

Alian Plastics S.A. of C.V. is committed to practice and promote ethical values in the professional field, it is for this reason that has established the Code of Ethics where behaviors are not allowed in Alian Plastics S.A. of C.V. because they show a lack of professional ethics. The Code of Ethics of Alian Plastics S.A. de C.V., is aimed at creating and promoting a commitment of responsibility and principles in daily activities.

1.-Reach.

Applies to all personnel working at Alian Plastics S.A. DE C.V. In addition, current Service Providers and Providers or those that wish to establish business relationships with Alian Plastics S.A. DE C.V.

2.- References.

External Procedure:

- Customers
- Federal Labor Law (LFT)
- Internal Work Regulation (RIT)

3.- Alian Plastics Values.

Alian Plastics S.A. de C.V., has values on which it bases its activities at all levels. Integrity. - Act Honest. Respect. - I understand and accept my colleagues and their ideas. Commitment. - I say it, I do it. Teamwork. - I want to go far, I walk in a group. Creativity and innovation. - I imagine out of the ordinary. Assertive communication. - I express my ideas, finding the right moment with the right person.

4.- Code of Ethics.

The Code of Ethics of Alian Plastics S.A. of C.V., is made up of the following principles based on four important aspects: Human Rights, Workers Rights, Environment and Commercial Integrity. The following is a brief description of the requirements of Alian Plastics S.A. C.V., it is not possible to describe each of the situations that occur every day for this reason it is important that the employee use their common sense to act according to the Code of Ethics.

For the specific requirements that may exist in each of the areas, it is necessary to contact the Human Resources Manager and clarify any doubts related to this.

a) PROHIBIT CHILD LABOR.

Not perform the hiring of minors, as established by law for the development of business operations.

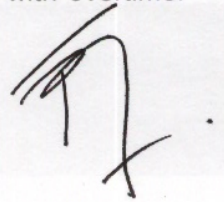
b) PAYMENT OF SALARIES, BENEFITS AND RESPECT FOR LABOR DAYS.

It respects in an integral way the payment of wages in time and form, respects the minimum wages applicable according to the Law.

Compliance in the grant by right of the worker, to receive all the benefits established by law. Respect to the working days established by Law, to the fair payment of the extraordinary time that must be done voluntarily, establishment of a rest day for 48 hours of weekly work day, the weekly workday should not exceed 60 hours.

c) FORCED LABOR.

The extraordinary time is of mutual agreement, the staff is not obligated in any way to comply with overtime. Also, it is not penalized, if said person has not volunteered to do it.



d) DISCIPLINARY MEASURES AND COACCION.

Respect human rights by prohibiting physical and / or mental abuse towards workers. Ensures a work environment, free of any type of abuse that affects the integrity of the employee.

The disciplinary measures do not establish economic sanctions that affect the remuneration of the employee for the performance of their work, unless it is clearly demonstrated as responsible to the employee, through an investigation carried out by the Human Resources department and a penalty is exercised. The limit of the sanctions is established in our internal work regulations, in the point of Disciplinary Measures.

e) FREEDOM OF ASSOCIATION / COLLECTIVE BARGAINING.

Respect the right of employees to join or abstain from joining a union; as well as of constituting it without fear of retaliation, or of being victims of intimidation or harassment. In the event that the employees are represented by a union that has a legal recognition, establish a constructive dialogue with the elected representatives voluntarily and negotiate in good faith with said representatives.

f) FREEDOM OF EXPRESSION.

Provide workers with a mechanism to express their claims, complaints and / or suggestions without fear of reprisals and ensure that concerns are addressed in an appropriate and timely manner.

g) HARASSMENT & DISCRIMINATION.

Nondiscrimination is ensured in the process of Recruitment and Selection of the workforce of the Organization, respecting: sex, religion, age, sexual orientation, race, socioeconomic level, social groups or immigrants, seeking equal opportunities. The company strives to recruit, hire, train, promote, assign, transfer and dismiss employees based on their own skills, achievements, experience and behavior and legitimate business reasons.

It prohibits pregnancy testing of women in the process of hiring, in the same way it is forbidden to carry out the HIV test (AIDS) in a mandatory way for the participants to fill a vacancy.

Everyone has the right to be treated fairly and with respect. Alian Plastics, S.A. de C.V. will not tolerate any form of harassment or discrimination against any person based on any category prohibited by law. Alian Plastics, S.A. de C.V. will investigate any allegations of harassment or discrimination in accordance with applicable laws and Alian Plastics, S.A de C.V. policies.

h) HEALTH AND SAFETY.

Provide the employee with a safe work environment and healthy conditions to perform their work; where requirements related to personal protective equipment and adequate training are contemplated. Commitment in the care of the integrity and health of the employee, care of the facilities, of the goods and products that are elaborated. Attachment and compliance with the legal provisions on Health and Safety that apply in the country.

i) PROTECTING THE ENVIRONMENT.

Operate businesses in a way that protects and preserves the environment. Comply with current environmental laws, regulations and regulations.

j) BUSINESS INTEGRITY

Operate businesses with integrity, respecting the relevant laws and avoiding bribes and fraudulent practices.

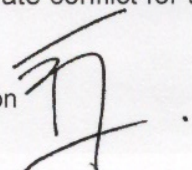
k) CONFLICT OF INTEREST.

The Conflict of Interest occurs when the employee has a personal interest that may generate conflict for the interests of the company and may compromise the employee's status.

Date of elaboration: 01/12/17

Last revision: 01/12/17

DRH01-04 Emisión



l) PRESENT OR ENTERTAINMENT.

Receiving or giving modest (simple) presents is a permitted way at Alian Plastics, S.A. of C.V. to create a business relationship. For presents that exceed the value of \$ 500.00 MN can directly affect the decision-making related to the business, and this should be seen as a type of bribe. This should be considered when any present is received or given away.

m) DONATIONS.

Any type of donation should never be directed to receive a type of benefit, either for the purchase of our products or to generate some kind of profit. Donations made by Alian Plastics S.A. of C.V. they are not made with the objective of obtaining any benefit, they are made without profit.

n) CONFIDENTIAL INFORMATION.

It refers to non-public information, which includes, but is not limited to market strategies, pending contracts, unannounced products, product or process specifications, sources of any program used in Alian Plastics, sales data, customer list, financial information, information about any project of the company or acquisition of equipment. All employees of Alian Plastics S.A. of C.V. must safeguard confidential information and should not be communicated to any person outside the company who is not authorized to see this information. In case of requiring to communicate to a third party, where suppliers of product or service are included, the Immediate Chief must be consulted and the latter must authorize the delivery of this information.

o) PROOF OF COMPLIANCE.

Alian Plastics, S.A. of C.V. must be able to demonstrate compliance with the Alian Plastics Code of Ethics, as well as the Code of Ethics of the clients that require it, being responsible to the Human Resources Management so that the Code of Ethics is complied with in accordance with Federal Law of work and guaranteeing absolute confidentiality to people who report on any irregular situation of ethical order.

In case you need to report any situation related to this code of ethics, personal or that I detect using the following means:

Internal:

1. Go to the HR department with the HR Manager.
2. Call telephone 8336-1155 ext. 209.
3. Sent email: contacto@alian.mx.
4. Report it anonymously in the mailbox for complaints, suggestions and / or concerns located in the hallway in front of the lockers.

External:

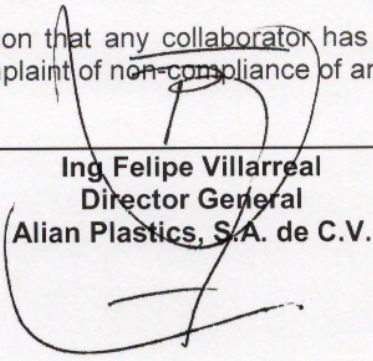
1. Call telephone +5281-8128-5000.
3. Sent email: alianethics@alian.mx

All persons who have the responsibility of supervising one or several collaborators are committed to: Be an example of compliance with this code.

Make sure that all my collaborators know and understand this code.

Monitor compliance with this code.

Always be willing to answer any question that any collaborator has about a matter of ethical order. Always support any collaborator who files a complaint of non-compliance of an ethical nature.



Ing Felipe Villarreal
Director General
Alian Plastics, S.A. de C.V.