



Approved: Meir Langer

Date: 26.09.2021

1. Preamble:

Foamotive is a manufacturer and supplier of three-dimensional thermo-compressed products made of closed cell XLPE foam parts made primarily for the Automotive Industry. Sales are made directly to the OEM- producers of motor vehicles or to their Suppliers Tier-1 or Tier-2 levels.

Foamotive is a subsidiary of Palziv Group a producer of Cross-link Polyethylene foam for various industries. Foamotive aligns its activities within the defined scope with Palziv.

Palziv does material development, testing, validation and production of foams for fabrication. Their responsibility for the sustainability of materials and processes is critical to Foamotive's activities downstream.

Foamotive's Head Office is in Israel in close proximity to Palziv Corporate HQ. Foamotive's HQ is responsible for marketing, sales, supply chain management, development, engineering and prototype/small series production for the Foamotive Group.

Foamotive has its primary production sites in Timisoara Romania and San Luis Potosi Mexico. All sites are certified according to IATF 16949, ISO 9001, ISO 14000 Quality Standards.

2. Business Policy:

In the scope of business chosen Foamotive is a reliable and leading supplier of 3D PE foam gaskets to OEM and Tier-1 customers. Foamotive aims for the high-end quality driven market.

Foamotive aims to grow the business at a consistent rate, where there is a balance between the physical capacity, trained & available staff, improved technology and above all- maintaining the satisfaction of our customers.

Foamotive operates for the benefit of all stakeholders: customers, employees, suppliers, owners and the communities we operate.

Foamotive is a law- abiding company and as such will refrain from breaking legally decided sanctions in the delivery of its goods to its customers. Foamotive will actively work with authorities to report on its trans-national commerce and report all information as mandated.

Foamotive conducts its activity in strict accordance to an exacting code of conduct and ethics.

The Foamotive Code of Conduct and Ethical Guidelines:

1. No tolerance policy towards corrupt practices.
2. No tolerance policy towards IP infringements.
3. No tolerance policy towards using counterfeited parts.
4. Respect for international law with regard to export controls and national sanctions.
5. Acting with Financial Responsibility.
6. Transparency in operations (as practiced in prevailing industry practices).
7. Fair Competition and adherence to Anti-Trust regulations.
8. Avoid Conflict of interests and any appearance of impropriety.
9. Respect Intellectual Property rights and confidential knowhow.
10. Strict control of Data security to entrust technical and commercial data.
11. Deep respect for human rights; No tolerance policy for any discrimination, abuse of children and or abuse of prisoners in the context of our staffing or the staffing of our suppliers.
12. Protection of the personal rights of whistleblowers who act with integrity, legally and responsibly.

Business Policy and Sustainability **commitment**

Page 2 of 2



Approved: Meir Langer

Date: 26.09.2021

13. Safe and secure personal data of employees, customers' personnel and any other business contacts
14. Healthy, safe and considerate work conditions.
15. Decent wages and benefits.
16. Tolerance for diversity of opinions.

3. Sustainability:

Beyond afore mentioned rules we wish to put the emphasis on:

- a. Responsible Sourcing of materials (no Conflict Minerals nor components prohibited by REACH.
- b. The selection of materials and processes take sustainability issues into account.
- c. Commitment to the proper use of energy, natural resources.
- d. Commitment to keep air pollution and water quality in line with regulatory norms.

4. Summary:

This key document will be approved by management and kept updated at least each new year. The contents of this document will be explained to all existing staff members and employees in all our sites and each new staff member.