



CODE OF CONDUCT

Social Responsibility

At Lexta, we are guided by our Code of Conduct, which serves as a fundamental principle for our operations. This code is aligned with national laws and international conventions and standards, including the United Nations Global Compact's 10 principles. We hold ourselves and our suppliers to these standards, and we are committed to conducting business in a fair and ethical manner.

We are dedicated to promoting a culture of social responsibility and ensuring the rights of all stakeholders and employees. Discrimination, abuse, forced labour, and child labour are strictly prohibited, and we are committed to fostering a work environment that promotes equality, fairness, and respect. Our practices align with ISO 26000 regulations, and we take pride in upholding standards of ethical behaviour and social responsibility in all our business operations.

We are committed to adhering to anti-corruption, environmental, and labour laws in all of the countries in which we operate. This commitment to ethical business practices and social responsibility is at the core of our values, and we are dedicated to promoting sustainability and contributing to a better future for all.

Work Environment

Our Code of Conduct is a set of principles that applies to all employees, regardless of their position or status. We are dedicated to continuously improving our operations through an agile approach and strive for efficiency and effectiveness in all aspects of our work. To ensure a healthy and safe work environment, we have implemented clear documentation and procedures for all employees.

We recognise and value the diversity of our employees and believe that the individuality of each person contributes to a more sustainable and efficient workplace. We are committed to fostering an inclusive work environment and promoting equality for all employees.

Lexta has a strict zero-tolerance policy for corruption or any illegal activities. All employees are expected to adhere to the highest standards of ethical behaviour and are prohibited from accepting or offering improper benefits. Any reported incidents of corruption or illegal activity will be promptly reported to the appropriate authorities in accordance with national and international laws.

Eco Environment

At Lexta, we are dedicated to minimizing our environmental impact and preserving the planet for future generations. Our environmental policy guides our operations, from the consideration of a product's life cycle to the reduction of negative impacts from raw materials, energy consumption, packaging, transportation, and other activities. We adopt a proactive approach, guided by the precautionary principle, to ensure that our practices are sustainable and eco-friendly.

We make a conscious effort to conserve energy and promote environmentally-friendly initiatives, such as the use of energy-efficient light bulbs, local water usage, and recycling programs. We only work with responsible suppliers who do not use banned chemicals or hazardous substances, and prioritise the use of chemicals with the least harmful impact on the environment. Our proximity to most of our suppliers within the same province allows us to reduce transportation costs and enhance our close collaboration.

Lexta is certified to ISO 9001:2015 and ISO 14001:2015, demonstrating our commitment to environmental sustainability and our dedication to providing high-quality products and services.



Implementing

At Lexta, our Code of Conduct aims to be a guide for all our business operations and relationships. We anticipate our suppliers to observe these guidelines and maintain open and transparent communication. In the event of a violation of the Code of Conduct, we will conduct a thorough evaluation, and if necessary, take corrective actions to address the issue. In cases where a supplier is unable to meet the requirements outlined in the Code of Conduct, and a mutually acceptable solution cannot be reached within the agreed timeframe, Lexta reserves the right to discontinue production, terminate contracts, and end the business relationship with the non-compliant supplier.