

1. OBJECTIVE

Compañía Envasadora del Atlántico S.A.S, emphasize the need for moral and ethical values and we expect our customers, suppliers and contractors to respect and adhere to the same philosophy. Therefore, we seek to ensure that all operate in compliance with the terms and conditions of this Ethical Code of Conduct, which is based on the Ethical Trading Initiative (ETI).

Compliance with this Code of Conduct is a prerequisite of any agreement or contract between Cea and our customers, suppliers and contractors. The objective of this code should not hinder any commercial relationship, but support our customers, suppliers and contractors to improve their social relations and environmental standards.

Cea will work with its customers, suppliers and contractors to achieve compliance with the provisions of this Code.

If you have any problems with your compliance, contact us immediately.

2. CONTENT

COMPLIANCE WITH LAWS AND REGULATIONS

Customers, suppliers and contractors must comply with all national and international laws and regulations, including the International Labor Organization (the "ILO") and the Universal Declaration of Human Rights of the United Nations, industry standards and all Other relevant legal requirements, whatever the requirement that imposes the highest standards of conduct.

HUMAN RIGHTS AND ADEQUATE WORKING CONDITIONS

Customers, suppliers and contractors must recognize and commit themselves to defending the human rights of their employees and treating them with dignity and respect as professed by the international community.

Respecting the following standards:

Freely chosen employment: the use of forced labor, bonded or hired labor or involuntary forced labor is strictly prohibited. The employment is voluntary.

Prevention of child labor: Under no circumstances should child labor be used as defined by the ILO and the United Nations Convention and/or national legislation, whichever is more stringent.

Compensation: Comply with all laws, regulations and industry standards regarding salaries and benefits. The wages and benefits paid for a work week will meet at least the legal or minimum standards of the industry and will always be sufficient to meet the basic needs of workers and their

families. No deductions from salaries will be allowed as a disciplinary measure; Unless authorized by applicable law, deductions from salary will not be permitted without the express permission of the worker in question.

Work schedule: Comply with all applicable laws, regulations and industry standards during work hours. Unless the applicable laws, regulations or industrial standards are more restrictive, the maximum hours of work in a week should not exceed 48 hours and the maximum hours allowed in a week should not exceed 12 hours. The extra time must be voluntary. Employees will receive at least one day off for each 7 day period.

Non-discrimination: Strictly comply with all applicable laws and regulations that prohibit discrimination in hiring and employment based on race, religion, age, nationality, color, sex, sexual orientation, physical ability, health status, politics. Opinion, creed or other basis prohibited by law.
Freedom of Association and Collective Bargaining: Respect the rights of employees to form and join unions and bargain collectively.

Health and Safety: Provide your employees with a safe and healthy workplace that complies with all applicable laws, regulations and industry standards. Harassment of any employee is prohibited.

Working conditions: Provide employees with adequate facilities for work that, at least, guarantee reasonable access to potable water and sanitary facilities; fire safety; access to emergency medical care; and adequate lighting and ventilation.

Environment: Recognize that environmental responsibility is essential to produce high quality products. Suppliers must comply with all applicable industrial laws, regulations and standards, such as requirements related to the treatment and discharge of industrial wastewater, air emission controls, recycling, management and disposal of chemicals and wastes, environmental permits and environmental reports . In addition, Suppliers must comply with the additional environmental requirements specific to the products or services provided to Atlantic Envasadora Company as requested in the design and product specifications, and in the contract documents. Suppliers must implement and maintain effective environmental policies to meet these requirements.

Protection of information: All information that is delivered and shared with customers and suppliers as a result of a business relationship is considered confidential and can only be disclosed with the express authorization of Envasadora del Atlántico Company.

It is the responsibility of customers, suppliers and contractors to adopt sufficient security measures to protect Cea's information and ensure that they are complied with by their employees.

DOING BUSINESS WITH INTEGRITY (Bribery and Corruption)

Customers, suppliers and contractors must manage their businesses in accordance with the highest ethical standards. Customers, suppliers and contractors must comply with all applicable laws and regulations regarding corruption, bribery, fraud and unfair and prohibited commercial practices. Customers, suppliers and contractors must give strict compliance.