

CODE OF ETHICS

INTRODUCTION

This Code of Ethics specifies the principles and values of business behaviour to which Faperin S.L. has acceded and establishes a public commitment to its compliance.

We have defined the following commitments as key principles that include social, environmental and fair business practices that constitute the applicable rules of business behaviour for all Faperin staff, from management to employees and by its suppliers.

The expectations of our customers along with the beginning of our activities in Corporate Social Responsibility have finished shaping the present Code.

COMMITMENT Nº1: COMPLIANCE OF STANDARDS, LAWS AND REGULATIONS

Faperin S.L. and its suppliers will fulfill with the laws and regulations in all countries where it operates and / or trades.

In addition, it must fulfill with all internal rules and regulations applied in a given situation. These internal rules are specific to Faperin SL and may go beyond the requirements of the Law.

COMMITMENT Nº2: RESPONSIBLE MANAGEMENT OF THE SUPPLY CHAIN

Faperin S.L. and its suppliers avoid any violation of human rights and must prevent or minimize environmental impacts that may result directly or indirectly.

Faperin S.L. is committed to compliance human rights and the relevant environmental legislation. Therefore, it wants to extend this commitment to its suppliers, customers and employees.

COMMITMENT Nº3: COMPLIANCE OF SOCIAL AND EMPLOYMENT POLICY

Faperin S.L. and its suppliers wil fulfill the labor laws, including suitable payment of salaries and avoid the forced and underage labour.

This commitment involves:

- Fulfill the fundamental rights and legal prohibitions on slavery and child labour, and avoid any act of discrimination.

- Take employment decisions considering only individual merit, and not discriminating because of any trait, or individual features such as age, race, nationality, ethnicity, religion, different capacity, marital status or sexual orientation among others.
- Recognize the free association right..
- Provide a safe, healthy, productive and worthy environment.
- Respect and promote the absolute respect for differences and opinions of others and the consequent ban on all forms of harassment and discrimination.

COMMITMENT Nº4: RESPECT THE ENVIRONMENT

Faperin S.L. and their suppliers look after the environment, carrying out their business activities in an environmentally responsible and sustainable manner to minimize the impact of its operations.

- Maintaining a healthy environment, minimizing their maximum impact during the product life cycle: design, development, production, transportation, use and recycling.
- Improve our processes and procedures to minimize the impact on the environment and the communities in which we operate.
- Make responsible use of natural resources.
- Manage the waste effectively.
- Reduce CO2 emissions by saving energy and recycling.

COMMITMENT Nº5: FAIR BUSINESS PRACTICES

Faperin S.L. and its suppliers are committed to compliance ethical standards in dealing with employees, suppliers, government and regulatory authorities. The forms of unlawful or improper activity, including, among others, corruption, misrepresentation, extortion, embezzlement or bribery, are strictly prohibited and may result in termination of the agreements reached and the start of legal action.

- Reject any kind of corruption or bribery. All operations must be transparent, so all transactions must comply with anti-corruption laws, including the requirement to maintain books and records complete and accurate.
- Enforce fair trade rules on advertising, sales and competition.
- Neither give or accept gifts, refunds or any kind of bonus as a reward, incentive or improper influence to obtain preferential treatment.
- Carry out a process of selection of suppliers and services based on quality, need, performance, and cost, always within legal limits. Never discrimination or favoritism criteria will be used.
- Fulfill laws relating to the protection, use and confidentiality of data.
- Maintain the confidentiality of files, goods and technical documentation property of Faperin SL, which will be returned once the contract or activity finishes.
- Avoid interest conflicts, that is when the interests of an employee or a third party compete with the interests of Faperin SL, resolving the situation in a fair and transparent manner.