

CODE OF CONDUCT AND ETHICS



MoldIT
INDUSTRIES
grupo **DURIT**

MoldIT
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ASG MOLDES
MOLDIT INDUSTRIES

CF MOLDES
MOLDIT INDUSTRIES

Integrity at MOLDIT Industries

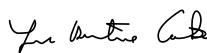
MOLDIT Industries regulates its business practices by the incessant search for excellence, guiding its performance by ethical principles and demanding conduct, which make MOLDIT Industries hold a strong capital of trust towards its customers, partners, employees and society in general. The reputation of MOLDIT Industries and the trust placed in our company are one of its main assets, its maintenance requires a business performance of an unquestionable ethical level.

MOLDIT Industries has a code of Ethics and Conduct, which contains the values by which

MOLDIT Industries is governed, as well as the ethical principles and standards of conduct to which MOLDIT Industries and its employees are subject.

This code applies to all MOLDIT Industries employees regardless of their relationship or hierarchical position.

Best regards,



Engº José Costa



Dr. Nuno Silva

Goals:

Explain Moldit's position in relation to the system of values and the rules of conduct that should govern all its relationships with stakeholders, namely employees, customers, entities, suppliers and the rest of the community.

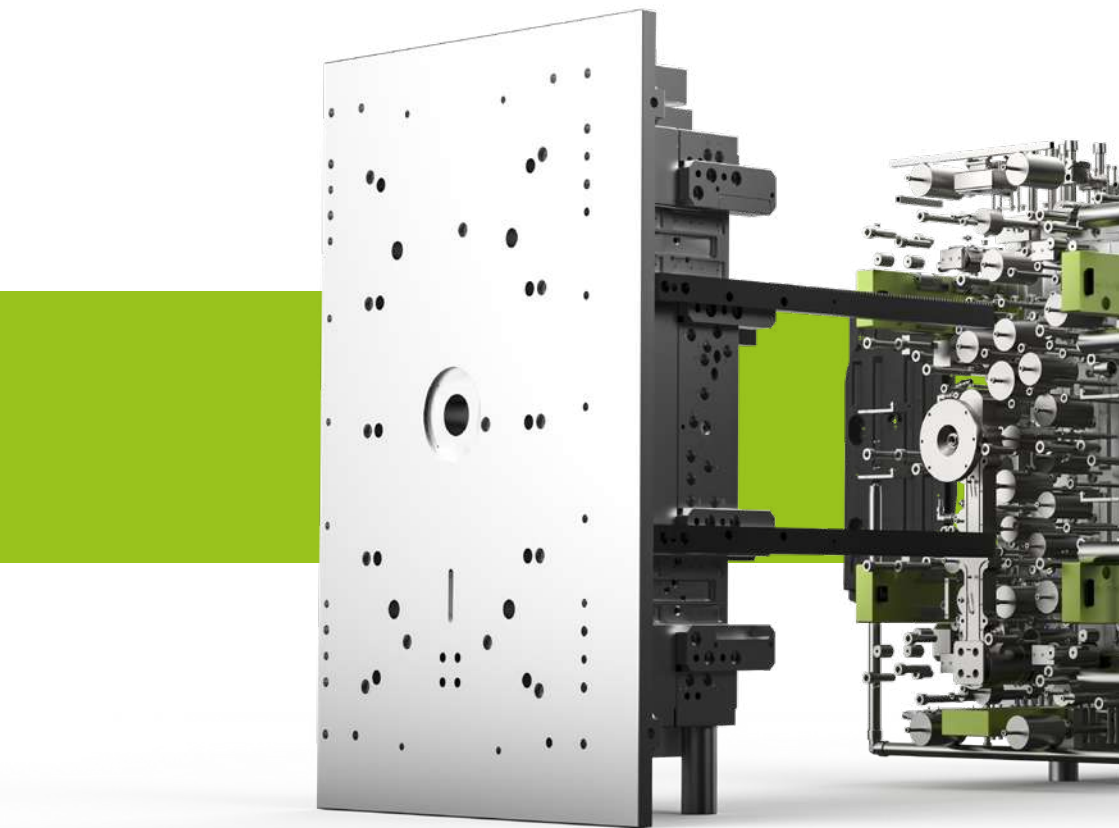


Create a permanent guide to action, with essential lines and guidelines, for all those involved in the activity of MOLDIT Industries.



Foster a work environment that promotes respect, integrity and equity.





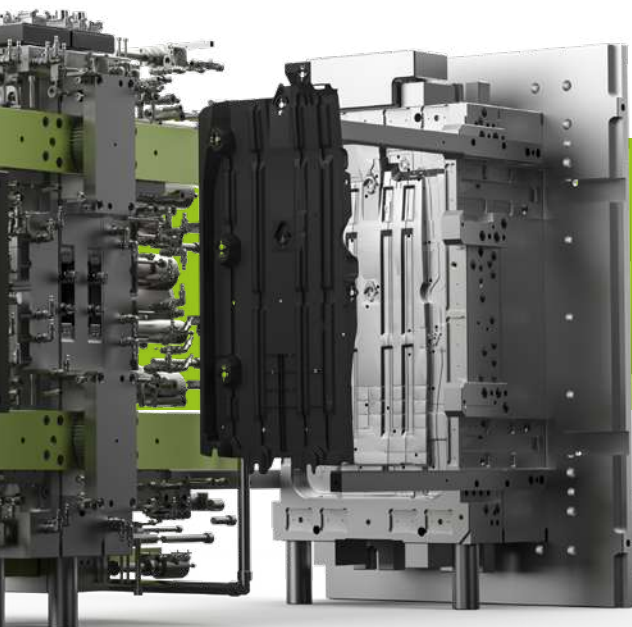
01 Mission, Vision and Values

Mission

Create engineering solutions, with development and production of molds and production of plastic parts, focused on customer needs.

Vision

To be a reference brand in solutions and engineering for plastic materials, creating value and recognition for all stakeholders.



Values

Principles that regulate our activity and the relationship with all stakeholders.



Rigor



Commitment



**Appreciation
of People**



**Continuous
Improvement**



Innovation



Ethic



**Social
Responsibility**



02

Operating Principles

MOLDIT Industries and all its employees establish as goals Customer Focus and Performance Excellence, taking into account the principles established in this Code, fulfilling their obligations in a professional, responsible and zealous way.



03 Compliance with Legislation

MOLDIT Industries and all of its employees are committed to respecting international, national and sectoral legislation, always seeking to maintain an up-to-date knowledge about them.

04 Integrity and Conflict of Interest

MOLDIT Industries undertakes to act with integrity in all its activity and to maintain adequate internal control systems to prevent irregularities.

Employees must avoid situations that could lead to conflicts between individual interests and the interests of MOLDIT Industries.

The exercise of any functions outside MOLDIT Industries is prohibited, whenever such activities jeopardize the fulfillment of their duties as employees of MOLDIT Industries, or in companies whose objectives may collide or interfere with the objectives of the company.



05 Confidentiality and Professional Secrecy

Technical data on products, production processes, information regarding customers, suppliers or others are part of MOLDIT Industries' property and are customers property and cannot be disclosed without express authorization. Its preservation is the responsibility of all employees.

MOLDIT Industries employees, even after leaving the company, are subject to the professional secrecy of the information to which they had access. All data collected is processed impartially, legally, carefully, in order to protect the privacy of each employee, and in strict compliance with applicable legal regulations.



06 Protection and Use of Assets and Resources

Employees must ensure the protection and conservation of the physical, financial and intellectual assets of MOLDIT Industries, and the available resources must be used efficiently, whether these are: vehicles, machines, tools, computer equipment, documents, confidential data, among others.

The use of **company assets for personal purposes** requires prior **authorization** from the **administration** or whoever it delegates for this purpose.

The use of company assets for illicit purposes is forbidden.



07 Respect for Human and Labor Rights

Moldit Industries claims and abides by the principles and values of the Universal Declaration of Human Rights, proclaimed by the United Nations.

In this sense, the company does not

accept discriminatory behavior regarding race, religion, gender, sexual orientation, ancestry, descent, age, language, territory of origin, political or ideological beliefs, economic situation, social context or contractual



Promotion of Equal Opportunities and Non-Discrimination

A culture of promoting equal opportunities and working conditions for all genders is established at MOLDIT Industries, contributing to the construction of a fair and balanced society. Any discrimination based on origin,

ethnic or social origin, gender, sexual orientation, age, marital status, disability, political orientation, opinion or union association is prohibited.



Prohibition of Corruption and Bribery

Moldit Industries does not allow any acts or procedures in which compensation/benefits are offered or accepted that influence an individual's behavior in order to obtain advantages or disadvantages, contrary to the normal functioning of the established rules.

Any employee, customer, supplier, service provider, business partner

and/or consultant who engages in practices aimed at hiding or facilitating bribes or other illegal payments/receipts is seriously damaging the company's reputation in terms of ethical behavior, which may lead Moldit Industries and/or the employee to lawsuits and serious civil and criminal penalties and sanctions.



Sexual and Moral Harassment

Any act that may lead to sexual and moral harassment, as well as any behavior that is offensive to human dignity, is expressly prohibited.

We call harassment, according to the Labor Code, any unwanted behavior, practiced when accessing work, at work or in professional training, with the purpose or effect of disturbing or

embarrassing the employee, affecting their dignity or creating an intimidating, hostile, degrading, humiliating or destabilizing environment.

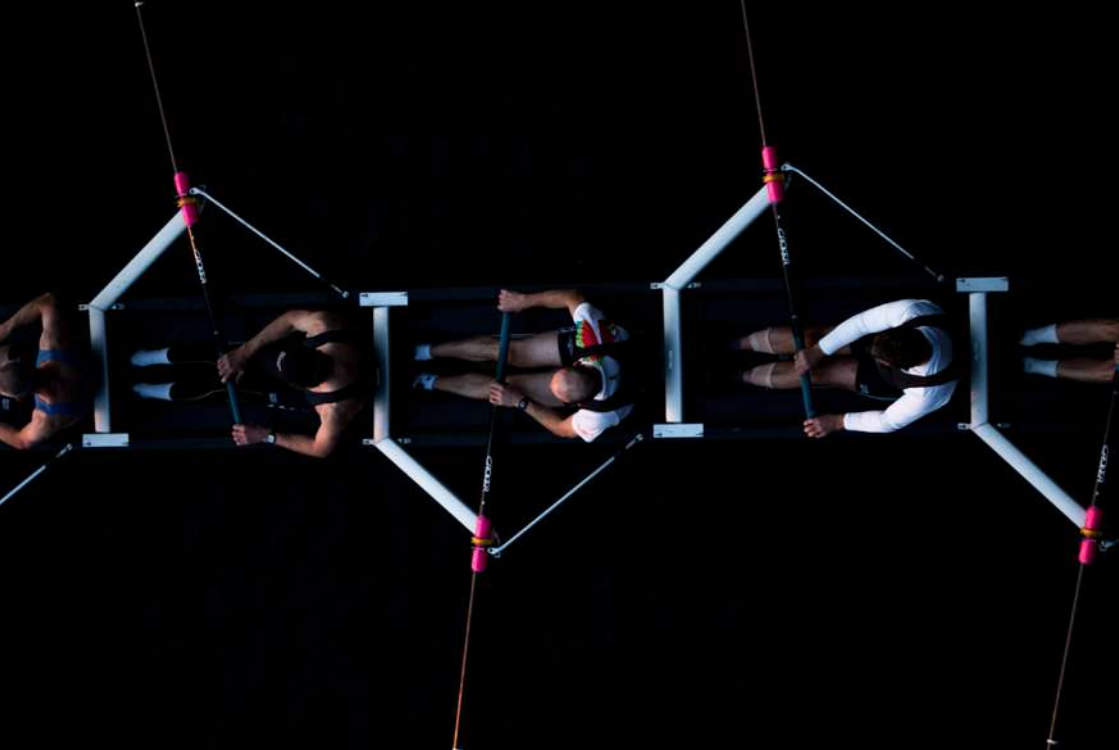
Unwanted behavior of a sexual nature, whether verbal, non-verbal or physical, constitutes sexual harassment.



Prohibition of Child Labor

Moldit does not accept the use of child labor or any other form of exploitation that harms human dignity and, in its business, seeks companies that share and adopt these same values. The

minimum age for admissions of workers within Moldit Industries is 18 years.



Relationship with Employees

MOLDIT Industries promotes human resources policies that are based on mutual respect, integrity, honesty, well-being, dialogue, loyalty, cooperation and mutual assistance.

The company promotes equal opportunities for personal and professional development, namely through impartial performance assessment and participation in professional training programmes.

MOLDIT Industries defends the right

of employees to balance their professional, personal and family life. The company promotes active policies to support the family, with regard to parenting, education and health.

Employees must preserve and defend the company's good name, both when working and outside it, namely by avoiding participating in speculative conversations about the company that denigrate its image.



Customer Relationship

MOLDIT Industries is committed to formulating honest, balanced and fair commercial proposals, adapted to the customers' needs.

It is the company's objective to provide products and services in order to satisfy customer needs, fulfilling the agreed conditions and commitments, always

treating customers with honesty, professionalism, respect, loyalty, good faith and dedication.

The company ensures total confidentiality and security in regards to customer data and information.



Suppliers Relationship

MOLDIT Industries' relationship with its suppliers is based on fundamental principles of honesty, professionalism, mutual respect and non-discrimination.

It is the company's intention to work with partners who respect the rules of good conduct in their business relationships, including relationships with their employees.

Purchasing decisions and actions must be made in the best interest of MOLDIT Industries and not out of personal considerations or relationships. Conflicts of interest can occur when relationships with current or potential suppliers compromise an independent and fair decision.

Employees must actively fight against all forms of corruption, active or passive, paying special attention to any form of payments, favors and complicity that may induce the creation of illicit advantages, which constitute subtle forms of corruption, such as offers or from customers or suppliers.

MOLDIT Industries considers offers that may be associated with a bribe inappropriate, influencing the recipient or making it feel obliged to reciprocate, establishing a business relationship with the person who made the offer.



Environment, Safety and Health at Work

Moldit Industries is certified by ISO 45001, an international standard that specifies the necessary requirements for the implementation of an efficient occupational health and safety (SSO) system in the company. The procedural guidelines by which MOLDIT Industries is governed allow the organization to proactively improve its performance, preventing injuries and health problems in employees. The company provides employees with free access to medical and nursing services and promotes a culture of protection and safety that prevents accidents and mitigates risks. Provides and determines the proper use of PPE (personal protective equipment) necessary for the proper

exercise of the employees functions, providing initial and continuous training for this purpose and defining the rules of use and how to proceed in the event of an accident, breakdown or unsafe situation.

The company favors and defends sustainable development and uses natural resources responsibly. It monitors environmental indicators and establishes a program with objectives, goals and actions, managing the environmental impact of its production activity and monitoring incidents, developing preventive and corrective actions and thus avoiding their occurrence in the future.



Competitors Relationship

MOLDIT Industries and its employees cannot have any commercial practices that may violate competition law, such as the establishment of cartels, price agreements or any other form of unfair competition.

It is the company's objective to establish a healthy, cordial relationship with its competitors and to promote mutual respect.



Social Responsability

The company interacts with the local communities from which its employees come, namely in terms of education, sport and culture, contributing

positively to their well-being. The company is also certified by Ecovadis with the silver rating.



Supply Chain Management

Moldit Industries focuses on improving the sustainability and reliability of its supply chain in order to promote accountability and efficiency in the service provided to our customers and in the work provided by our suppliers. The company regularly monitors its suppliers and business partners and

expects from them the same standards of conduct and ethics as those described in this code, thus promoting sustainable growth and a culture of innovation that fosters and supports continuous improvement.

08 Final Conclusions



All MOLDIT Industries employees must ensure full compliance with this Code. For further clarification, complaints or denunciation of any irregular situation that may allegedly be liable to constitute a violation of the rules contained in this Code, employees must address the Human Resources Department or directly to the Administration, or through the email **rh@mol-ditindustries.com** or **via landline 256 690 070**.

Violation or non-compliance with the rules contained in the Code of Ethics

and Conduct constitutes a disciplinary infraction punishable under the terms of the regulations in force, without prejudice to civil, administrative, criminal or other liability that may occur.

MOLDIT Industries' Human Resources department is at your disposal to answer any questions related to your professional relationship with our company.

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