



CODE OF PRACTICES - OURO FINO GROUP

This Code was approved by the Board of Directors of Ouro Fino in a meeting held on 02 May 2016

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1. INTRODUCTION, MISSION AND VALUES OF THE GROUP OURO FINO

Founded in 1987, The Ouro Fino Group is dedicated to the production and marketing of pharmaceutical products for animal health and agricultural pesticides. Each and every year, the group gains greater prominence in the Brazilian agribusiness.

This Code of Practices aims at guiding the conduct of the employees of Ouro Fino from the various companies that make up the Ouro Fino Group. It does not claim to be exhaustive or to replace the laws, rules and other applicable regulations to employees and to the Ouro Fino Group's businesses.

Its goal is to ensure that the relations between employees and customers, suppliers, entities and public officials, the press, environment and community, among others, are guided in accordance with **ethical and moral principles that orient the activities of the Ouro Fino Group since its foundation: Honesty and respect for the laws, adopting socially responsible practices and seeking the welfare of all and the protection of the environment.**

The Board of Ouro Fino, aware of its duty to ensure full compliance with the competition legislation and the legislation against corruption has developed and fully supports this code. ,

It is the responsibility of each contributor to understand and commit to the dissemination and to the compliance of this Code.

Only by putting into practice the principles and rules set out in this Code, the Ouro Fino Group will be able to fulfill its MISSION and VISION, and effectively experience its VALUES, which are:

MISSION:

- Offer the market the best agricultural and livestock activities solutions in terms of quality and value.

VISION:

- Be the most complete Brazilian company of products for agribusiness, committed to the quality of life of humanity and the environment.

VALUES:

- Respect.
- Honesty and integrity.
- Humility and courage.
- Commitment to quality.
- Responsibility.
- Clarity and precision in the dissemination of information.
- Preservation and sustainability.

Cordially,

[•]

President of the Board of Directors

[•]

[Executive Chairman/CEO]



* For purposes of this Code, the term "Contributor" includes directors, employees, agents, attorneys, sales representatives, distributors, contractors, subcontractors and other suppliers or purchasers of goods or services of Ouro Fino.

2. VALUES PROTECTED BY THIS CODE

Without prejudice to the Mission, Vision and Values of the Ouro Fino Group, as mentioned above, the main values protected by this Code are:

- Compliance with laws, rules and regulations.
- Honest and Ethical practice in personal and professional relations.
- Respect for diversity and rejection of all forms of discrimination on the basis of race, color, creed, origin, birth, politics, opinion, and physical ability, social or economic status.
- Disclosure of documents containing clear, correct, accurate and appropriate information, always complying with the duty of confidentiality regarding confidential information of the Ouro Fino Group.
- Consider in its activities and business, the interests of its employees, contributors, clients, suppliers, competitors, shareholders, government, neighboring communities of its operational units and the environment.
- Construction and preservation of the institutional image of the Ouro Fino Group by all of its contributors, working together.
- Responsibility in the use of assets that are part of the property of Ouro Fino.
- Commitment to the management of environmental risk and the quality of the products delivered and rendered services.
- Preservation of the environment and sustainability, deterring the misuse and the destruction of environmental resources (air, soil, subsoil, fauna, flora, surface water and groundwater).
- Repudiation of child labor or any other form of compulsory labor on the part of Ouro Fino, its suppliers and customers.

The values mentioned above must be preserved and practiced by all contributors. Small lapses can ruin in a very short time the good reputation and brand built up over decades.

In cases of doubt as to the policies and practices of this Code, the contributor must contact his/her immediate superior. Shall doubts persist he/she must look for a member of the Ethics Committee, composed of representatives of the areas of Human Resources, Internal and Legal Audit.

Situations of noncompliance with the rules and policies of this Code should be informed to the Ouro Fino Reporting Channel which is available through the free phone 0800 941 5517 and the through the e-mail "linhaaberta@ourofino.com". All information received by the Ouro Fino Reporting Channel will be treated seriously and confidentially, as set forth in current legislation.

Finally, rest assured that Ouro Fino permanently monitors the implementation of this Code and always evaluates measures for its improvement. In this sense, regular reviews of this Code are carried out,

with the necessary adjustments to improve the prevention of the risks observed and to update procedures for improving the detection and punishment of such violations.

3. COMPETITION RULES

Contributors must comply with the rules of protection of competition that have as their main objectives promoting free market, achieving efficiency and contributing to the growth and economic development.

The compliance with competition rules is important because free competition is fundamental for the Ouro Fino Group to continue to succeed in a globally competitive economy.

Another reason to obey such rules is the imposition of severe penalties for those who commit any infringements. Not only the company (legal entity), but the directors and contributors (individuals) that do not comply with the standards for the protection of competition can be punished with high fines (doubled in the event of recurrence), in addition to other penalties:

- Fines:
 - Companies: 0.1% To 20% of gross revenues in the sector of business activity in which the infringement occurred.
 - Administrators: 1% to 20% of the fine imposed on the company.
 - Other employees and class associations: R\$ 50,000.00 (fifty thousand reais) to R\$ 2,000,000,000.00 (two billion reais).
- Other penalties:
 - Prohibition of entering contracts with official financial institutions and participating in public tender procedures for a period that is not inferior to five years.
 - Prohibition to the fragmentation of payment of taxes due by offender into installments.
 - Ban on trading using its name or as a representative for five years.

Some practices which are contrary to competition laws are considered as crime, punishable with imprisonment which could last up to five years.

(i) *General Principles Of Competition Rules*

This Code deals with the general principles of competition law and indicates the main practices which are considered illegal. In case of any doubt or query, the contributor should seek his immediate superior in order to discuss the issue. Shall doubts persist he/she must look for a member of the Ethics Committee, composed of representatives of Human Resources, Legal and Internal Audit Areas.

For the compliance with the competition norms it is paramount that the Ouro Fino Group (a) - act with independence in determining its strategies (including commercial and production), as well as in the decisions on prices, production levels, methods of distribution, financing, among other matters; and (b) - allow its competitors, customers, distributors and suppliers also to act independently.

(ii) *Competitors*



Agreements with competitors to fix prices, market or customers' division or for making any strategic decision are prohibited.

Competitor must be understood in the broadest sense possible, covering, in the case of Ouro Fino, any company that operates in the production and marketing of pharmaceutical products focused on animal health and agricultural pesticides, as well as their respective contributors.

No contributor shall participate in any meeting, whether formal or informal, including class associations, in which agreements or understandings with competitors are being made, or in which sensitive competitive information are being exchanged or discussed with competitors.

Some issues that should never be discussed with competitors:

- Prices and terms of trade, including discounts.
- Strategies for production, sales or marketing of the Ouro Fino Group or its other competitors.
- Mark-ups and profit margins.
- Information about customers.
- Boycotting a company because of their pricing practices or distribution.
- Restrictions on competition in general.
- Allocation of customers or territories.
- Limitation/volume control of production or sale.
- Participation and strategies in tendering procedures.

Important Reminders:

- **The contributor should not accept the information previously mentioned from a competitor.**
- **The contributor should not provide such information to a competitor.**
- If any competitor transmits this type of information to the contributor, he/she must immediately make it clear that this Code and the commercial policy of the Ouro Fino Group prevent them from receiving this type of information.
- The contributor should not obtain such information through the use of threats, exchange of favors and other means, and should not require any contributor to do so.
- If authorized to attend any meeting involving a competitor, the contributor must: (a) - perform prior examination of matters to be addressed, (b) - immediately leave the meeting if illegal subjects are discussed and (c) - require that the meeting be recorded in Minutes with the summary of the issues discussed, making the Legal Department aware of the minutes after the meeting. The contributor must refuse to sign minutes if they allude to any of the prohibited topics, without prejudice to leaving the meeting, in accordance with what has already been referred to. When it is necessary to leave the meeting, the contributor should, whenever possible, ensure that the other participants

are aware of the reason for his actions. The contributor may say, for instance: "Discussing prices with competitors is contrary to the policy of the Group Ouro Fino. I ask that my withdrawal from the room before the discussion started is included in the minutes". The contributor must also refrain from participating in informal meetings or "extra official meetings" with competitors nor should "lower his/her guard" simply because he/she is in a social event or in a break from a work meeting.

- In their communications and written documents, the contributors must use restrained language and avoid the use of expressions that may, inadvertently, create a wrong impression or misinterpretation on their business activities as well as the violation of competition rules. Expressions such as "dominate the market", "destroy the competition" or similar are expressly prohibited.

(iii) *Illicit Independent Practices*

A company or an individual acting alone can also violate competition rules. Some examples:

- **Refusal to sell:** refusal to hire or refusal to sell under normal commercial conditions in an unjustified way. Plausible Reasons for a refusal to sell would be, for example, quantities purchased, attendance, regularity, punctuality in payment, number of distributors with formal contracts involving products of the Ouro Fino Group, which already operate in a given region, efficiency of the partnership with the Ouro Fino Group, quality of the sales team, financial health of the company, stock, etc. **If the reason for the refusal to deal is the increase in market share or elimination of competition, the refusal will be considered illegal.**
- **Tie-in sale:** It refers to **the subordination of the sale of an asset to the acquisition of another** or the use of a service. It may also exist by means of joint discounts that make it unattractive to purchase the product sold separately.
- **Predatory pricing:** Predation consists in **fixing pricing below cost in order to eliminate the competition** and achieve the monopoly.

(iv) *Practices With Clients, Suppliers Or Distributors*

Certain restrictions imposed on clients, suppliers, or distributors may violate competition rules. Some examples:

- **Resale price:** **Producer sets the price at which the distributor of his products will resell them or fixes a minimum price of resale.** Distributors should have the freedom to determine their own prices and the Ouro Fino Group cannot determine the resale price, but may make recommendations provided that compliance be made optional to distributors. In addition, the distributors should be free to choose their clients and Ouro Fino may not coordinate strategies with its distributors as, for example, "invasions" to the bases of customers from clients.
- **Discriminatory Practices:** discrimination between distributors or between suppliers is anticompetitive practice, unless there is a business justification for this differentiation. Among the reasons taken as "justified" are quantities purchased, history of punctual payment, strategic innovations introduced or suggested by the distributor in recent



years, the quality of the team of sales, financial health of the company, quality of the management of the business in general, the number of served sales points, growth rate achieved in the last few years, efficiency regarding the daily delivery of information, etc. In summary: **Ouro Fino Group may not offer different conditions to distributors who are in equivalent condition, unless there is an objective reason, such as the illustrated above.**

(v) *Acquisitions, corporate restructuring and partnerships*

It is part of the business reality conducting business that result in acquisitions, mergers, divisions, joint ventures and other partnerships. Such operations can generate competitive problems, and must be carried out with the utmost diligence.

In this sense, Ouro Fino is concerned to check, during the assessment of operations such as these, the history and situation of the companies with which it negotiates, in order to identify risks that impede the business to be concluded.

4. ANTI-CORRUPTION RULES

The Ouro Fino Group is committed to **conducting its business without resorting to the practice of any unlawful practice or unfair advantage.**

Ouro Fino Group contributors:

- Must not be persuaded or persuade others to act in a manner known to be improper or illegal in the name of Ouro Fino Group.
- Must not offer or promise any payment, bribes or benefit on behalf of Ouro Fino Group.
- Must not accept bribes, payments or benefits.
- Should not take advantage of information from Ouro Fino Group, its employees and suppliers to gain personal advantage, nor make use of opportunity or business prospecting which has been identified as worthwhile by Ouro Fino Group also to seek personal advantages.
- Shall not authorize or encourage any partner, distributor, consultant or agent of business to make any undue payment on behalf of Ouro Fino Group.
- Should routinely monitor the practice of suppliers, clients, consultants, distributors, business agents or third parties related to the Ouro Fino Group, reporting possible practices as indicated above.
- Specifically regarding **the relationship with the Public Authorities and public officials**, in addition to the prohibitions above, the contributor is prohibited from:
 - Promising, offering or giving, directly or indirectly, undue advantage on behalf of the Ouro Fino Group.
 - Giving money, movable or immovable assets, or any other economic advantage gratuities, commission, bonus, donation, percentage or gifts.
 - Provide support or assistance of any kind, whether by position or function occupied or by the existence of personal relationship.

- Finance, fund, sponsor or, in any case, subsidize the practice of illicit acts.
- In relation to participation in tenders, contributors should not:
 - Frustrate or defraud, by any means, the competitive character of the competition.
 - Prevent, hinder or fraud the completion of any act of the tender, as well as move the competitors away from participating in the event.
 - Get undue advantage due to fraudulent alteration in the convening act of public tendering or in the respective contractual instruments.
 - Manipulate or fraud the economic-financial equilibrium of the contracts celebrated with the Public Administration.
- Specifically in relation to **competitors, suppliers, clients and third parties** that (directly or indirectly) may affect the business and benefit the Ouro Fino Group, in addition to the prohibitions above, the contributor is prohibited from:
 - Requesting or providing any economic or proprietary advantage on behalf of the Ouro Fino Group with the objective of interfering in business decisions.
 - Subsidize any leisure activity and entertainment, except when expressly permitted by the Code of Practices or approved by the Ethics Committee, for cases in which there is no legal hindrance.
 - Accept any favor, financial loan, movable or immovable assets, even for personal use, personalized and free service (or with a value below the practiced by the market), as well as payment of expenses for spouses, relatives or acquaintances of the contributor.

The above rules do not prevent the Contributors, where appropriate: (a) to pay or accept payment for meals, when meeting with suppliers, clients and third parties with whom they wish to establish a business relationship, provided that the value of such expenditure is reasonable, at the discretion of the ethics Committee; (b) - from receiving gifts or perishable items for professional use, provided that their value is not greater than R\$ 100.00 and that are offered as a gesture of friendship, kindness or to commemorate a special reason; and (c) - receive or offer gifts of corporate and promotional character (such as schedule books, calendars and other similar goodies), provided that non-exclusive and with no commercial value. It is also not include in the prohibitions above the offering of prizes in any promotional campaigns and marketing, as long as they are carried out in the exact terms approved by the Board of Executive Directors of the Ouro Fino Group and which comply with the applicable laws and regulations.

In case of any doubt or query, the contributor should seek the ethics committee in order to discuss the issue. In case the collaborator receives a present that does not respect the guidance above, immediately take it to its hierarchical superior, so that it may be returned or donated to a charitable institution to be indicated by the Ethics Committee.

- Specifically with regards to **contracts involving friends or relatives of contributors** (parents, spouse, children, siblings, grandchildren, grandparents, brothers-in-law and first-degree cousins) that are directly related to their area of competence and responsibility, (a) - the conclusion of

such contracts (including employment contract/employment) is conditioned upon the prior approval of the Board of Executive Directors of the respective area and the Ethics Committee, approval that in no way will be granted if the contracting is not carried out in conditions of the market, (b) - the contributor must expressly inform his superior about the existence of such a bond of friendship or kinship before hiring and (c) - there will be no hiring of relatives of contributors if between them there is direct relationship of subordination, OR if the activities to be performed by them are interdependent.

- As for the contracts concluded with the company's partners, such as suppliers, service providers, agents or associates, Ouro Fino can, as the case may be, it adopt internal procedures in order to identify and prevent risks.

5. CONTRIBUTORS

Ouro Fino appreciates a working environment in which everyone, **regardless of the hierarchical level**, should be treated with **respect and politeness**.

The contributor may not use his office to ask for favors or personal services of subordinates, offend other employees or cause/engage in physical confrontation. Any type of sexual or moral harassment is strictly prohibited.

The relationship between the Ouro Fino Group and its employees must always be **transparent**. Such transparency is achieved through the policy of internal and external communication of the Ouro Fino Group which updates contributors on the business and the performance of the company, as well as on the actions of the Human Resources sector.

Ouro Fino Group is committed to ensuring **an appropriate work environment** for its contributors, in particular with regards to their **health and physical integrity**. Thus, **it is essential that employees follow the norms and safety procedures, safety in the workplace and occupational health procedures adopted by Ouro Fino Group and provided for by the legislation in force**.

Because it is a priority for the company, periodic training with all collaborators of Ouro Fino will be carried out , in order to ensure that all may know and engage in the dissemination and compliance with this Code.

6. CLIENTS

Ouro Fino Group, in any procedure involving its clients, must assure:

- The quality and the management of social and environmental risk of the products and services offered.
- The correct recording of prices and discounts offered.
- Proper conditions for marketing, as established by the policy of the responsible department.
- Adequate control over the processes of industrialization, preservation and safety.
- Restricted Access by the client to any information received from clients in relation to the purchase of products and services.



See item "4. Competition Rules" for other important information about the relationship with customers.

7. SUPPLIERS

Ouro Fino Group expects its **suppliers to comply fully with the rules laid down in the respective contracts and laws** (including the environmental legislation), safeguarding the confidentiality of the information received and the business conditions established.

With the objective of clarifying, guiding and encouraging the transparency of the actions of its suppliers, the Ouro Fino Group offers direct channels of communication as the **Ouro Fino Report Channel**, available through the free phone 0800 941 5517 and the email linhaaberta@ourofino.com.

See item "4. Competition Rules" for other important information about the relationship with suppliers.

8. COMPETITORS

Ouro Fino highly values the **respect for the image of its competitors**. The contributor is prohibited from making any defamatory comment on its competitors or their products.

See item "4. Competition Rules" for other important information about the relationship with competitors.

9. COMMUNITY

Ouro Fino Group invests in the **well-being of its contributors and the communities in which it is inserted**, acting in partnership with governmental agencies, groups or social programs with the aim of developing these communities, providing job opportunities and greater social participation.

When participating in activities aimed at the development of the communities in which they are inserted, the employees must respect the values that guide the activities of the Ouro Fino Group.

Except if approved by their Executive Direction, Ouro Fino does **not support or encourage requests for donations of any kind to suppliers and/or service providers**, meaning the provision of financial resources or materials to conduct promotions, events, campaigns or actions of a social nature to third parties.

Ouro Fino **does not give donations or provide support for representatives or political activists, except in the exact terms of the electoral legislation in force, thus conferring transparency to such donations**.

10. ENVIRONMENT

Ouro Fino Group always carries out its activities in accordance with the environmental legislation, establishing internal policies that reflect its actions in favor of **environmental preservation**. The internal policies of Ouro Fino Group constitute standard management that considers, in an integrated manner, the economic dimensions, social and environmental aspects of its activities, promoting **an economic, social and environmentally sustainable future for present and future generations**.



In order to do so, Ouro Fino Group bases itself on the following principles:

- Acting in accordance with the environmental laws and regulations in force, including, among others, the due obtaining of all licenses and environmental certifications for the exercise of its activities, the proper final disposal of waste and the conservation of Areas of Permanent Preservation (“APP”) and other protected areas.
- Improving processes and incorporating new technologies aimed at the continuous improvement of environmental performance.
- Encourage practices, actions and programs of environmental resources preservation (water, air, soil and vegetation).
- Identifying, assessing, monitoring and mitigating the socio environmental risk present in the activities of the Ouro Fino Group, especially for activities of greater environmental impact.
- Previously evaluate the socio environmental impacts of new modalities of products and services, including in relation to the possible risk of image and reputation.
- Promoting environmental education to its contributors, covering the society in a systemic way.
- Performing the integrated and comprehensive management of its waste, synergistically with the links in the chain (suppliers, society, consumer).
- Complying, in its main aspects, with the most relevant international standards of certification.

11. EXTERNAL COMMUNICATION

All professional contact with any organ of the press must be authorized beforehand by the Communication Area of the Group Ouro Fino.

It is not permitted to any contributor, on matters related to Ouro Fino, to give any type of interview or consent on using his/her image or of his/her workplace, whether in video, photo or any other way of visual record, without the prior authorization of the Communication Area.

12. ASSETS AND RESOURCES

Contributors are responsible for the use and maintenance and protection of the assets of the Ouro Fino Group, as well as its facilities and equipment.

It is the managers responsibility to establish and communicate to their contributors the policies and procedures necessary for the proper maintenance of financial and material resources of the Ouro Fino Group.

The assets and resources of the Ouro Fino Group cannot be appropriated by contributors for use in their own benefit or for the benefit of any other personal interest or of a third party. The removal or unauthorized use of material, asset or equipment belonging to Ouro Fino is prohibited and is subject to sanctions.



The resources and equipment for electronic communication are property of the Ouro Fino Group and for its exclusive use in the context of the implementation of activities of interest of the company.

The Ouro Fino Group reserves the right to control and monitor access to the internet, e-mail and all communication applications such as Messenger, SKYPE, and other programs for the exchange of information, of all equipment connected to its system of information technology, in accordance with the law.

Under no circumstances, access to the internet, e-mail and all applications for communication as Messenger, SKYPE, among others, can be used to send, receive or access content that is discriminatory, offensive, pornographic or obscene.

The contributor also may not install software without the approval of the department of Information Technology or that do not comply with the copyright and economic rights of its creator.

13. OWNERSHIP OF DOCUMENTS

The documents created or used by the contributors while in the exercise of their activities (as, for example: contracts, projects, market research, financial records and financial statements, reports of any nature, work plans, as well as commercial and marketing plans, and programs of management of information) **are the property of the Ouro Fino Group and may not be used outside the company or be disclosed to third parties**, except when there is explicit authorization of the respective Directors.

All programs, plans and projects developed or created by contributors during their time of activity in the company are the property of the Ouro Fino Group, as established in law.

It is the obligation of contributors to ensure that the proprietary information of the Ouro Fino Group are properly protected and cannot be accessed by unauthorized persons. Not to leave confidential materials on desks, fax machines and copiers. At the end of the day, put documents away in drawers or file cabinets. Contributors must protect the confidentiality of passwords to access the systems and facilities of the Ouro Fino Group.

14. FINANCIAL AND ACCOUNTING RECORDS

Ouro Fino employs full transparency and honesty with regards to the information disclosed to shareholders and the organs of control and supervision.

In order to do so, Ouro Fino has adopted over the years a number of procedures to ensure reliability on financial and accounting records of the company. In addition to the periodic performance of internal audits, since 2005, Ouro Fino is also audited by a renowned external audit firm. In 2010, Ouro Fino started to follow the international accounting standards (IFRS) published and reviewed by *the International Accounting Board (IASB)*.

Additionally, since 2013, Ouro Fino elaborates forms of quarterly information (ITR), and in January 2014, we deployed a new integrated management system (ERP) for the Company, the SAP, aiming at better information technology and greater control in internal processes.

Thus, it is the obligation of the employees to follow the specific procedures and ensure the precision of the records of operations carried out by the company, so as to ensure the reliability of the information.

15. VIOLATION OF THE CODE OF PRACTICES



It is the responsibility of the contributor to know the policies and practices expressed in this Code. Any violation of the rules or guidelines set forth herein will result in appropriate disciplinary action in accordance with the severity of the conduct. Among the disciplinary measures taken are the warning, temporary suspension, and the dismissal of the collaborator from the Ouro Fino Group, even for just cause.

All contributors have a duty to immediately report any violation or suspected violation of this Code under the penalty of suffering disciplinary actions. The omission before possible violations will also be considered unethical practice and shall also subject the violator to penalties.

When the faulty action is identified, Ouro Fino will take all due measures for its immediate interruption.

Confidentiality: All information pertaining to the possible ethical violations or illegal activities involving contributors will be received and treated **confidentially**. The Ouro Fino Group undertakes to maintain confidentiality regarding the identity of those who share or participate in the investigation of violation of this Code.

As mentioned above, in cases of doubt as to the policies and practices of this Code, the contributor must contact his/her immediate superior. If doubts shall still persist, he/she must look for a member of the Ethics Committee, composed of representatives of the areas of Human Resources, Internal and Legal Audit. Situations of noncompliance with the rules and policies of this Code should be informed to the Ouro Fino Reporting Channel which is available through the free phone 0800 941 5517 and the through the e-mail “linhaaberta@ourofino.com”.



ADHERENCE TO THE CODE OF PRACTICES OF THE OURO FINO GROUP

I declare that I have received a copy, read carefully, understood, and therefore I undertake to comply fully with the Code of Practices of the Ouro Fino Group.

Name:

Date: