

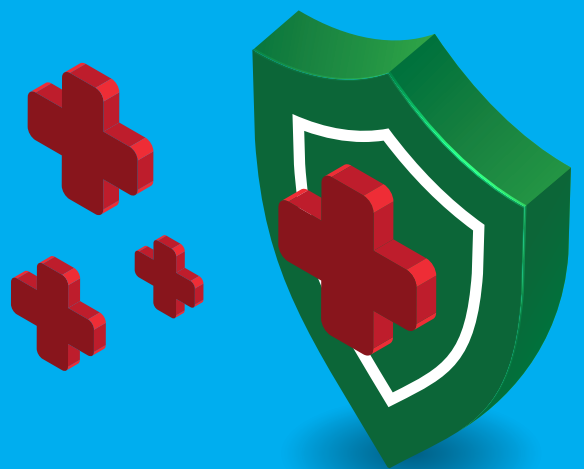
GILSON BUSINESS CODE OF CONDUCT

WORK AND SOCIAL ACCOUNTABILITY

Gilson partners are required to behave in an exemplary manner in terms of social accountability, and to comply strictly with regulations on working conditions for employees. This includes compliance with the following commitments and values: prohibition of child labor, prohibition of forced labor and human trafficking, prohibition of illegal, clandestine, and/or undeclared work, employment contracts and conditions of employment, fair treatment and prevention of abuses, prohibition of discrimination, fair salary and benefit policies, and respect of working hours.

HEALTH AND SAFETY

Gilson partners are committed to ensuring safe working conditions and a healthy working environment for their employees. This helps, among other things, to prevent work-related injuries and illnesses, improve employees' well-being, increase productivity, and promote the quality of products supplied and/or services rendered. This includes emergency preparedness and prevention, security at work, health and safety communication, site environment and hygiene, identifying physically challenging tasks, and assessing and controlling employees' exposure to these tasks.



ENVIRONMENT

As an integral part of Gilson's values and operations, Gilson expects its partners to share the same considerations for reducing harmful impacts on the environment and climate. The partner must have an environmental organization in place or support actions to reduce harmful impacts on the environment and climate. Partners must ensure that they follow the environmental guidelines, identify chemical and/or hazardous materials, products, and substances, and ensure the safe handling and proper management of waste to prevent pollution and reduce resource usage.

BUSINESS ETHICS

Gilson requires its partners to commit to the highest standards of business ethics with integrity, transparency, and business loyalty, protection of intellectual property, confidentiality, and personal data, respect for Gilson's property and reputation, and compliance with the requirements relating to the use of "Conflict Minerals."



MANAGEMENT SYSTEMS AND COMMITMENT

Gilson expects its partners to be committed to continuous improvement and to promoting corporate responsibility and sustainability. Partners' corporate responsibility performance will be subject to continuous improvement to meet societal challenges. It implies company declaration and commitment to continuous improvement, executive responsibility, training and communication, audits, and evaluations.

