



Code of Conduct for Business Partners and Suppliers

Version 4.0 Revised May 2021

The Unicar Plastics Supplier & Business Partners Code of Conduct (the “Code”) formalizes the key principles under which suppliers and business partners to Unicar Plastics S.A. de C.V. are required to operate.

In selecting suppliers and business partners, Unicar Plastics works hard to choose reputable companies and individuals who are committed to the highest ethical standards and business practices compatible with those declared and supported by Unicar Plastics.

This Code formalizes Unicar Plastics’ business practices and expectations upon its business partners, and makes clear that, recognizing the differences in cultures and legal requirements in the different countries and regions around the globe in which they are located and operate, we expect that any product, raw material, component or service we purchase or receive from our business partners, is produced and executed in a compliance with the highest standards of ethics and business practices so that contributes to the outstanding reputation of Unicar Plastics, our employees, our customers and their brands.

Suppliers and Business Partners are required to comply with this Code and to have and maintain practices and corporate values similar to those declared and supported in the Unicar Plastics’s Code of Ethics (available at www.unicarplastics.com).

This Code applies to all suppliers and business partners of Unicar Plastics (“Business Partners”), for all the Unicar Plastics’ facilities and to all suppliers and business partners’ facilities.

Unicar Plastics strongly encourages business partners to meet, and where possible exceed, the requirements of this Code and to promote best practices and continuous improvement throughout their day to day operations. If there is no local legal requirement, or if a local legal requirement is not as strict as the requirement included in this Code, Unicar Plastics’ business partners are required to follow, whenever possible and in strict compliance with local laws, the requirements in this Code in order to continue to do business with our company.

Laws and Regulations

Unicar Plastics requires that all business partners operate in full compliance with all applicable laws and regulations of the countries and regions in which they operate, and also in full compliance with this Code.

Fair competition and antitrust

Unicar Plastics promotes and encourages free and fair competition among all its business partners and suppliers, who must know and comply with the applicable competition and antitrust legislation, refraining from any practice that could be considered contrary to this principle and applicable legislation.



Child Labor

Unicar Plastics business partners must comply with local laws regarding the minimum age of employees. The minimum age for workers must be the greater of: (a) 16 years of age where local law allows such an employment age consistent with International Labor Organization guidelines; or (b) the age for completing mandatory (compulsorily) education; or (c) the minimum age established by law in the country of manufacture.

In addition, Unicar Plastics business partners must comply with all legal requirements for the work of authorized young workers, particularly those pertaining to hours of work, wages, safety, working conditions, and the handling of certain materials.

Forced Labor

Unicar Plastics business partners must not use any type of involuntary or forced labor, including indentured, bonded, prison, slave or human trafficked labor.

Harassment

Unicar Plastics business partners must treat all workers with respect and dignity. No work shall be subject to corporal punishment, physical, sexual, psychological or verbal harassment or abuse. In addition, Unicar Plastics business partners will not use monetary fines as a disciplinary practice unless it is allowed by local law.

Wage and Benefits

Unicar Plastics business partners must pay workers at least the minimum compensation required by local law and provide all legally mandated benefits. In addition to payment for regular hours of work, workers must be paid for overtime hours at such premium rate as is legally required or, in those countries where such laws do not exist, at least equal to their regular hourly payment rate.

Hours of Work

Unicar Plastics business partners must ensure that on a regularly scheduled basis, except in extraordinary business circumstances, workers are not required to work more than (a) 60 hours a week, including overtime, or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture. In addition, except in extraordinary business circumstances, all workers are entitled to at least one day off in every six day period.

Health and Safety

Unicar Plastics suppliers shall provide their employees with safe and healthy working conditions, including adequate medical facilities, fire exits and safety equipment, well lit and comfortable workstations, clean restrooms and adequate living quarters where necessary. Facilities should be built and maintained in accordance with the standards set by applicable codes and ordinances and workers should be adequately trained to perform their jobs safely.

Nondiscrimination



Unicar Plastics believes that all terms and conditions of employment should be based upon an individual's ability to do the job, not on the basis of personal characteristics or beliefs. Suppliers should not discriminate against their employees in hiring practices or any other term or condition of work, on the basis of race, color, national origin, gender, religion, disability or other similar factors.

Women's Rights

Unicar Plastics business partners will ensure women workers receive equal treatment in all aspects of employment. Pregnancy tests will not be a condition of employment and pregnancy testing – to the extent provided – will be voluntary and the option of the worker. In addition, workers will not be forced to use contraception.

Freedom of Association and Collective Bargaining

Unicar Plastics business partners must recognize and respect any rights of workers to exercise lawful rights of free association, including joining or not joining any association. Unicar Plastics business partners also must respect any legal right of workers to bargain collectively.

Export Control

At Unicar Plastics we require that our business partners and suppliers comply with the regulations related to the export of goods such as raw material, tooling and finished product, through the issuance of Certificates of Origin that prove the place of manufacture of said materials, parts, components, machinery, tools and equipment.

Our business partners and suppliers must always accompany each export with the Material Safety Data Sheet (MSDS) to verify that the product was manufactured with permitted materials, in addition to complying with all customs requirements applicable from the country where it is going to be performed the export.

Environment Protection and CFS Program

Unicar Plastics business partners and suppliers should provide products to Unicar Plastics and conduct their business operations in a way that protects and sustains the environment in accordance with applicable laws and regulations. Suppliers are encouraged to reduce excess packaging, use recycled and non-toxic materials where feasible, as well as the identification, minimization or elimination of restricted substances in their manufacturing process and finished products, guaranteeing regulatory compliance applicable from the country where they operate, in addition to ensuring the purchase of wood and its derivatives from forests certified as Well-Managed Forests™ whenever feasible, as well as promoting the efficient and responsible use of wood and its derivatives, conserving and making rational use of water, implementing measures for treatment and reuse.

In addition, Unicar Plastics requires all its business partners to comply with the "Conflict Free Smelting Program" for any and all "Conflict Minerals originating from the Democratic



Republic of the Congo (DRC) and adjoining countries". Please see additional information on the Conflict-Free Smelter (CFS) Program (www.conflictreesmelter.org/) and other information (www.eicc.info/extractives.htm).

In the same way, the Suppliers and Business Partners of Unicar Plastics S.A. de C.V. are exhorted to work on the reduction of greenhouse gases through the elimination of carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and fluorinated gases, which contribute negatively to climate change. These actions seek to improve the air quality of the cities where we live and face global warming.

Subcontracting

Unicar Plastics business partners must not use subcontractors in the manufacture of Unicar Plastics products or product components without prior approval from our company, and only after the subcontractor has agreed to comply with this Code. Unicar Plastics business partners must ensure that any subcontractor uses ethical and business practices that are similar to Unicar Plastics business partners' practices.

Gifts

Values and policies of Unicar Plastics prohibit company employees to accept gifts, gratuities or other benefits that go beyond courtesies related with business practices from any supplier or prospective supplier of Unicar Plastics and in the judgment of the company exceed a symbolic or nominal value.

The supplier agrees to adopt and implement all measures and guidelines that Unicar Plastics has provided in relation to business ethics and to comply with the law and regulation applicable to the nature of its operations and the acceptable commercial practices and standards of the industry.

Any payment of cash or equivalents (gift certificates, etc.) from a supplier to a Unicar Plastics employee is strictly prohibited. As well as, if a Unicar Plastics employee requests an inappropriate payment or gift from a supplier or prospective supplier, the supplier must immediately report this violation.

Any supplier who receives repeated or insistent requests from any collaborator, or requests from more than one individual regarding any type of gift or payment in exchange for information or a favor for their company, must be communicated using the different means of denunciation that Unicar Plastics has at disposal.

Conflicts of Interest

All Unicar Plastics personnel are expected to avoid any investment, involvement or association that interferes, could interfere, or could be thought to interfere with the employee's independent exercise of judgment in the best interest of Unicar Plastics. A conflict of interest may exist when the employee, a family member or a very close personal relationship:

- Has a direct or indirect significant financial interest in, or obligation to, an actual or potential competitor, supplier, or customer of the company.
- Is an official or representative of a supplier or customer with whom the employee conducts business on behalf of Unicar Plastics.
- Accept gifts of a token value or with greater value than nominal or from a competitor, supplier, or customer (actual or potential).

Unicar Plastics employees must disclose any potential conflict of interest to the company's senior management or Human Resources department.

Similarly, suppliers must disclose any potential conflict of interest to the Unicar Plastics employee(s) with whom they are doing business, or, if the potential conflict involves such persons, to the Human Resources department.

Confidentiality

All information or data provided by Unicar Plastics to the supplier in relation to the products, materials and services to be supplied, contained in technical specifications, drawings, CAD files, electronic files, information for the manufacture of parts, products and materials, Packaging standards, test methods and tools, purchase orders, Purchase Releases, to mention the main ones, are the exclusive property of Unicar Plastics and/or its customers.

Such information and data are provided with the sole purpose that the supplier has the elements to comply with the quality requirements and ensure the timely and sufficient supply of the products, materials and services required by Unicar Plastics, under the express condition that this information and data shall not be disclosed to others or used for any other purpose without the prior consent of Unicar Plastics.

All information and data provided to the supplier by Unicar Plastics for this purpose must be returned promptly upon submission of a written request to the supplier. In addition, the Supplier agrees that it shall not disclose to third parties, without the prior written consent of Unicar Plastics and/or its customers, any information regarding prices, payments or other financial agreements between Unicar Plastics and the Supplier, nor the content or existence of the Quality Manual, except to the extent that such disclosure is required to be made under applicable law or is made in a court of law or arbitration proceeding between Unicar Plastics and the supplier.

Privacy and Data Protection

The business partners and suppliers of Unicar Plastics must ensure that the provisions foreseen are fulfilled in the Federal Law on Protection of Personal Data Held by Private Parties or its equivalent in the country of location, as part of the obligation they assume to protect the personal data of its clients, suppliers and collaborators.

In their declaration of Privacy Notice and Protection of Personal Data, they must verify that the data received from any interest group (customers, suppliers and collaborators) are



treated legitimately and only for issues related to: entry to job boards, issuance of recommendations as possible candidates, consultation of information in publicly accessible sources, preparation of the labor file, personnel administration, administration of the local or global benefits plan, security within its facilities, acquisition of goods or services, billing and any other similar activity. In accordance with the corporate purpose and permitted or regulated by the applicable provisions on the matter.

Counterfeit Products

In order to minimize the risk of introducing false materials and components that are incorporated into the final products, it is the obligation of our Suppliers of raw materials to use advanced quality planning methodologies in all development of a new product or component with the purpose of ensuring the performance of all necessary activities before, during and after the manufacture of a product, to ensure that the specified and agreed characteristics are met.

Suppliers of raw materials and components are responsible for recording the chemical composition of materials supplied to Unicar Plastics in the International Material Data System (IMDS), as well as providing the IMDS reference number for each. For more information consult the page www.mdssystem.com.

Communication of this Code

Unicar Plastics business partners must communicate this Code and its provisions to workers and supervisors, sub-suppliers and its permitted subcontractors.

Monitoring, Compliance and Remedy

Unicar Plastics reserves its right to take affirmative measures, such as announced and unannounced inspections of Unicar Plastics business partners' facilities, to ensure compliance with this Code. Unicar Plastics business partners must maintain at each facility all documents necessary to demonstrate compliance with the Code. Unicar Plastics business partners must allow representatives from our company and, if requested, Unicar Plastics' customers, full access to facilities, documents, worker records and workers for confidential interviews in compliance with local laws.

Unicar Plastics business partners are expected to take necessary corrective actions to promptly remedy any identified noncompliance. Unicar Plastics reserves its right to terminate its business relationship with any business partner who is either unwilling or unable to comply with this Code when termination is allowed by local laws for this reason.

Comprehensive Ethics System

Unicar Plastics has established a Comprehensive Ethics System for business partners and suppliers as a communication channel so that, they and their respective employees can report conduct or behaviors that may imply a breach by any Unicar Plastics collaborator, or vice versa, when a Unicar Plastics collaborator perceives conduct and behaviors that fail to comply with the provisions of this Code of Ethics from business partners or suppliers, within the framework of the commercial relationship.



Business partners, suppliers and collaborators must report as soon as possible any anomaly that goes against the principles established by Unicar Plastics, in adherence to this code of ethics.

Means of Complaint:

Telephone attention: 800 910 00 14

Page Web: www.tipsanonimos.com/unicar

Email: unicar@tipsanonimos.com

Postal mail: Galaz, Yamazaki, Ruíz Urquiza, S.C., A.P. (CON-080) Mexico City, CP 06401

Fax: 55 53 55 13 22

All our means of reporting are in charge of the consulting company Deloitte.

This Code of Ethics and Conduct was reviewed and approved in May 2021

Ing. Jesus Rascón Celma
President and CEO