



CODE OF ETHICS OF FIBRAN

1. PURPOSE

The objective of Fibran's code of ethics is to promote, develop and constitute Fibran's values, in order to establish some orientation guidelines in the ethical behavior of all collaborators that compose our company.

The ethical principles that Fibran represents express the compromise of the company and its employees to provide these principles all the world in order to show suitable behavior by motivating decisions and actions based on the different legality, integrity and respect principles.

2. APPLICATION AREA

Our code of ethics intends to provide some guidelines for its application in all levels of organization, regardless of their position, their functional level and their geographic location. This document is written in accordance with the local and national legislations, and with international application.

3. FIBRAN'S VALUES

Fibran has a compromise with quality, integrity, legality and responsibility among people. These values are the basis of the Code of Ethics and we transmit and spread these values through our behavior and image.

Fibran has the compromise of maintaining a safe working atmosphere, avoiding any conduct or language that could be aggressive, discriminatory or/and offensive. It is understood that this supporting and respectful attitude will help workers to feel safe in their work place and to trust the company in order to carry out their task efficiently and correctly.

For any enquires, whether internal or external, or for any default of the code of ethics, many ways of contact are provided (a higher ranked person, the head of the human resources department or suggestion box) in order to allow them to express themselves with total freedom and without reprisals.

4. RULES FOR THE CODE OF ETHICS

4.1 COMPROMISE WITH PEOPLE

All Fibran's employees have to treat their colleagues respectfully no matter their job position. Professional respect and mutual collaboration is required in all the relationships between Fibran's employees and external collaborators.

Any psychological, physical or moral abuse, any authority abuse, as well as any other conduct that could provoke a threatening or offensive situation likely to attempt against the people's rights is going to be rejected. Fibran believes in respect in order to provide a good relationship and a healthy, comfortable and safety working environment.



4.2 COMPROMISE WITH THE HUMAN RIGHTS AND THE LAW

Fibran has a fully compromise with the current law, the adoption of the labor rules principles, human rights and the environment. All Fibran employees have to comply with the current laws and have to show an ethical behavior in all their activities, avoiding any conduct that could damage the company, the community or other organisms.

Fibran's employees have to act always with integrity, veracity and honesty towards any contact, authority or administration.

4.3 COMMITMENT WITH EQUAL OPPORTUNITIES AND PROFESSIONAL DEVELOPMENT

Fibran believes in equal opportunities in the working or professional field, regardless the age, race, sex, colour, religion, political criteria, disability, social background, etc. The selection and promotion of employees will be based on the competence of the person, their experience and capacity to fulfill the different functions of the job.

4.4 COMMITMENT WITH SAFETY AND COMFORT

Fibran is responsible for adopting safety and comfort policies, and adopting preventive measures established by the legislation. Employees' safety and comfort at work is high priority, for this reason, unsafe situations will be avoided, decreasing the risks of causing serious damage to persons or buildings.

Resources and knowledge will be provided to all employees by the company in order to achieve their job needs safely and comfortably, not only for their protection but also for the one of their colleagues, clients, collaborators and, generally, for anybody who could be concerned.

4.5 COOPERATION AND USE OF THE ASSETS

Fibran makes all necessary means available in order to facilitate the collaboration between employees, to achieve the objectives and interests of the group, always within the framework of the law.

To do so, they will have to use all the resources and goods of the company in a competent and responsible way. Likewise, they will have to preserve and protect them in order to carry out their professional activities in a correct, efficient and safe way.

4.6 ANTI-CORRUPTION POLICY

All Fibran's employees have to act according to the anti-corruption policy within the local and national current legislation in order to prevent corruption and bribery. Moreover, employees will watch over the fulfillment of the code of ethics to prevent possible irregularities and illegal advantages made by the company towards a third party.

Fibran's employees will not accept any gift or compensation by any direct or indirect way that has the aim of influencing the decision making in the administrative level, in the commercial



level or for collaboration. Likewise, Fibran is against any gift or compensation of any type for the purpose of obtaining administrative, commercial or collaborators favors that aren't considered relevant to the commercial attention.

Fibran establish policies to prevent and avoid any operation in the transaction of payments or irregular gains, or any money laundering from irregular or illegal activities. Also, in order to avoid irregular payments or money laundering, Fibran has different controls in all economic transactions, both payments and takings, from irregular background or values.

4.7 CONFLICT OF INTERESTS

It is considered conflict of interest when the employees' personal interests are contrary or interfere with the ones of the company.

Fibran respects the employees' participation in other activities, either businesslike or financial, which are within the legal framework and cannot produce any convergence with their employees' responsibilities.

4.8. RESPONSIBLE USE OF INFORMATION AND KNOWLEDGE

All Fibran's employees have to maintain the most rigorous confidentiality with all private information, whenever they are likely to have access to it. Also, when some private information is known, it has to be protected in order not to be used incorrectly and inadequately for a personal benefit or a third party benefit.

According to the current legislation, all knowledge and/or information which has been generated regarding the company is property of Fibran, even though Fibran believes that knowledge and information should flow suitably through employees to produce a better management of the activities.

Fibran expects to obey the current legislation in terms of data protection, respecting their employees', customers' and collaborators' personal data both internal and external, or candidates in the selection process.

4.9 COMMITMENT WITH THE ENVIRONMENT

Fibran is involved in the preservation of the environment. To do so, it possesses an implanted management system that processes the waste of the factory in order to preserve the environment.

All Fibran's employees have the duty to know and apply all environmental habits of conservation, respect, sustainability and good manners to contribute to the regular improvement of the company to reduce the environmental impact, resulted from the company's activity and from all of its resources.



4.10 COMPROMISE WITH CUSTOMERS, COLABORATING COMPANIES AND SUPPLIERS

Fibran has a compromise of quality, excellence, trust and mutual respect to establish appropriate measures for all employees, which will allow the company to act with integrity with the actual company's employees, with clients, collaborators and/or administrations.

Collaborative companies and suppliers are essential to obtain a growth and a mutual improvement of quality and service excellence, always with activities according to the standards named above. Moreover, this code of ethics tries to help any collaborator or supplier who requires so in order to establish rules regarding the company's activities, according to the accomplishment of the ethics, social and environmental rules.

5. ACCEPTANCE AND ACCOMPLISHMENT OF THE CODE

Fibran's code of ethics must be complied by all its employees. The company will inform all its employees and, if necessary, to third parties, about the content of this code of ethics. Moreover, the company can require the employees to declare formally that they accomplish and that they know the guidelines of this code.

All employees, regardless of their hierarchy, can be evaluated regarding the accomplishment of this code. Its unfulfilment will be judged according to Fibran's internal regulation, legal established regulation and the established agreements, and the corresponding penalty will be enforced.

Any suggestions, doubts, interpretations or applications of Fibran's code of ethics have to be consulted with the head of the department or with the Head of the Human Resources Department, through different procedures, personal consulting or suggestion box.

6. VALIDITY

The code of ethics will take effect on its publication day through the different channels that the company will provide to the employees and to the general public. It will be actualized and revised periodically by the different committees of the company, who will be able to provide suggestions and proposals that the employees have made. It will be valid until a cancellation is made.

This code of ethics will take effect from January 1st 2016.

Josep Bosch Llado

General Manager

Sant Joan de les Abadesses, December 23rd 2015.

