



# Business Ethics Policy



## Letter from our CEO :

“ A good decision is based on solid values. Integrity is essential in most of our activities. Because our success depends on our reputation, it is up to each of us to preserve it.

Our reputation plays a huge role in how our customers judge our products and services. In addition, acting with integrity is not only about preserving the company's image and reputation or avoiding litigation. It is about creating and preserving an environment in which we are proud to work. We must act every day as true professionals, respecting each other and in particular our customers by assuming our responsibilities.

This Business Ethics Policy should serve as a guide so that our reputation as an honest company will last.

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**Laurent Buzzo,**  
Plastisud CEO

## Our Commitments

### → Compliance with laws and regulations

Plastisud makes it a point of honour to respect the applicable laws and regulations and to always comply with customs in the countries where it is present.

We are committed to always operating in an ethical and responsible manner, respecting the practices of good conduct.

Each employee must comply, in all circumstances, with the applicable laws and regulations in the various countries where he travels.

Each employee is required to perform in good faith and to respect the commitments made in their relations with customers, suppliers and partners of Plastisud. He must deal with them fairly, based on criteria of transparency and objectivity.

Everyone is responsible for their actions and must keep in mind that they represent the image of the company, its notoriety, the values it defends. In case of doubt about a situation or prior to an action raising ethics and compliance with the law, the employee must abstain and consult the Managing Director.

Finally, no one is supposed to ignore the law. Thus, each employee must respect these regulations, the violation of which could have serious consequences for the company.

### → Anti-competitive practices

Plastisud is a French company operating in a competitive environment on an international scale.

The company undertakes to comply with the measures of Article L420-1 of the "Code du Commerce" concerning anti-competitive practices :

*"Are prohibited, even through the direct or indirect intermediary of a group company established outside France, when their purpose is or may have the effect of preventing, restricting or distorting competition on a market , concerted actions, conventions, express or tacit understandings or coalitions, in particular when they tend to:*

- 1° Limit access to the market or the free exercise of competition by other companies;*
- 2° Impede the fixing of prices by the free play of the market by artificially favoring their rise or fall;*
- 3° Limit or control production, outlets, investments or technical progress;*
- 4° Divide markets or sources of supply."*

## → Bribery

Plastisud rejects all forms of corruption, in particular to obtain or retain a contract.

A situation of corruption occurs when a person vested with a function in the company solicits or accepts a gift or any advantage with a view to performing, or refraining from performing, an act falling within the scope of his duties. It can be active corruption: offering a gift or a sum of money to a person in exchange for a favour ; or passive corruption : receiving a gift or a sum of money in exchange for a favour.

No employee shall accept or offer any gift, payment, bribe or other advantage to a customer, other than those of low value, not paid in cash and in accordance with acceptable practices. In case of doubt, the employee will refrain from receiving or offering the gift.

## → Prevention of conflicts of interest

A conflict of interest situation occurs when the private interest of an employee interferes (or could interfere) directly or indirectly with the interest of Plastisud, one of its customers or suppliers.

In line with this principle, a situation of conflict of interest occurs with :

- The fact of maintaining business relationships that lead to having privileged information or exercising influence
- The fact of maintaining financial or business interests with customers, suppliers, partners or competitors without this having been the subject of information and approval.

All Plastisud employees must take care to protect the interests of the company. No one should benefit from a private advantage resulting from an abuse of his position in the company. Would a person be in a situation of conflict of interest, it should immediately inform the Managing Director.

It is also reminded that, in accordance with Article 4 of Plastisud Internal Code of Conduct, the use of professional equipment, made available to employees, is strictly prohibited for personal purposes.

Finally, Plastisud respects the freedom of expression and opinion of its employees, as well as the right of everyone to participate in public life as a citizen. Nevertheless, the employee must refrain from engaging the company in its extra-professional activities.

## → Group assets protection and data security

Plastisud provides its employees with equipment : computers, telephones, software, vehicles, etc. Each employee is required to take care of it in accordance with Article 4 of our Internal Code of Conduct and uses must be limited to the agreed framework. The company's assets must only be used for the benefit of Plastisud and must be protected against any damage, loss or destruction.

These assets and resources include, among others, intellectual property rights (patents), facilities and equipment.

No unlicensed software shall be used on a business computer.

Concerning company and customer confidential data, each employee having access to it in the exercise of his functions must take measures as are necessary to protect it and ensure its security.

## → Financial security and transparency

French legislation requires Plastisud to provide impartial and complete information. Therefore, each employee involved in the accounting treatment must ensure that they are reported honestly in the accounts.

Plastisud will make itself available to respond to all legal audits, whether financial, environmental or on the safety of its employees.

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### Approval of the Business Ethics Policy :

**Name :** BUZZO Laurent

**Title :** CEO

**Date :** April 20<sup>th</sup>, 2022

**Signature :**



**Name :** VIRCONDELET Xavier

**Title :** Managing Director

**Date :** April 20<sup>th</sup>, 2022

**Signature :**

