



CODE OF ETHICS AND CONDUCT

EMPLOYEE COMMITMENT:

- Work safely, correctly using Personal Protective Equipment, reporting accidents, incidents or the use of medications that may alter motor coordination or mental state;
- Respect all people and individual differences, not using nicknames that may offend coworkers;
- Not to sell products and services within the company's premises;
- Not to consume alcoholic beverages or chemical substances during working hours, or enter the company in an altered state;
- The use of electronic devices in the manufacturing area is not allowed;
- Wear appropriate clothing, avoiding low necklines, short skirts, torn clothes and shorts at Zaraplast;
- Not to use or pass on internal and confidential information to third parties;
- Keep a clean and organized work environment;
- Take care of the company's assets and use them consciously;
- Zaraplast may only be represented in public communications with authorization from the Board of Directors.
- Employees are prohibited from receiving donations and sponsorships from suppliers, generating benefits or advantages for themselves.

ZARAPLAST COMMITMENT:

- Treat everyone fairly, keeping equal opportunities for everyone;
- Offer safe and healthy working conditions;
- Ensure that in the processes of admission and transfer of personnel, there is no discrimination based on race, gender, age, religion, sexual orientation, physical or mental limitations, socio-cultural condition, nationality or marital status.
- Protect employee confidentiality;
- Set internal communication channels;
- Not to use child labor or forced labor;
- Offer the necessary support in cases of work accidents;
- Guarantee freedom of association;
- Curb inappropriate behavior, aiming to keep a healthy work environment;

With clients...

Seek customer satisfaction by delivering quality products, respecting specifications, laws and regulations and protecting confidential information.

With suppliers...

Carry out impartial and transparent hiring, selecting companies that do not use child labor, that guarantee a safe environment and respect the ethical principles set out in this code.

With shareholders...

Disclose reports on social programs when requested and balance profits with investments.

**CONDUCT THAT IS IN DISAGREEMENT WITH THIS CODE WILL BE SUBJECT TO DISCIPLINARY MEASURES,
BASED ON LABOR LEGISLATION.**