

Code of Ethics and Conduct for suppliers, contractors and third parties who work with Montes del Plata



INTRODUCTION

At Montes del Plata (MdP) we are committed to working with integrity and in a sustainable manner as established in the Company's Code of Ethics and Conduct. We know that compliance with our standards depends, to a large extent, on the work of our Suppliers and Contractors (hereinafter "Suppliers"). For this reason, it is essential to specify a set of rules that allows us to work in accordance with the same values and principles in alignment with inter-national standards of due diligence where the assurance of ethical and sustainability standards of the supply chain are essential.

This document summarizes the ethical principles and minimum standards of conduct that guide the behavior of Suppliers who work with MdP.

These guidelines do not replace or supersede other internal policies or procedures, but rather complement them in conjunction with applicable legislation. MdP positively values initiatives of Suppliers which tend to contribute to the principles of the Global Compact or in general the UN's Sustainable Development Goals (SDG). Reporting initiatives regarding sustainability or ESG (Environmental, Social and Governance) are also positively regarded.

DEFINITION

"Supplier" refers to any person or legal entity that supplies products or services to MdP. This definition includes, in addition to suppliers and contractors that have a direct contractual relationship with MdP, their suppliers and contractors and their subcontractors.

1. Regulatory Compliance

Suppliers must comply with all applicable national and international legal, administrative and regulatory standards and other standards which the organization upholds, as well as those applicable to the department in which they conduct their activities.

2. Behavioral Integrity and Respect for Human Rights

Suppliers must respect and protect human rights in the workplace and during work activities in order to ensure that the conditions they provide for their workers and collaborators comply with applicable laws, standards and international agreements.

Suppliers must respect human rights of their employees by ensuring that no employee suffers abusive treatment nor any violation of their physical or mental integrity nor any type of discrimination based on race, color, ethnicity, religion, nationality, gender, sexual orientation, age, physical ability, political or social opinion, union membership or marital status.

Under no circumstances may Suppliers use or benefit from forced or involuntary labor and shall strictly comply with national legislation and ILO Convention 138 regarding Child Labor.

Working conditions must comply with the corresponding laws and regulations existing in Uruguay, including compliance with standards related to minimum wages, duration of the workday, maximum daily workday, weekly rest period, among others.

Possession of weapons by employees of Suppliers is prohibited, at MdP premises as well as in third-party establishments where MdP carries out its operations.

Suppliers must recognize and respect the right of employees to freely associate and bargain collectively in accordance with the country's standards.

3. Occupational Health and Safety

The health and safety of people working directly for MdP or for MdP's Suppliers is a priority.

Suppliers must provide their workers with a safe working environment, where occupational risks are duly controlled or mitigated. When applicable, they must provide appropriate protective equipment to prevent accidents or adverse health effects and safe and healthy housing and transportation. Also, when applicable, they must establish appropriate procedures and structures for the effective management of health and safety risks, including training of employees regarding these procedures.

Suppliers must record all safety occurrences in alignment with MdP's standards, including (but not exclusively) lost-time accidents, accidents without lost time, near-miss incidents, other incidents, non-conformities, observations of unsafe conditions, unsafe behaviour, etc. Reporting must be duly and timely done, according to MdP's guidelines.

Suppliers must keep a reliable registry and statistics of all relevant indexes to be reported to MdP whenever needed.

In addition, they must guarantee that their products and services are safe and comply with the requested quality standards.

4. Environmental Sustainability

MdP expects its Suppliers to manage their activities in an environmentally responsible manner, with the goal of complying with requirements as defined in laws, regulations, permits and in general with applicable regulations.

Suppliers are responsible for measuring and managing environmental aspects resulting from their activities and facilities to prevent and/or minimize pollution and negative impacts on the environment, taking particular care of natural resources, in accordance with applicable legislation to their activities. If applicable, Suppliers must comply with the following conditions:

- Obtain and maintain the necessary permits and licenses and comply with information requirements stipulated therein.
- Assign responsibilities for environmental issues within their Organization.
- Ensure their employees have the necessary knowledge and experience in terms of environmental information related to their corresponding activity.
- Ensure there are written instructions covering critical processes with potential environmental impacts.
- Manage waste responsibly, specially hazardous waste treatment according to the corresponding legislation and manufacturer's instructions.
- Systematize, manage and store the reporting of incidents and environmental non-conformities that take place as well as any complaints received.
- Respect restrictions and conditions established by MdP's environmental authorizations, and hereby declare to acknowledge and accept them.

5. Relationship with the Local Community

Every Supplier must show respect for the culture, customs and values of the local communities and the society where they are located, encouraging dialogue and always acting as a responsible neighbor.

Suppliers are encouraged to actively participate in the communities and contribute to local development. Local hiring and local supplying are encouraged as a genuine way of creating economic opportunities and development.

6. Business Integrity and Prohibited Practices

MdP requires its Suppliers to conduct their business in an honest manner, respecting the rules applicable to them, with the obligation to know their business partners in order to mitigate the risks of becoming involved in such prohibited practices. In particular, Suppliers must ensure that they do not engage in any unlawful act or activity such as corruption, bribery, extortion or fraud. Suppliers must pay particular attention to avoid becoming involved in the following crimes:

- Theft
- Asset Laundering
- Bribery of Government Officials, National or Foreign (Bribery)
- Terrorism financing

Under all circumstances, all Suppliers must avoid participating or being involved in any form of bribery. They are prohibited from offering, asking for or accepting, either directly or indirectly, bribes to government officials or individuals. F

MdP collaborators are not allowed to receive gifts or entertainment that could influence their decisions.

Suppliers must prevent conflict of interest situations. Any such potential conflicts of interest shall be reported to MdP.

They must also keep complete and accurate records of all its business transactions.

7. Fair Competition

Suppliers will conduct their businesses in compliance with fair competition and antitrust laws.

8. Asset Protection

Suppliers must handle MdP's assets, information and personal data related to MdP or obtained through it with due care and proper controls.

9. Confidentiality

Suppliers must respect the principles of confidentiality, regarding non-public information to which they may have access as a result of their relationship and activities with MdP.

Likewise, MdP requires its Suppliers to respect intellectual property rights and trade secrets of others.

10. Responsible Sourcing

In their supply chain, MdP Suppliers must promote compliance with the principles described in this Code.

They must know their business partners and be able to identify and mitigate the risk of their involvement in illegal business

activities or violations of this Code.

11. Compliance with the Code of Ethics and Conduct

MdP requires its Suppliers to implement procedures to ensure proper compliance with this Code.

For this purpose, they must:

- Identify the persons responsible in the company for ensuring compliance.
- Identify areas where there may exist a compliance risk.
- Distribute this Code throughout the company's channels - including written media - to employees who participate in any MdP-related activity.
- Train related employees about the issues covered by the Code.
- Monitor compliance.
- Establish sanctions in case of non-compliance.
- Require equal or equivalent compliance standards from suppliers and business partners with whom they work or intend to work to provide goods or services to MdP.

If any MdP Supplier becomes aware of a breach to this Code, he must immediately inform MdP, including the necessary steps he will take to stop said breach and mitigate any negative impact of such conduct. As such, MdP may specify which issues need to be corrected or improved. The Suppliers must accept these verifications and audits, take corrective actions promptly and provide adequate evidence of improvements.

MdP may request reports, hold personal meetings or conduct workplace audits to verify the Supplier's implementation of the agreed action and may eventually make recommendations regarding aspects that it deems necessary to be corrected or improved.

MdP Suppliers must comply with this Code. Any breach may lead to the immediate termination of any contractual relation with MdP.

12. Ethical Complaints

MdP has an anonymous complaint channel on its website where possible violations of this Code can be reported. Accordingly, each Supplier shall train their employees regarding said

channel and the need to for it to be used in case they become aware of any breach of this Code.

13. Questions or Concerns

If you have any questions about what to do in a particular situation or other queries, we invite you to contact us at: comite.etica@montesdelplata.com.uy

In conformity and acceptance of this Code,

.....,
subscribes as an attorney

Place:

Signature:

Clarification:.....