DISAMTEX
CHEMICALS & ADDITIVES



CODE OF ETHICS

PRINCIPLES OF CONDUCT

Disamtex's business practices have been guided by integrity, honesty and fair negotiation since its foundation.
Since that date, our company has maintained and fulfilled this commitment with responsibility, transforming the reputation of Disamtex is one of its most important assets.

This code of conduct specifies Disamtex Corporate Business Principles and contributes to its continued implementation by establishing certain mandatory, non-negotiable minimum standards of behavior.

Employees should always be guided by the following basic principles:

1. **Avoid any conduct that could cause damage or endanger the Company's reputation;**
2. **Act lawfully and honestly;**
3. **Place the interests of the Company above its own or other interests.**

This code was developed with the purpose of providing a base, which should permeate all activities.

1 COMPLIANCE WITH LAWS, RULES AND REGULATIONS.

Conduct Disamtex's business in full compliance with applicable laws, rules and regulations. Such as: Labor laws, environmental laws, tax and tributary laws, civil and criminal laws.

2 CONFIDENTIAL INFORMATION (EXTERNAL AND INTERNAL)

Protect confidential information from Disamtex and respect confidential information of others.

- Do not disclose information to people outside the company or non-qualified persons.
- Do not use this information for your own benefit or that of a third party.

3 EMPLOYEES AND WORK ENVIRONMENT

The goal of Disamtex is to foster a healthy and balanced interpersonal relationship. People who work in harmony and with quality in relationships boost our Company.

In order to have a team-building spirit, each individual must fulfill their responsibilities and feel that others also fulfill theirs. This means that we must offer others, in every way, our support for the work to be done. No individual or department should allow their priorities to prevail over Disamtex's priorities.

- **Conflicts of interest** – Always act in accordance with the interests of Disamtex.
- **Discrimination** – Respect personal diversity and never allow discrimination or any kind of preconception.
- **Violence** – Inadmissible the practice of violence in any form in the workplace.
- **Moral or sexual harassment** – Inadmissible any form of moral or sexual harassment, such as: intimidation, threats, jokes, teasing, unfair exclusions or insults.
- **Use of alcohol and drugs** – It is forbidden the carrying or use of alcohol and illicit drugs that endanger the safety of the working environment or compromise the company.
- **Exploitation of child and slave labor** – We disapprove the practice of exploitation of child labor and slave labor in any circumstances.
- **Political-partisan and religious respect** – Respect for co-workers' freedom to exercise citizenship, as well as expressing his religious option.

4 BRIBERY AND CORRUPTION

It is unacceptable the practice of bribery, corruption and other financial compensation or coercion that interferes in commercial decisions articulated by employees, representatives or third parties.

It is prohibited to give or receive personal gifts, loans, benefits and privileges to/of anyone who is doing business with Disamtex. Gifts or corporate presents previously approved by the directors will be allowed.

5 COMMERCIAL AND ANTITRUST LOYALTY

Treat customers and suppliers fairly, as well as respect Disamtex's Business Secrets and Intellectual Property and third parties.

Aim a fair competition, respectful and loyal, definitively avoiding illegal practices such as: discussing and entering in formal or informal agreement with competitors about matters relating to prices, production levels, inventory levels, proposals, division of sales territory, products, customers or suppliers.

6 PATRIMONY (TANGIBLE AND INTANGIBLE ASSETS)

Employees and third parties are committed to the use of Disamtex's patrimony with responsibility to guarantee their preservation without damages or losses. It is prohibited the use of physical and intellectual property for not authorized private purposes. It is prohibited to copy and/or delete Disamtex licensed software as well as to install or use unauthorized software. Theft, robbery, sabotage and unauthorized withdrawals will be legally penalized.

7 FRAUD IN FINANCE AND ACCOUNTING

It is prohibited fraudulent or dishonest conduct involving reports or financial and accounting statements. All information must be accurate and reliable and in accordance with law.

Disamtex undertakes not to underprice or evade taxes in its purchases or sales of goods.

8 COMMERCIAL RELATIONS

One of Disamtex's main goals is to create and maintain long term and reliable relationships. Honesty is an essential requirement for healthy and lasting relationships. Thus, we consider commercial loyalty one of the pillars of our company. Therefore, we give all our customers, suppliers and competitors a fair and uniform treatment.

Our business relationships are based on criteria such as price, quality, reliability and honesty.

IN CASE OF DOUBTS WHAT TO DO?

Not all possible day-to-day situations can be described in this code, and in this case, if there is any doubt as to what should be done, it is suggested to answer the following questions:

- **Is this a legal situation?**
- **Is this attitude fair, impartial and honest?**
- **Can this situation be known by all?**
- **Can this action be ethically questioned after some time?**

If you are unable to answer the above questions, reflect on this or consult your immediate leader.



Disamtex acts as Manufacturer and supplier
of chemical specialties for the industries
of paints & varnishes, paper & cellulose and textile
in more than 40 countries:



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