Elastomer Solutions

Part of amaneos together with SFC Solutions

CODE OF ETHICS AND BUSINESS CONDUCT

GLOBAL GUIDELINES FOR ETHICAL CONDUCT

2026 July 20TH

MESSAGE FROM THE MANAGEMENT

ELASTOMER SOLUTIONS is a group that works to be a sustainable partner in the provision of full-service support to its customers. Together with our employees and business partners, we do our best to deliver the top products in the best way possible.

The sustainability of **ELASTOMER SOLUTIONS GROUP** will only be reached through the assumption of long-term commitments with all its stakeholders, assuming actions that provide a consistent payback with the interests of all parties but always demanding mutual respect and ethical attitude.

Our behaviour towards integrity, responsibility and ethics shall be strong. We count on the courage and strength of all people to accomplish high levels of ethics and integrity in all our actions.

The decisions and actions that we all make as managers and employees of the group will reflect us as a person and, ultimately, as a representative of **ELASTOMER SOLUTIONS GROUP**. So, every employee is required to guide his behaviour under the highest level of compliance with ethical business standards.

This document aims to provide guidance regarding ethical standards that **ELASTOMER SOLUTIONS** employees are expected to follow in their relationship within themselves, with clients, suppliers and all the remaining stakeholders, in connection with the compliance with our institutional values.

July 20th, 2026

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OBJECTIVES AND SCOPE

The Code of Ethics and Business Conduct is a document that accommodates the main principles that shall regulate business conduct, actions and behaviours of all employees of **ELASTOMER SOLUTIONS GROUP** (below referred as ELASTOMER) in their daily interaction with Clients, Suppliers and all other Stakeholders.

It is applicable to the employees of all **ELASTOMER** companies, independently of the labour contract and the geographical region where they are placed. As well, it is also applicable to the Board Members and to third parties hired directly or acting in the name of **ELASTOMER.**

The main goals that sustain the development of this document are:

- To define common guidelines regarding professional ethic that must lead all employees and management members in their business relations;
- To promote internal principles among our partners;
- To consolidate the external image of **ELASTOMER** as a company leaded by integrity and respect for human rights.

The principles set out in this document do not replace any laws and regulations in force in the countries where ELASTOMER does business nor other rules that can arise from internal procedures applicable inside each ELASTOMER company.

Also, these principles are not limitative – they shall be combined with our employees' sense of responsibility as they must be understood as global guidelines for business conduct.

«I believe fundamental honesty is the keystone of business»
Harvey S. Firestone

«The supreme quality of a Leader is unquestionably INTEGRITY»
Dwight D. Eisenhower

«There are 7 things that will destroy us: Wealth without Work; Pleasure without Conscience; Knowledge without Character; Religion without Sacrifice; Politics without Principles; Science without Humanity; BUSINESS WITHOUT ETHICS»
Mahatma Gandhi

«A work relationship should be freely chosen and free from threats»
International Labour Organization

OUR PRINCIPLES OF BEHAVIOR AND ETHICAL CONDUCT

1. HUMAN RIGHTS AND LABOUR PRACTICES

- **Child Labour and Young Workers**

Elastomer prohibits the employment of child labour and complies with all applicable minimum age requirements. Young workers, where legally employed, shall be protected from hazardous work and provided with appropriate supervision and training.

Expectations

- Verify employee age before hiring.
- Protect young workers from dangerous tasks.
- Respect legal requirements regarding young workers.

- **Wages and Benefits**

Employees shall receive fair compensation, including wages, benefits, overtime payments, and legally required social protections.

Expectations

- Pay employees accurately and on time.
- Provide legally required benefits.
- Maintain transparent payroll records.

- **Working Hours**

Working hours shall comply with applicable laws, collective agreements, and industry standards.

Expectations

- Respect maximum working hours.
- Provide adequate rest periods and breaks.
- Ensure overtime is voluntary whenever possible.

- **Modern Slavery, Forced Labour and Human Trafficking**

Elastomer maintains zero tolerance for slavery, servitude, forced labour, bonded labour, involuntary prison labour, or human trafficking.

Expectations

- Employment must be freely chosen.
- Employees retain control of their personal documents.
- No recruitment fees shall be charged to workers.

- **Ethical Recruiting**

Recruitment and selection processes shall be fair, transparent, and based solely on qualifications, skills, experience, and business needs.

Expectations

- Provide truthful information about job opportunities.
- Ensure equal opportunities for all candidates.
- Avoid favouritism, discrimination, or coercion during hiring.

- **Freedom of Association and Collective Bargaining**

Elastomer respects employees' rights to form, join, or participate in trade unions and worker representative organizations, in accordance with local laws.

Expectations

- Respect open communication between employees and management.
- Support lawful employee representation.
- Avoid retaliation against employee representatives.

- **Non-Discrimination and Harassment**

Every individual shall be treated with dignity and respect.

Discrimination, harassment, bullying, intimidation, abuse, or retaliation are strictly prohibited.

Protected Characteristics Include

- Age
- Gender
- Nationality
- Race
- Religion
- Disability
- Sexual orientation
- Marital status
- Political opinion
- Any other legally protected status

- **Women's Rights**

Elastomer is committed to promoting equality and ensuring women have equal access to employment opportunities, compensation, professional development, leadership positions, and workplace protection.

- **Diversity, Equity and Inclusion**

We value diversity as a source of innovation and business success.

Expectations

- Create an inclusive workplace.
- Promote equal opportunities.
- Respect different perspectives and backgrounds.

- **Rights of Minorities and Indigenous Peoples**

Elastomer respects the identity, culture, traditions, heritage, and rights of minority groups and Indigenous Peoples.

- **Land, Forest and Water Rights and Forced Evictions**

The company respects legal land ownership rights and opposes unlawful land acquisition, displacement, or forced eviction.

- **Use of Private or Public Security Forces**

Security personnel engaged by Elastomer shall operate lawfully and respect internationally recognized human rights principles.

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2. BUSINESS ETHICS

- **Anti-Corruption and Anti-Money Laundering**

Elastomer prohibits bribery, corruption, extortion, embezzlement, fraud, and money laundering in all forms.

Expectations

- Never offer or accept bribes.
- Conduct business honestly and transparently.
- Report suspicious financial transactions.

- **Data Protection and Data Security**

The company is committed to protecting personal, confidential, and proprietary information.

Expectations

- Protect employee and customer data.
- Follow cybersecurity requirements.
- Report security breaches immediately.

- **Financial Responsibility and Accurate Records**

Business records must be complete, accurate, transparent, and maintained according to applicable legal requirements.

Expectations

- Record transactions accurately.
- Maintain reliable accounting records.
- Cooperate with audits and inspections.

- **Disclosure of Information**

Elastomer shall provide accurate, complete, and timely information regarding its operations, performance, and sustainability commitments where required by law or stakeholder expectations.

- **Fair Competition and Anti-Trust**

The company supports fair competition and complies with all applicable competition and anti-trust laws.

Expectations

- Compete fairly in all markets.
- Avoid anti-competitive agreements.
- Respect competitors and customers.

- **Conflicts of Interest**

Employees must avoid situations where personal interests interfere with company interests.

Expectations

- Disclose any actual or potential conflict.
- Avoid influencing business decisions for personal gain.

- **Counterfeit Parts**

The purchase, manufacture, use, or distribution of counterfeit materials, components, or products is prohibited.

Expectations

- Verify supplier authenticity.
- Maintain traceability where applicable.
- Report suspected counterfeit products.

- **Intellectual Property**

Elastomer respects intellectual property rights and protects confidential information, trade secrets, patents, trademarks, and copyrights.

Expectations

- Respect third-party intellectual property.
- Protect company confidential information.

- **Export Controls and Economic Sanctions**

The company will comply with all applicable export control regulations, trade restrictions, customs laws, and international sanctions.

Expectations

- Screen transactions where required.
- Maintain appropriate export documentation.
- Avoid dealings with prohibited entities.

- **Whistleblowing and Non-Retaliation**

Employees and stakeholders are encouraged to report concerns regarding unethical, illegal, or unsafe conduct.

Expectations

- Reports may be made confidentially.
- Good-faith reports will be investigated.
- Retaliation against whistleblowers is strictly prohibited.

3. ENVIRONMENTAL RESPONSIBILITY

Elastomer is committed to conducting its business in an environmentally responsible and sustainable manner. We strive to minimize the environmental impact of our operations by promoting the efficient use of natural resources, reducing waste and emissions, preventing pollution, and complying with all applicable environmental laws and regulations.

We encourage continuous improvement in environmental performance through responsible management practices, innovation, employee awareness, and collaboration with our suppliers and business partners. Our commitment includes supporting initiatives that contribute to climate protection, resource conservation, and the long-term sustainability of the communities in which we operate.

All employees and business partners are expected to support these principles and contribute to the protection of the environment through responsible decision-making and daily actions.

4. HEALTH AND SAFETY AT WORK

A health and safe work environment is provided to all employees. ELASTOMER fulfils with all rules regarding this subject in all geographical regions where the group operates, through the implementation of preventive measures and the provision of equipment to safeguard the interests of all employees. Organization must provide all necessary protection to employees in the scope of periodical risk assessments.

In turn, all ELASTOMER employees are requested to strictly follow all the safety rules that are in force. The disrespect of any of the internal instruction may have serious consequences for the employee, for the company and for the direct co-workers. Safety must be considered as a priority for each one of us.

5. INFORMATION SECURITY

Respecting information security rules within a company is essential to protect sensitive data and ensure the continuity of business activities.

Every employee must be aware of the importance of these rules and apply them rigorously on a daily basis. This includes using complex and unique passwords, regularly updating software and systems, and being vigilant against phishing attempts and other cyberattacks. Confidential information should only be shared with authorized individuals and through secure channels. It is also crucial to lock workstations when away and not to leave sensitive documents lying around. Regular data backups help minimize losses in the event of an incident. Training and raising employee awareness of best security practices are key elements in strengthening the security culture within the company. In case of doubt or suspicion of a security breach, it is important to immediately report the incident to your IT team of reference. Compliance with these rules contributes not only to data protection but also to the reputation and credibility of the company.

Finally, information security is a collective responsibility that requires the commitment of everyone, from management to employees, to create a safe and secure work environment.

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6. IMPLEMENTATION AND COMPLIANCE

All employees, contractors, suppliers, and business partners are expected to understand and comply with this Code of Conduct.

Violations may result in:

- Corrective actions;
- Disciplinary measures;
- Contract termination;
- Legal proceedings where applicable.

Managers are responsible for promoting awareness, ensuring compliance, and leading by example.

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7. CONTINUOUS IMPROVEMENT

Elastomer is committed to continuous improvement of its ethical, social, environmental, and governance performance. The company will periodically review this Code of Conduct and related policies to ensure alignment with legal requirements, stakeholder expectations, and recognized sustainability standards.

REPORTING INFRINGEMENTS TO THE CODE OF ETHICS AND BUSINESS CONDUCT

All employees are required to fulfil with the principles of this document.

IN CASE OF ACKNOWLEDGING ONE OR MORE INFRINGEMENTS TO THE PRINCIPLES DEFINED IN THIS CODE, ANY EMPLOYEE MAY BRING THE SUBJECT TO THE ATTENTION OF HIS/HER SUPERIOR OR TO THE HR MANAGER OF THE PLANT IN A VERBAL OR WRITTEN FROM.

The confidentiality of the identity of the person that makes the report is guaranteed.

No employee may be discriminated or punished for having reported in good faith infractions to this Code. On the other hand, the wrongful use of this procedure exposes this person to disciplinary action.

Depending on the relevance and nature of the facts, additional internal investigations may be launched. Considering the result of these investigations, an internal or external audit procedure may be implemented, depending on the seriousness of the facts.

The implicated person must be informed about the procedures concerning him/her.

Any infringement of the present Code may be sanctioned by ELASTOMER using several measures such as written warning issued to the employee, dismissal or criminal penalties, depending on the seriousness of the events as well as the regulations and legislation applicable to the concrete situation.

All employees are encouraged to contact their direct supervisors or Human Capital Management in order to obtain more detailed information about the Code of Ethics and Business Conduct.

DISCLOSURE

This document is published at ELASTOMER website - http://elastomer-solutions.com/ - as well as in our corporate Intranet. It is also disclosed internally through other communication means.

Each new employee from ELASTOMER must sign a declaration certifying that took knowledge of the Code and assuming his/her individual commitment to the respect and fulfilment of the principles presented in this document.

Any doubt related to the interpretation of the document shall be addressed to Human Capital area.

This document revokes and replaces the previous Code of Conduct.

Elastomer Solutions

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Code of Ethics and Business Conduct

Elastomer Solutions Group

Approved by: F. Dominguez - CEO

http://elastomer-solutions.com/

