criteria:

- They are allowed by the applicable laws of each country, as well as by the ethical principles of their respective cultures, and by internal rules;
- They don't go against the ethical and transparency values adopted by the **Dynasol Group**
- They are given or received in a transparent and sporadic form, as a commercial practice or social courtesy that is generally accepted, or they are objects or courtesies that have a symbolic or economically irrelevant value.
- They are not equivalent to amounts of money or goods that are easily liquidated for cash

### Corruption

Corruption appears when employees use non-ethical practices to obtain a benefit or advantage for the Company, for themselves, or for a third party.

Do not, under any circumstance, offer, grant, request, or receive any kind of bribe, gratuity, gift, benefit, or covered payment that is of illicit or non-ethical character.

Do not unlawfully grant money or any kind of gratification in order to expedite the attainment of an end. It is also forbidden to request or condition a negotiation to the reception of a service, courtesy or gift.





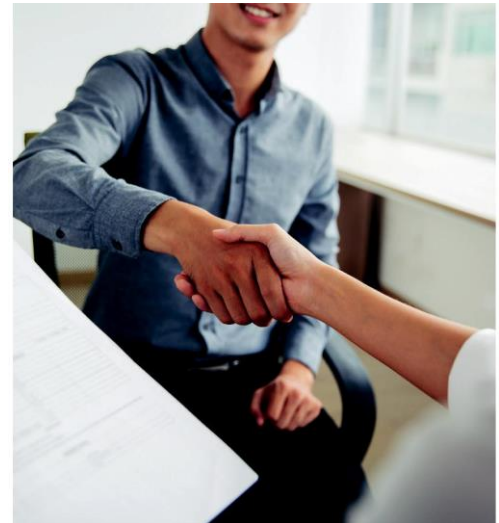
Specifically, the supplier will not carry out, offer, or accept any cash, goods, or any other benefit from or to any person or association to obtain or keep any business or advantage for itself or for a third party, in such a way that may generate a conflict of interest between the supplier or the third party and the **Dynasol Group**.



### 5. Supplier Responsibilities

**Dynasol Group** suppliers are committed to:

- Respecting the Code of Ethics, during its relationship as a supplier of the **Dynasol Group** companies
- Participating in verification activities of this Code of Ethics that the **Dynasol Group** may establish
- Implementing corrective measures, when necessary resulting from any verification activity that the **Dynasol Group** may have carried out in its organization



- The **Dynasol Group** provides to its suppliers a communication channel to report any noncompliance with this Code of Ethics or with the Norm of the Code of Ethics and Conduct for the **Dynasol Group** employees (Code NC-RH-001), through a Transparency Inbox: [buzon.transparencia@dynasol.com](mailto:buzon.transparencia@dynasol.com). All reports will always be kept confidential, and the Dynasol Group prohibits any reprisal for having reported in good faith ethically questionable situations or irregularities that breach the ethical conduct of its employees or suppliers.

### 6. Relationships with suppliers

- The commitment of the **Dynasol Group** is to maintain balanced and honest business relationships with our suppliers. The selection process of suppliers of the **Dynasol Group** is carried out impartially and objectively, and so their employees must apply quality and cost criteria in that process, avoiding any conflict of interest or favoritism in their selection.
- The **Dynasol Group** will promote amongst its collaborators the use of this Code of Ethics, and the adoption of conduct guidelines that are consistent with the same.
- Furthermore, audit will be performed to identify and correct deficiencies or weaknesses in the internal control systems of the **Dynasol Group** suppliers.



## Noncompliance with this code

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### 7. Noncompliance with this Code of Ethics

Any noncompliance by a supplier regarding this Code of Ethics may result in different consequences affecting any contract relationship with the **Dynasol Group**.

Depending on the severity of the noncompliance, those consequences may range from an observation, warning, or reprimand, to the total disqualification as a supplier, regardless of other applicable actions.

Date of approval: November 10<sup>th</sup>, 2016. Rev. 0



