

OBJECT

Plastilene Group recognizes and protects childhood and adolescence basic rights in accordance with the precepts established in the Convention on Child Rights, in the International Charter of Human Rights of the United Nations and in norms established by International Labor Organization (ILO) on child labor, especially Minimum Age Conventions, 1973 (No. 138) and Worst Forms of Child Labor Convention, 1999 (No. 182)

Accordingly, a Policy of tolerance against child and forced labor is promoted through compliance with Colombian legislation and ratified international agreements on prohibition of such work.

Plastilene Group aims to protect children's rights against economic exploitation and performance of any potentially dangerous work that prevents access to their education, or that is harmful to their health or their physical, mental, spiritual development, moral or social of the population of direct or indirect influence.

FUNDAMENTAL PRINCIPLES BASED ON CHILD LABOR PREVENTION:

Plastilene Group adopts as fundamental principles for child labor prevention, the following:

- Complying with minimum age provisions established in legislation of those places where projects and international provisions on the matter are carried out.
- Using adequate and reliable mechanisms for hiring age verification (citizenship card, temporary ID card or any valid identification document).
- Keeping accurate and up-to-date records of all workers.
- In the event that cases arise, immediately dismissing from work children who have not reached legal age to work with the accompaniment that this implies.
- Including contractual clauses for subcontractors, suppliers and other business partners that imply firm commitments for child labor eradication.
- Working together with other companies, sectoral associations and employers' organizations with a sectoral or territorial focus, in order to address the issue and carry out controls for compliance with this policy.
- Participating in programs for prevention and protection of children withdrawn from child labor which purpose is to promote education, skills development and job training opportunities.
- Participating in campaigns in media to disseminate this Policy and current legislation.
- Promoting respect for Human Rights in order to ensure a responsible presence in our commercial activity.

In the same way, committing to prevent all the factors that can give rise to some type of discrimination, i. e. race, ethnicity, religion, nationality, political or philosophical ideology, sex or sexual orientation, disability and other reasons for discrimination.

COMMITMENTS AND INSTITUTIONAL ACTIONS:

As labor practices, **Plastilene Group** adopts and is committed to:

- Rejecting forced or compulsory labor and child labor. Rejecting use of any form of forced or compulsory labor - as defined in ILO Convention 29 - and not confiscating money or identity documents at the beginning of the employment relationship in order to retain workers against their will .

- Respecting children rights and rejecting use of child labor according to the definition of this concept that is included in current legislation in the country or countries where activities are carried out, respecting, in any case, minimum age established in ILO Convention 138.
- Respecting diversity and non-discrimination. Rejecting all forms of discrimination and keeping commitment to ensure that all our workers are treated with respect no matter their diversity, also promoting equal opportunities, either when establishing employment relationship or at any stage of said relationship development.
- Human Management will supervise permanent application of this Policy.
- Any non-compliance by the Company's employees with provisions set forth in this Policy will lead to necessary investigations and initiation of disciplinary actions that may arise according to regulations and Internal Work Regulations.

In terms of communities and society, **Plastilene Group** adopts and is committed to:

- Not using labor of adolescent workers of permissible age in tasks that imply any type of risk to health and physical integrity.
- Respecting communities' rights according to their particular characteristics.
- Raising awareness, promoting and educating on child labor prevention and protection of minor workers of permissible age.

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