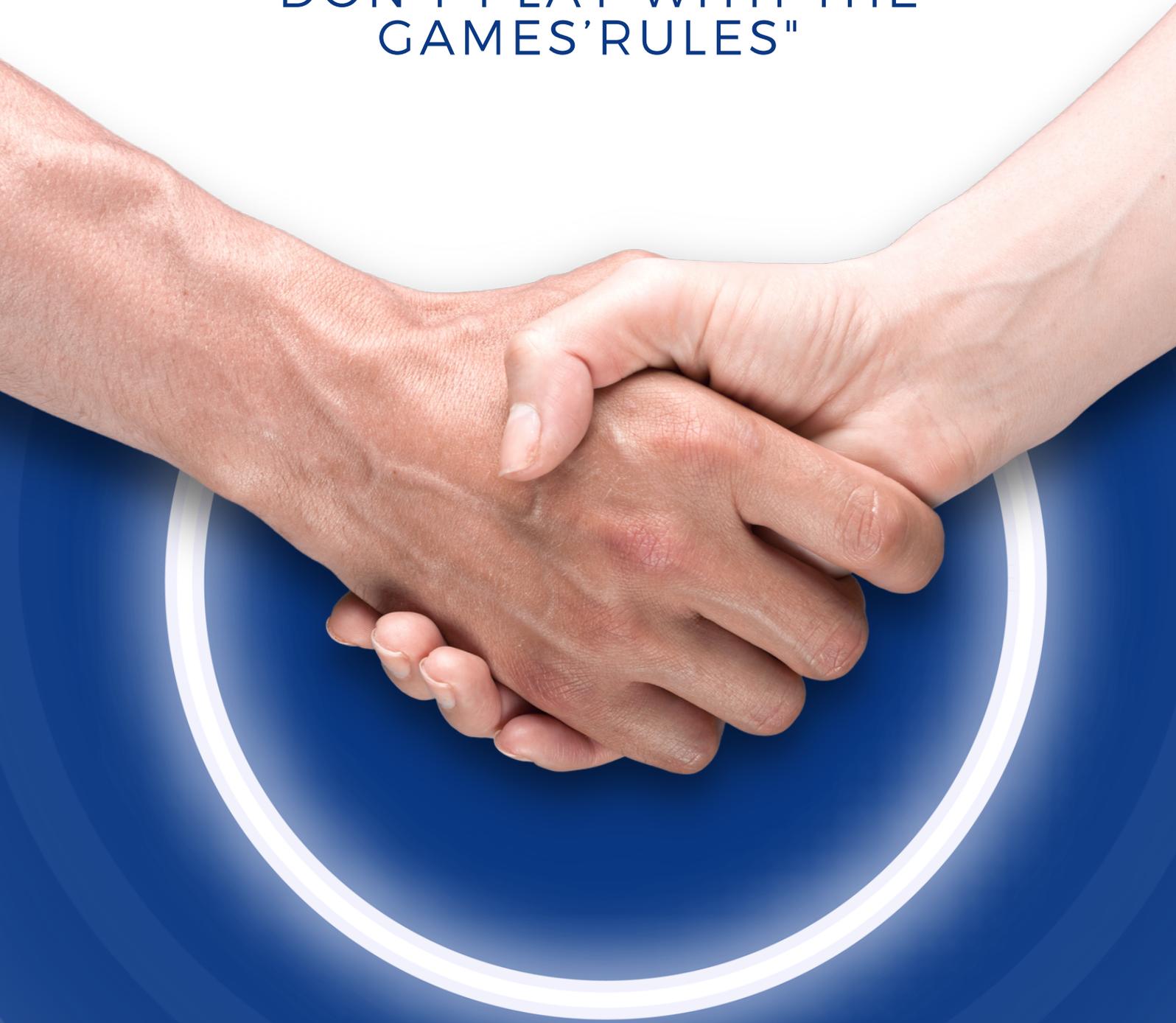




"DON'T PLAY WITH THE
GAMES' RULES"



SUPPLIERS ETHIC CODE

PREMISES

Magis s.p.a. (MAGIS) was established in 1979 in Cerreto Guidi (FI), in the heart of Tuscany, for the production of adhesive tapes, until becoming leader in the production of both adhesive tapes and closure systems for disposable diapers and incontinence products.

Since its establishment MAGIS has always pursued values as:

1. Compliance with the law
2. Equality and impartiality
3. Liability and honesty
4. Continuity, diligence, and accuracy in the execution of tasks and contracts
5. Transparency and completeness of information
6. Competition
7. Relationship with the community and environmental protection
8. Participation
9. Confidentiality
10. Effectivity, efficiency and quality of services
11. Equity of authority
12. Wellbeing and protection of person

These principles constantly lead choices and activities of MAGIS, regarding both inner and external subjects of the Company, such as suppliers and partners, and are crystallized in the Ethic Code of the Company.

Loyal to these values, and with a view to implement an increasingly structured and efficient responsible management system, MAGIS believes that commercial relations based on transparency and ethics are indispensable for increasing the level of competitiveness.

For those reasons, and in close connection with those values already included in its own Ethic Code, MAGIS considers it appropriate to define its relationships with suppliers and partners, steering them to the respect of ethical and behavioural principles in the field of commercial relationships held with MAGIS.

COMPLIANCE WITH THE LAW

MAGIS suppliers must respect of the international, national, regional, provincial and municipal applicable law in any field (administrative and fiscal, job law, health and safety in the workplaces, environmental safety, etc.) and for this reason they must refuse any illegal practice and prosecute any behaviour contrary to the law and to the principles included in the Ethic Code of MAGIS.

EQUALITY AND IMPARTIALITY

MAGIS suppliers, in relation to the assignment of services and to the decisions concerning business processes and commercial relationships, must recognize to everybody equality of rights without any age, gender, sexuality, health, racial, nationality, politic opinions and religion distinction.

LIABILITY AND HONESTY

In fulfilling their corporate mission, behaviours of all MAGIS suppliers must be inspired to ethic and liability. In managing any activities, they always must avoid any circumstances where parties involved in the transactions are, or simply can appear in a conflict of interests.

CONTINUITY, DILIGENCE, AND ACCURACY IN THE EXECUTION OF TASKS AND CONTRACTS

MAGIS undertakes to its own costumers to guarantee the continuity of its industrial production and to adopt forms of flexibility during the productive process. MAGIS also undertakes to reduce at a minimum level any discomfort for its customers, in case of inefficiency due to force majeure.

Suppliers must share these targets and take active action to achieve quality standards of excellence, both for goods and services offered.

TRANSPARENCY AND COMPLETENESS OF INFORMATION

Employees, commercial agents, and collaborators of MAGIS must give complete, clear, understandable and accurate information, so that stakeholders, setting up relationships with the company, could be able to take autonomous and aware decisions about involved interests, alternatives and relevant consequences.

Suppliers of MAGIS must respect such principles, assuring clear and easy to understand informative reports.

COMPETITION

Suppliers of MAGIS, such as the latter, must shape their activity to develop the value of competition adopting principles of fairness, fair competition and transparency toward all the operators present on the market.

RELATIONSHIP WITH THE COMMUNITY AND ENVIRONMENTAL PROTECTION

MAGIS is aware of the influence, also not direct, that its own activities can have on conditions, on economic and social development and on the general well-being of the community, as well as of the importance of social acceptance of the communities in which it operates.

For this reason MAGIS, in carrying out its business, undertakes to protect the surrounding environment, and to share in the sustainable development of the territory: to that end plans its own activities looking for a balance between economic enterprise and indispensable environmental needs, in consideration of the rights of the future generations.

Compliant to the targets of environmental protection and social liability mad by MAGIS, suppliers must undertake to improve the environmental and landscape impact of their activities too, aside from prevent risks for populations and for the environment, not only in compliance to current legislation, but also considering the development of the scientific research and best experiences in the field.

PARTICIPATION

MAGIS ensures its own costumers the right to ask information about them and to make proposals and suggestions, aside from filing complaints. Suppliers of MAGIS, in turn, are called to a concrete commitment in order to ensure same rights to their respective costumers.

CONFIDENTIALITY

Suppliers of MAGIS must assure confidentiality on information that they own, and refrain from searching confidential data, except in the case of express and informed authorization and compliant to current legislation.

EFFECTIVITY, EFFICIENCY AND QUALITY OF SERVICES

MAGIS pursues the objective of developing its industrial production according to the principles of effectiveness and efficiency, so that every action is congruous and consistent with the satisfaction of the needs and requirements it is addressed to and that in every work the economy of the management of resources used and the commitment is made to offer a service tailored to customer needs and according to the most advanced standards.

Suppliers are called to the same commitment to pursue these objectives and to guarantee the highest quality standards.

EQUITY OF AUTHORITY

Suppliers, in the field of contractual relationships that involve the establishment of hierarchical relationships, are required to exercise management power, in particular towards employees, in such a way that the authority does not turn into a mere exercise of power, damaging the dignity and autonomy of personnel.

WELLBEING AND PROTECTION OF PERSON

Suppliers of MAGIS are required to a maximum commitment aimed at protecting safety, health and moral and physical integrity of employees and consultants.

To this end they must promote responsible and safe behaviours and take all safety measures required by technological evolution to ensure a safe and healthy working environment, in full compliance with current legislation.

PURPOSES AND RECIPIENTS

MAGIS believes that the respect of the Ethic Code by any of its suppliers, represents the essential and indispensable prerequisite for any kind of commercial relationships.

The compliance of suppliers' behaviours to the above principles and to the values of the Ethic Code of MAGIS, represents a rigid evaluation criterion for the establishment and/or maintenance of its commercial relations.

The Ethic Code must be understood, to all effects, as an integral part of all contracts entered into with the company, and that is why we urge our suppliers/partners to read it and make sure it is fully respected.

To this end, the full text of the Code is available on the MAGIS corporate website at the following link: www.magis.it.

MAGIS is firmly convinced in the pursuit of its ethical-behavioural objectives in reference to the development of commercial relationships with suppliers / partners, which is why any violation of the Code of Ethics put in place by the recipients will cause suspension or termination of the contract concluded with MAGIS.

Supplier Name:

Date:

Stamp and signature for acknowledgment: