

MFS TRAPAGA SINTERING CODE OF CONDUCT

The senior management of MFS TRAPAGA SINTERING establishes the following guidelines for the anti-bribery policy, the corporate responsibility policy, the employee code of conduct and the ethical escalation policy:

- Not incur in unfair competition
- Do not intervene in money laundering activities
- Respect fundamental human rights
- Respect freedom of association (Conventions No. 87 and 98 of the International Labor Organization (ILO))
- Prohibit and prevent the use of child labor according to the provisions of ILO Convention 138 (no worker will be under 15 years of age (14 in developing countries))
- Prohibit the work of children and young people under 18 years of age in environments that are harmful to health
- Prohibit forced or compulsory labor in accordance with the provisions of ILO Convention No. 29
- That all workers receive at least the minimum interprofessional wage • That all workers sign a written contract detailing their salary, vacations and working hours, and receive their corresponding payroll (ILO Convention No. 131)
- That all workers enjoy a continuous rest of at least 24 hours each week according to the provisions of ILO Convention No. 14
- Have a systematic strategy to avoid all forms of discrimination (based on political opinion, religion, nationality, gender, ethnicity, etc.) in accordance with ILO Convention No. 111
- Periodically check the working conditions (ergonomic or otherwise) of the company
- Apply adequate health and safety measures at work (safe facilities, personal protective equipment, etc.)
- Carry out a root cause analysis in the event of an incident and adopt the appropriate measures
- Comply with environmental protection regulations
- That the organization has not been sued on any occasion for violating any of the principles / issues mentioned above
- Guarantee data protection
- Strictly prohibit the organization's personnel and agents from offering, paying, promising or authorizing:
 - Any payment or any other object of value;
 - to anyone;
 - directly or indirectly through a third party or for a third party;
 - for the purposes of (that is, in exchange for);
 - or cause the person to act or fail to act in violation of a legal duty;
 - or cause the person to abuse or misuse their position; or securing an improper advantage, contract or concession;

for the benefit of the organization or any other party.