

CODE OF CONDUCT OF GOLDPLAST GROUP

1. All the companies of **GoldPlast Group** (hereinafter referred to as **GoldPlast**) commit to observe the fundamental rights of workers, recognized internationally and expressed in this Code of Conduct.
GoldPlast requests all its suppliers ("Suppliers"), wherever they are based, to observe this Code of Conduct ("Code"). The content of this Code represents the GoldPlast Social Responsibility Policy.
The full observance of this Code by the Suppliers represents an essential requirement for the formation and continuation of positive work relations.
2. GoldPlast requests all its Suppliers to observe the laws and regulations of States ("National Normative") and content of the Code for the whole period when they provide products and/or services to the company GoldPlast.
3. The minimal requirements defined in this Code are indicated below:

3.1 WORK WITH MINORS

- 3.1.1 The Suppliers must not use or support the use of minors' work: any person aged lower than the age established by the National Normative for graduation of compulsory school (and in any case no person below 15 years old) must not be hired by any Supplier. If the National Normative sets out a minimum age of 14 years old, according to the exceptions set out for the developing countries which adhere to Convention ILO 138, we apply the age of 14 years old.

3.2 FORCED WORK AND DISCIPLINARY PRACTICES

- 3.2.1 The Suppliers must not resort to forced work or support it.
- 3.2.2 The Suppliers must not resort to any form of slavery.
- 3.2.3 No worker hired by any Supplier shall be subjected to bodily disciplinary measures, mental or physical aggression, and verbal abuse.

3.3 SALARIES, BENEFITS AND WORK SCHEDULE

- 3.3.1 All the salary levels of all categories of workers hired by Suppliers will not be lower than the minimum prescribed by the National Normative and the Collective Agreements adhered to by Suppliers with the trade union organizations which represent their workers.
- 3.3.2 The extra hours of hired workers must be voluntary, must not exceed the maximum limits established by the National Normative and must be remunerated according to the percentages which must not be lower than those established by the National Normative and the Collective Agreements adhered to by Suppliers with the trade union organizations which represent their workers.
- 3.3.3 The maximum number of hours for the workers hired by Suppliers must not exceed the limit established by the National Normative.
- 3.3.4 The workers hired by Suppliers must be given rest periods according to the provisions of National Normative.
- 3.3.5 The workers hired by Suppliers must be given an annual leave, maternity leave or any other form of leave set out by the National Normative and if they are more advantageous for



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workers, by the individual contracts and/or Collective Contracts adhered to by Suppliers with the trade union organizations which represent their workers.

3.4 HEALTH AND SAFETY

- 3.4.1** The workers hired by Suppliers must work in a safe and hygiene work environment, according to the parameters established by the National Normative.
- 3.4.2** All the services and equipment for safety and health in all the rooms used by the workers of all Suppliers must comply with the parameters established by the National Normative and the workers must be trained for their correct use.
- 3.4.3** The safety systems and machinery must be present, compliant with norms and used by Suppliers and must observe the parameters established by the National Normative and the workers must be trained for their correct use.
- 3.4.4** The Suppliers must reserve one or more areas for own employees for break and meals. These areas must be compliant with the National Normative.
- 3.4.5** All the rooms used by all the workers of Suppliers must be compliant with Regulations for prevention of fire and equipped with adequate safety exits; they must be ventilated and lighted without exception, according to National Normative.
- 3.4.6** All the rooms used by the workers of Suppliers must be compliant with the National Normative regarding environmental protection.
- 3.4.7** The workers of Suppliers must be given emergency medical assistance and the medical staff must be trained in the first aid procedures.
- 3.4.8** An evacuation plan in case of emergency must be drawn up and displayed in all the rooms used by Suppliers.
- 3.4.9** The procedures and standards for wastes management, transport and elimination of chemical substances and other dangerous products, emissions and treatment of wastewaters must be compliant with the minimum requirements of the law.
- 3.4.10** The sanitary services must be arranged and in adequate number and offer privacy to workers, etc...
- 3.4.11** If the National Norms require it, there must be a medical surveillance of workers.

3.5 DISCRIMINATION

- 3.5.1** No workers hired by any Suppliers must be subjected to discrimination for any reason regarding race, belonging, age, national origin, ethnicity, gender, disability, language, religion, trade union association to which they belong.

3.6 TRADE UNIONS

- 3.6.1** The workers hired by Suppliers have the freedom to create trade union organizations recognized by the National Normative. The representatives appointed by these trade union organizations have the freedom to present negotiation proposals regarding matters related to the rights and work conditions of workers, in the methods and measures set out by the National Normative.
- 3.6.2** The Trade Union, which are recognized by the National Normative, have the freedom to stipulate Collective Contracts in the name of the workers they represent, according to the National Normative.

- 4.** GoldPlast requests all Suppliers to make sure that all the sub-Suppliers observe the provisions of this Code.

5. GoldPlast can request any information which it considers necessary, at its discretion, for the evaluation of adherence of Suppliers to this Code. For this purpose, inspections will be carried out by the GoldPlast staff or the audit companies appointed by GoldPlast to represent it, who must have free access in rooms, to installations and who can have talks with workers.
6. Any violation of this Code or the refusal of the Supplier to apply any intervention request for correction made by GoldPlast represents a fundamental violation of Contract by the Supplier.
7. For the purpose of this Code, all the affiliated companies of GoldPlast will not be considered Suppliers, except for the compensation request or the damage evaluation claim.
8. GoldPlast will attribute all Suppliers a copy of this Code in Italian and/or English and/or Romanian. We request all Suppliers to make a firm commitment for the information of own employees and potential sub-Suppliers by adequate methods.
9. This Code shall be governed and interpreted according to Italian law or the law of the state where the company of GoldPlast Group is based.

Arcisate, 1 June 2017

GOLDPLAST GROUP

Domenico Zaccone
Chairman & CEO

