

## Ethic Code

1. In the exercise of Corporate Governance, La Fabril Group commits to:

1.1 Find the balance of power among the High Administration (Councils of Administration and Directories) and shareholder participation, including minorities, considering the compatibility of the objectives strategies of the Corporate Group with the interests and rights of all concerned parties;

1.2 Direct business with transparency and integrity, always cultivating the credibility with its shareholders, investors, collaborators, suppliers, customers, consumers, public power, press and communities where La Fabril acts and society in general, seeking to achieve growth and profitability with social and environmental responsibility;

1.3 Disseminate ethical principles and expressed behavior commitments in this Code of Ethics so that all parties are encouraged interested, internal and external, to fulfill it.

1.4 Maintain a relationship with its competitors based on the principles of honesty and respect, adopting explicit and declared rules about their competition procedures;

1.5 Promote honest and fair negotiations, without providing advantages undue by manipulation, use of classified information and other artifices of that nature;

1.6 Record reports and balances in a correct, consistent, accurate and complete way, unambiguous information and present work books with whole transparency to internal and external audits and public organizations;

1.7 Produce a Social and Environmental biannual Balance with internal participation, explaining its promotional, social, cultural and environmental actions, as well as social and environmental consequences and all the impacts of its cultural activities;

1.8 Keep official communication channels in all areas of the company, for reception, sending and processing of opinions, suggestions, complaints, criticisms and complaints about ethical transgressions, coming from various individuals and audiences in relation to La Fabril Group, always respecting the legislation of the countries where it acts;

1.9 Fulfill and accomplish the statements of this Ethics code through management and monitoring tools, both in the corporate and in the local sphere, divulging it permanently, in order to clarify the doubts and receive suggestions, and submit this Code and its practices to a periodical evaluation processes.

In relation with its collaborators, the La Fabril Group is committed to:

2.1 Provide working conditions that promote balance between professional, personal and family life of all collaborators.

2.2 Guarantee safety and health at work, providing for this all the necessary conditions and equipment;

2.3 Provide formal communication channels to receive and process suggestions, aiming to generate permanent improvements in internal management processes;

2.4 Ensure availability and transparency of information that affects to the collaborators, preserving the privacy rights in its handling of medical, functional and / or personal information;

2.5 Recognize free association right of its employees, respect and treasure their participation in committees.

2.6 Search permanent conciliation of interests and acceptance of legitimate rights, through institutional channels of negotiation, in their relationship with representative entities of collaborators.

2.7 Respect and promote diversity. Fight all forms of prejudice and discrimination, through a transparent policy of admission, training, career promotion, and dismissal. No collaborator or potential collaborator will receive discriminatory treatment in consequence of their race, color of skin, ethnic origin, nationality, social position, age, religion, gender, health status, physical, mental or psychic condition, as long as it is not a risk for him, La Fabril Group and its co-workers and interest group, marital status, opinion, conviction policy, or any other factor of individual differentiation;

2.8 Promote equal opportunities for all employees, in all policies, practices and procedures.

2.9 Develop a business culture that values exchange and dissemination of knowledge, promote the continuous training of its collaborators, looking for alternatives for scientific retraining and relocation in areas that are presented as the most appropriate to the situation of the collaborators, in any hierarchical level; always in convenience with the interests of the companies of La Fabril Group.

2.10 Provide institutional guarantees and protect the confidentiality of all those involved in ethical complaints, with the objective of preserving rights and protect the neutrality of decisions;

2.11 Prepare your employees for retirement, as a way to invest in prolonging their quality of life, developing systematic activities for guidance and advice, involving family members in discussions of psychological aspects and financial planning, and promoting internal dissemination of knowledge to preserve the memory of Fabril group

2.12 Demanding employees, interns / trainees to respect the ethics principles and the discipline commitments defined in this Code, respecting their contracts agreements terms with the companies of the Fabril Group.

3. In relations with La Fabril Group, its collaborators commit themselves to:

3.1 Accomplish with maximum effort, responsibility and technical quality, obligations of their work terms, take advantage of opportunities to keep permanent training, systematically self-evaluate and learn with their mistakes or from third parties;

3.2 Act in an honest, fair, dignified, attentive manner, with availability and attention to all the people with whom they relate, internally and externally, respecting any individual differences;

3.3 Properly use internal communication channels to present opinions, suggestions, complaints, criticisms and complaints, striving to continually improve the processes and procedures of La Fabril Group.

3.4 Not get involved in activities that are contrary to the interests of La Fabril Group and communicate to the hierarchical superiors any situation that appear to be a potential conflict of interest;

3.5 Respect professional secrecy, except when required by law.

3.6 Keep stealth of strategic information and information related to Relevant acts or events not yet disclosed, to which they have had access, as well as caring for others to do so, except when required by law;

3.7 Ensure the adequate use of material and intellectual assets of La Fabril Group, serving its legitimate purpose, even to preserve the image and reputation of the companies that compose it and not use it to achieve any type of personal advantage;

3.8 Not to achieve undue advantages in order of the function or position that they occupy in the companies of La Fabril Group;

3.9 Not to practice or submit to acts of prejudice, discrimination, threat, blackmail, false testimony, moral harassment, sexual harassment or any other act contrary to the principles and commitments of this Code of Ethics, and immediately denounce the transgressors;

3.10 Respect intellectual property and recognize the merits related to work developed by colleagues, regardless of their position hierarchical.

3.11 Report by text, information about own businesses and / or their spouses on their own behalf or on behalf of third parties, in which their participation was 10% or more. If the percentage is lower, it should be reported only when there would be an active participation in the management of them.

3.12 Do not demand, imply, accept, or offer any kind of favor, advantage, benefit, donation, gratification, for himself or for any other person, as a counterpart to his professional activities, being able to accept or offer promotional, public gifts, not exclusive, not exceeding

usd 50 or 5% of his salary (the lesser of the two), in his relations with external public to La Fabril Group.

3.13 Cultivate a personal appearance and wardrobe compatible with the institutional and cultural environment in which they act.

4. In relation with suppliers, service providers and interns, La Fabril Group is committed to:

4.1 Provide to employees of companies providing complementary services, specialized technicians and for the interns of La Fabril, the same healthy and safe workplace conditions offered to employees of the La Fabril Group, always reserving the right to manage the knowledge and information security of La Fabril Group.

4.2 Require from companies providers of technical, specialized, and complementary services that, their employees must respect ethical principles and the commitments of conduct defined in this Code, while the contracts with companies of La Fabril Group last.

4.3 Select and hire suppliers and / or service providers based on strict legal and technical quality criteria, costs and punctuality, and demand an ethical profile in their management practices and social and environmental responsibility,

5. In relationships with customers and consumers, La Group Fabril is committed to:

5.1 Offer quality products and services, with advanced technology, with a transparent, efficient, effective, careful and respectful quality of service, with a view to fully satisfying the needs of its customers and consumers, to generate loyalty to the Group's brands and the maintenance of long-term relationships;

5.2 Write explicit commitments and accomplish them 100%

5.3 Secure communication channels to our consumers in order that can freely express their opinions / suggestions about our products and generate continuous improvements in the customer needs.

5.4 Carry out a transparent, true and correct communication of each one of our brands and products.

5.5 Repair possible losses or damages resulting from damages caused under the responsibility of the Group to its consumers and customers, with the maximum agility, in terms and reasonable prices.

6. In relations with the environment, and as a demonstration of its responsibility to current and future generations, La Fabril Group is committed to:

6.1 Lead their businesses and activities with social and environmental responsibility, contributing to sustainable development.

6.2 Maintaining excellence quality policies in behalf of environment concerns, in order to guarantee products and services appropriate to the expectations of its customers and the environmental legislation in the countries where it operates.

6.3 Contribute to the preservation and recovery of biodiversity, through the management of the potential impacts of its activities and projects.

6.4 Clearly define environmental sponsorship policies and programs, with budgetary resources and management tools that ensure transparency and participation in their execution;

6.5 Develop programs to maximize our efficiency energy, and the use of renewable energies, making compatible to the interests of La Fabril Group and the sustainable development of its environment.

6.6 Invest in sustainability projects, products and services, maximizing its benefits, in the economic, social, environmental aspects and minimizing their adverse impacts and monitoring the entire life cycle of their facilities, operations and products;

6.7 Promote the sustainable use of water, oil, natural gas and energy; the reduction of consumption; the recycling of materials; the reduction of generation of solid waste and the emission of polluting gases in relation to the volume of our production.

6.8 Keep an environmental management system for continuous improvement of processes, including the productive chain and promote internal and external actions of environmental awareness;

6.9.1 Identify, evaluate and manage environmental liabilities by acting preventive and corrective in the solution of problems that it caused.

6.10 Communicate promptly to consumers, customers, community and society about eventual environmental damages, if accidents occur;

7. In relation with the communities, La Fabril Group commits to:

7.1 Establish and keep permanent communication and dialogue with communities where it acts, with the objective to prevent, evaluate, and control the impacts of their activities.

7.2 Participate in the preparation and implementation of projects altogether with local, public or private non-profit entities, aiming to train all the groups involved or interested in the communities (stakeholders), seeking to gather their demands and expectations from them;

7.3 Promote volunteer initiatives from the employees, for the benefit of the communities in which it acts;

7.4 Repair possible losses or damages as a result from damages caused under their responsibility of people or communities affected, with the maximum agility, in terms and reasonable prices.

8. In relation with the Company, the Government and the State, La Fabril Group undertakes to:

8.1 Contribute for economic, technological, environmental, social, political and cultural development of cities where it acts;

8.2 Contribute with the public power in the elaboration and execution of general public policies and specific programs and projects committed to sustainable development;

8.3 Appraise the development and participation of the employees, in debates and preparation of proposals, to strengthen social projects, in actions linked with public and private, governmental and non-governmental, organizations;

8.4 Encourage and sponsor research and technology projects for sustainable development, actively interacting with the academic and scientific community of Ecuador and other countries;

8.5 Reject any practices of corruption and fraud, maintaining formal procedures of control and consequences on eventual transgressions;