

SUPPLIER CODE OF CONDUCT

28 June 2021

INTRODUCTION

Amerplast is committed to full compliance with applicable national laws and regulations, as well as good and ethical business practices. We expect the same from our suppliers and business partners ("supplier/ suppliers"). To ensure common understanding and commitment to equal standards, we have adopted this Supplier Code of Conduct.

Our suppliers and partners are obliged to implement the principles of this Code in all their business activities and comply with any additional requirements agreed in agreement documents. Compliance with the Code is also expected from our suppliers' sub-suppliers, and other entities acting on their behalf, in all business interactions.

BUSINESS PRINCIPLES

Compliance with laws and regulations

Our suppliers shall comply with all applicable laws and regulations, and are expected to act in accordance with the highest business ethics standards. This Code sets the minimum standards of behaviour and does not override, nor is to be considered a substitute for, applicable laws and regulations.

Anti-corruption

We expect our suppliers to have zero tolerance towards corruption, extortion and bribery in any form, including improper offers of payments. The supplier should never offer gifts, hospitality or other benefits to Amerplast's personnel, family or friends in any situation in which it might influence, or appear to influence, representative's decision in relation to the supplier.

Compliance with anti-money laundering and trade sanctions

Money laundering in any form is forbidden. All taxes and tax-like charges must be reported and paid duly in accordance with applicable laws. Suppliers shall comply with all applicable laws and regulations regarding export control and export restrictions, including but not limited to international trade sanctions issued by the UN or EU.

Confidentiality, data handling and accuracy of information

Suppliers agree to safeguard confidential business information, using such information only for the jointly agreed purpose. Suppliers shall handle personal and

other data appropriately, in accordance with applicable laws and regulations. Suppliers shall issue accurate and relevant financial and other information about their business operations.

Fair competition

Suppliers shall compete in a fair manner in compliance with all applicable competition laws and regulations and to compete fairly and ethically in all respects. Suppliers shall not participate in cartels.

Avoiding conflicts of interest

Suppliers are expected to inform us if an Amerplast employee or their family member holds material, financial or other interest in our suppliers. We expect the supplier to notify Amerplast if our employee's family member holds a managerial position, works for the supplier or holds a financial interest at the supplier. Suppliers have an obligation to disclose any potential conflicts of interest to Amerplast when becoming aware of them.

Publicity and intellectual property rights

Suppliers are not allowed to publicise their cooperation with Amerplast or utilise our trademarks without prior written consent by Amerplast. Suppliers shall comply with all applicable intellectual property right laws and regulations.

HUMAN AND LABOUR RIGHTS

Human rights

The supplier is expected to respect internationally recognized human rights, as declared in the UN Guiding Principles on Business and Human Rights, International Bill of Human Rights and the principles set out in the ILO Declaration on Fundamental Principles and Rights at Work. Suppliers shall respect community rights, such as access to land, land usage rights and the right to a safe environment. They should assess and avoid negative impacts on local communities, with a particular emphasis on vulnerable groups such as ethnic minorities, indigenous people and children.

Freedom of association and collective bargaining

Our suppliers shall respect their employees' legal right to freedom of association and right to collective bargaining.

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Child or forced labour

Child or forced labour, slavery and human trafficking in any form are strictly forbidden. Suppliers shall comply with the ILO Minimum Age Convention (no. 138).

Wages and working hours

Suppliers shall ensure that wages it pays to its employees (full-time, temporary or part-time employees, and external contractors) and terms of employment, comply with all applicable laws, including ones related to minimum wages, paid leaves, overtime hours and mandatory benefits.

Equal opportunities, non-discrimination and harassment

Suppliers are expected to treat their employees with respect, providing them with fair and equal opportunities and not allowing discrimination in any form. Physical, psychological, verbal or sexual harassment and abuse is forbidden as well intimidation in any form.

Health, safety and wellbeing

We expect our suppliers to provide a safe and healthy working environment for their employees and comply with all applicable health and safety related laws and regulations. Appropriate equipment, safety and health information and training is expected to be provided for suppliers' employees as well as their sub-suppliers. Suppliers' employees shall not work under the influence of drugs or alcohol. Our suppliers are expected to consider their employees' physical and mental wellbeing a great priority.

Grievances

Suppliers are expected to provide their employees and sub-suppliers with means to raise their concerns related to issues presented in this Code of Conduct, without the fear of retaliation or other negative consequences.

ENVIRONMENT

Suppliers should identify their environmental impacts and make all reasonable efforts to minimise them. They shall continuously strive to minimise their greenhouse gas emissions, pollutants, water and energy use, waste and impacts on biodiversity. Suppliers are also expected to promote circular economy through material efficiency,

recycling and the use of recycled and bio based materials where applicable. They are expected to also pay attention to and mitigate the lifecycle impacts of their products and services.

Suppliers shall in minimum comply with applicable environmental laws and regulations, and observe environmentally aware practices. Suppliers are expected to obtain, maintain, and comply with all permits, licenses and registrations necessary for their operations. Our suppliers shall have an adequate and systematic approach to managing their environmental responsibilities, such as establishing suitable environmental management system.

PRODUCT SAFETY

Products and services provided by our suppliers must meet legal requirements, and agreed quality and safety standards. Suppliers are expected to manage the hygiene and product safety risks throughout the supply chain and be aware of the origin of raw materials used. Suppliers are obligated to provide Amerplast with the information about the origin of raw materials upon request.

BUSINESS CONTINUITY MANAGEMENT

Suppliers are expected to have an adequate and systematic approach to managing business risks, including a plan for mitigating key risks, covering their own operations and their supply chain. Suppliers are expected to report these issues further to Amerplast when becoming aware of them.

MONITORING AND REPORTING

Our suppliers are expected to regularly monitor their compliance with this Code of Conduct. They are also responsible for ensuring and monitoring their sub-suppliers' and partners' compliance with the Code of Conduct.

Upon request, suppliers are expected to provide Amerplast with information and related documentation to enable Amerplast to verify their compliance with this Code of Conduct. Suppliers shall commit to correcting any non-compliance. If a supplier has violated this Code of Conduct, in the reasonable opinion of Amerplast, Amerplast is entitled to terminate the business relationship with immediate effect.

Any violations of this Code of Conduct can be reported to Amerplast contact or info@amerplast.com.