

BUSINESS ETHICS POLICY

VERSION 3 - JULY 2025

A word from the President

“Ethics has become a major and structuring issue that strengthens the reputation of companies. Today more than ever, Plastisud must promote one of its long-standing values: exemplarity.

Our Code of Ethics details what contributes to our success as a responsible company: zero tolerance through the fight against all forms of corruption, fraud and anti-competitive practices.

Everywhere and in all circumstances, this Code of Ethics must inspire our behavior and that of our partners. It must guide us in maintaining our reputation as a company of integrity and sustainability.”

Laurent Buzzo, President of Plastisud

Context

As environmental issues are fully within the scope of our social responsibility, and being convinced that respect for the environment will become an integral factor in the success of businesses in the future, we are committed to continually improving our production processes with the aim of limiting our impacts as much as possible.

Like any company in the industrial sector, we have an environmental footprint when we use energy and raw materials for our production. We have a role to play in managing this footprint, and we pay particular attention to our practices, from the design of the molds to their manufacture in our workshop.

Through this policy, we formalize our commitments to environmental protection and we are part of a cycle of Policies Actions Results which allows us to manage our actions on the subject in a structured manner.

Perimeter

Our policy applies to the entire PLASTISUD group and all its legal entities, both domestic and abroad. It concerns all employees, directors, subcontractors, and business partners.

To ensure clear understanding and effective implementation, this policy is shared internally with relevant teams and made publicly available on our website. This transparency helps strengthen the independence and credibility of our approach with regard to external assessments such as EcoVadis.

Contribution to the Sustainable Development Goals¹

Concretely, Plastisud's CSR strategy is organized around four operational pillars: Environment, social, ethics and responsible purchasing.

Plastisud's CSR strategy, through these 4 pillars, contributes in a tangible and direct way to the 17 sustainable development goals for 2030 as defined by the United Nations.



[1] <https://www.agenda-2030.fr/17-objectifs-de-developpement-durable/>

Our commitments

Compliance with laws and regulations

Plastisud ensures strict compliance with current laws and regulations, and adopts ethical and responsible conduct at all levels of the company.

Each employee is required to:

- To comply with the applicable rules,
- To act with good faith, fairness and transparency towards customers, suppliers and partners.

In case of ethical or legal doubt, employees are encouraged to consult management. A confidential internal whistleblowing procedure is available to report any unethical or unlawful situation.

We follow:

- The number of ethical reports received,
- Their processing rate, with a target of 100% systematic and confidential processing each year.

Expanded Ethical Commitments

Beyond compliance with legal requirements, PLASTISUD is committed to promoting ethical conduct across all its professional relationships.

We expect our suppliers and partners to share our principles regarding human rights, anti-corruption, decent working conditions, and environmental protection. These expectations are formalized in our Supplier Charter.

We also integrate the expectations of our stakeholders (clients, employees, local partners) into our ethical approach through regular dialogue and active listening.

Prevention of conflicts of interest

All employees must ensure that the interests of Plastisud are protected and avoid any situation where their personal interests could interfere with those of the company, its customers or suppliers.

Constitute a conflict of interest:

- Business relationships involving inside information or influence,
- Undeclared financial or business interests with external parties.

In case of doubt, the employee must immediately inform management. The use of professional equipment for personal purposes is strictly prohibited (article 4 of the internal regulations).

Plastisud respects the freedom of expression and opinion of its employees, but they must refrain from involving the company in their extra-professional activities.

Anti-competitive practices

Plastisud is a French company operating in a competitive international environment.

The company undertakes to comply with the provisions set out in Article L420-1 of the French Commercial Code concerning anti-competitive practices:

"Concerted actions, agreements, express or tacit understandings or coalitions are prohibited, even through the direct or indirect intermediary of a group company established outside France, when their purpose or effect is to prevent, restrict or distort competition in a market, in particular when they tend to:

Limiting market access or the free exercise of competition by other companies;

Obstructing the fixing of prices through the free play of the market by artificially encouraging their rise or fall;

Limit or control production, outlets, investments or technical progress;

Distribute markets or sources of supply.

Corruption

Plastisud rejects all forms of corruption, particularly in the context of obtaining or maintaining a contract.

We prohibit any employee from:

- Offering or accepting gifts, benefits or bribes, unless they are of low value, non-monetary and in accordance with acceptable practices.
- If in doubt, the employee must refrain and consult Management.

To ensure this commitment:

- 100% of employees involved in purchases or sales are trained in the Sapin II law in 2025,
- An annual questionnaire is used to validate the correct understanding of this training.

Protection of sensitive information

Plastisud ensures the protection of its tangible and intangible resources. Each employee is responsible for the proper use of the equipment provided (computers, telephones, software, vehicles, etc.), in accordance with Article 4 of the internal regulations.

Nos engagements :

- Company assets (patents, equipment, facilities) must be used exclusively for professional purposes and protected against damage or loss.
- No unlicensed software should be installed on workstations.
- Confidential company and customer data must be strictly secured by authorized employees.

100% of employees are signatories to the IT Charter in 2025, which governs the use of digital tools and guarantees their primarily professional use.

Respect for privacy

Plastisud protects the personal data of our employees, customers and partners, in accordance with regulations (GDPR).

Plastisud complies with all applicable laws and regulations regarding the protection of personal data.

Cybersecurity

Plastisud is committed to promoting responsible use of IT, reducing the risks of phishing and extending the lifespan of equipment.

Nos actions :

- 100% of functional equipment is reused or upgraded to avoid the purchase of new equipment by the end of 2025,
- 100% of employees trapped in phishing campaigns receive dedicated training within one month,

- A cybersecurity guide was published in June 2024 to provide a reminder of best practices.

We follow:

- The number of users aware of digital security,
- The rate of participation in training,
- The number of employees trapped during phishing tests,
- The number of purchases avoided thanks to equipment upgrades.

Financial security and transparency

French law requires Plastisud to provide impartial and complete information. Therefore, each employee involved in accounting must ensure that this information is accurately reported in the accounts.

Plastisud will be available to respond to all legal audits, whether financial, environmental or regarding the safety of its employees.

Roles and responsibilities

The Executive Committee is responsible for ensuring the proper implementation of this policy, which is operationally implemented by the Human Resources Manager and the IT Manager. They are responsible for monitoring indicators and action plans to achieve the set objectives. Progress on the action plans is reported quarterly to readjust the resources needed to achieve the objectives.

Policy Review Instance

This policy is reviewed annually by the CSR committee and then communicated to interested parties.

Policy Approval:

Name: BUZZO Laurent	Nom : VIRCONDELET Xavier
Position: President	Position: General Manager
Date: July 25, 2025	Date: July 25, 2025

Signature :



Signature :

