



MODEL OF ORGANIZATION MANAGEMENT AND CONTROL

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CODE OF ETHICS

Introduction

This Code of Business Conduct indicates the principles and values that embody the entrepreneurial mission of the TPV Compound. Safety and the environment, honesty, dignity and transparency are the foundations on which the entire relationship system of the Company rests.

Company Mission

TPV Compound is a leading company in the production and marketing of PVC compounds. The research and development of new materials, especially in collaboration with our customers, represents our point of excellence.

The wide range of compounds and the variety of packaging typologies characterize the attention to the Service that TPV Compound considers to be an element of distinction in the market.

Our Mission can be summarized in "quick solutions and timely assistance".

The decades-long demonstration of the Company's solidity allows us to declare that "being here today will help us seize tomorrow's opportunities with our customers".

Subjects

The Code must be considered binding for the conduct of anyone, director, employee and / or collaborator, who works in the name and on behalf of the TPV Compound.



Business Principles

1) Safety, health, environment and quality

Safety (in every aspect of protection of people, infrastructures, plants), health, environmental protection and quality assurance are priorities for TPV Compound and play a central role in the development of the Company and its activities. .

Safety, health, environment and quality are organizational and personal responsibilities that must be effectively applied in strategic, organizational, managerial and executive choices, to be pursued with a view to constant improvement.

In no case can the adoption of prevention and protection measures and their observance be subordinated to the interest in carrying out the work, to the respect of times (effectiveness) and to the reduction of costs (efficiency).

2) Legality, honesty and integrity

Legality, honesty and integrity are priorities for TPV Compound in the formation of every decision and in the implementation of every initiative.

Legality, honesty and integrity are organizational and personal responsibilities that must be effectively applied in everyday strategic, organizational, managerial and executive choices.

No interest can justify illegal or dishonest conduct.

Legality, honesty and integrity are not only compliance with the rules and the highest ethical standards, but fundamental elements of the creation of medium / long-term value and stable and lasting relationships with all our stakeholders.

3) Personal dignity, professional development and equal opportunities

Personal dignity, professional development and equal opportunities are priorities for TPV Compound to ensure the maintenance of the technical and managerial skills necessary to achieve its mission.

These initiatives, which relate to resource planning, research, selection, hiring, training and professional development, careers and succession plans as well as the transfer of knowledge and skills, must be effectively implemented while ensuring the dignity and equal opportunities for individuals, the absence of obstacles to one's professional development for reasons related to gender, religion, politics and belief, race and ethnic origin, disability, age, sexual orientation or marital status, and the full realization of potential of each.

Interpersonal relationships between all employees and between them and third parties must also be based on mutual respect for the person and their professionalism, avoiding behaviors that could compromise their physical and psychological integrity and any kind of discrimination to create conditions in which each can fully express their potential.



4) Transparency of decision-making processes, policies and company procedures

The transparency of decision-making processes, policies and company procedures is a priority for TPV Compound as a qualifying element in the formation of every decision and in the implementation of every initiative.

The transparency of decision-making processes, policies and company procedures is an organizational and personal responsibility that must be effectively applied in the elaboration and implementation of strategic, organizational, managerial and executive choices.

The transparency of company policies and procedures concerns the methods of communicating decisions, the completeness and clarity of the information released according to the object to be communicated and the characteristics, role and functions of the recipient.

5) Information, communication and involvement

Information, together with communication and involvement are strategic priorities for TPV Compound in relations with all stakeholders, whether they are subjects who participate in an organic and structured manner.